

*Monthly tips and resources for young adults, their families, and supporters who are exploring options for life after high school in Indiana.*

## Inclusive Employment for All

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We invite you to refresh your memory regarding employment options after high school by reading the [What's Next?, Issue No. 41, "Evolution of Disability Employment."](#) People with disabilities, including those who are significantly affected by a disability, have the right to work in inclusive settings and earn at least the minimum wage like everyone else. Agencies and professionals are available to help you with a variety of services on your journey to employment.



But what happens if you experience challenges with obtaining those supports and services? Read on for some solutions.

### The Role of Vocational Rehabilitation

Offices of Vocational Rehabilitation (VR) throughout the country help people get a job, keep a job, or advance in their chosen work path. This may include helping you with training or education, exploring your interests and preferences, providing assistive technology, problem-solving, and other comprehensive services.

The process starts with the VR office, which will make an eligibility decision within 60 days of receiving your application. If VR decides you are eligible for services, you'll be assigned a VR counselor (VRC) who will work with you and may help you select a community rehabilitation provider for supported or customized employment. Though they work with thousands of people with disabilities, occasionally, VR determines that an applicant is ineligible for VR services. If this happens to you, see some of the suggestions below.

#### Solutions

- If you disagree with an eligibility determination, you may use a solution found in [Resolving Problems with Vocational Rehabilitation Services: An Introduction](#).
- If you are unhappy with the VRC, discuss your concerns with them first. If this doesn't give you the results you want, reach out to the office supervisor using the contact information listed in [this guide \(pages 35 & 36\)](#).

- Use the [client assistance program](#), a service of Indiana Disability Rights, when all other efforts have not produced the results you want even when you've tried your best.

## The Role of the Community Rehabilitation Provider

Once you have [selected a community rehabilitation provider](#), the staff there will provide employment services specific to your needs and goals. Services may include Discovery, job placement assistance, interviewing help, job coaching supports, assistive technology, problem-solving, and long-term supports. To better understand best practices in employment services, read through [Discovery Best Practices](#) and discuss questions you might have with your employment specialist. You, your family, and the community service provider will work together as a team.

### Solutions

- If you are unhappy with the provider, discuss your concerns with them first. If this doesn't give you the results you want, reach out to your VRC so they can assist in problem-solving.
- You have a right to choose a different provider if your problem-solving efforts don't produce the results you want.

## Your Role

VR and community rehabilitation providers have roles. They should each provide their best effort to work together with you toward reaching your work goals. You also have an important role. Your responsibilities include, but are not limited to:

- being honest about your goals.
- actively participating throughout the process. Your cooperation is a must.
- speaking out respectfully for your needs.
- questioning what you are unclear about.
- sharing your ideas and opinions.

## Resources

- [The Road to Work: A Job Seeker's Guide to Vocational Rehabilitation Services:](#) This guide, from Indiana VR, was developed to provide information to individuals with disabilities who have employment and training needs.

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*What's Next? is a project of the Center on Community Living and Careers.*

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