

APPENDIX A

HIERARCHY OF VOCATIONAL REHABILITATION

Vocational rehabilitation is provided in a hierarchy of services, in the following order.

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, aptitude 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. The training program can range from a short-term certificate program to an associate's degree program. A vocational rehabilitation plan that proposes retraining must include aptitude testing, interest testing, educational-achievement testing, a transferable skills analysis, labor market research and evidence of vocational exploration to support a training program.

PROTOCOL HISTORY:

Passed: 5/29/2001

Amended: 6/16/2015

Reviewed and Passed: 1/23/2024