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