

APPENDIX A

HIERARCHY OF VOCATIONAL REHABILITATION

1. **Return to work, same employer, same job** - vocational services may include a job analysis and coordination to return to work with the employer, but usually no vocational services provided.
2. **Return to work, same employer, different job** - work with the employer to identify a new position that would fit the restrictions or modifications needed by the injured worker.
3. **Return to work, different employer, same job** - vocational services would assist in job development and placement.
4. **Return to work, different employer, different job** - vocational services may consist of performing a transferable skills analysis, interest testing, job development and job placement.
5. **On-the-job training** - identify a new employer that can train the injured worker on the job. This program can last between 3 months and 6 months.
6. **Skills enhancement** - vocational services may identify a course to develop a skill prior to a job search. This does not consist of a full retraining program.
7. **Retraining** - vocational assessment identifies that the above options are not feasible and then identifies a retraining program usually less than two (2) years in length. The training program can range from a short-term certificate program to a two (2) year associates degree program. Vocational services would probably include interest testing, transferable skills analysis, aptitude testing, labor market research and vocational exploration to support a training program.

Protocol History:  
Passed: 5/29/2001