

Vocational Rehabilitation Services Scope of Service

Resilire provides a care continuum to rehabilitate the person as a whole. We work with adolescents, and adults who have experienced life altering neurological impairments of various severities and acuity levels. We strive to enhance quality of life and participation in meaningful life roles through an interdisciplinary team approach. Services provided are often prescribed by a PM&R or referring physician based on diagnosis, medical need, treatment team evaluation and recommendations, and family wishes and consent. Most individuals receiving rehabilitation services are in the Post-Acute or Active Rehabilitation phase in their recovery; however, we do work with Long-Term Care clients to prevent decline and maintain functional status. We communicate with a variety of physicians to discuss treatment planning and approaches. All evaluations consider activity limitations, participation restrictions, and functional performance to ensure a whole person approach to therapy treatment. Services focus on the unique medical, physical, cognitive, communication, psychosocial, cultural, behavioral, vocational, educational, accessibility and leisure needs of persons with neurological impairments. Services are delivered with intent to achieve functional progress, prevent deterioration of abilities, promote productive activities and support quality of life.

Resilire Vocational Services provides individuals with neurological impairments the opportunity to participate in meaningful paid employment. Individuals work with a Vocational Rehabilitation Counselor for support and training with soft skills, job applications, interviewing skills, and appropriate paid job placements both in supported onsite environments and in competitive community placements. Continuing support is provided to ensure maximal independence and success is achieved. Clients receiving Worker's Compensation benefits are referred by the claims adjustor and no prescription for services is required. The client would be scheduled based on recommendations from Rehabilitation Counselor and are in line with the requirements of the Workman's Compensation Bureau.

To provide vocational services to clients served by Resilire Work Services, a partnership with InPro Enterprises, Inc. was established.

Treatment sessions take place at various locations throughout Resilire, including the Romulus Neuro Skills Center, Troy Neuro Skills Center, Saginaw Neuro Skills Center, Livingston Neuro Skills Center, and the Industrial Operation Center (IOC). Support services are provided from 8:00am – 4:00 pm Monday-Friday and on weekends and evenings as needed. There may be additional early, late, or weekend hours available to accommodate special situations. Vocational Services may also occur in supported employment community enclaves and competitive work site placements vary on the individual's ability, interests, employability skills and desire for work.

Vocational Services are designed to ensure an ongoing match between the client's skills, their goals and job resources. Evaluation, individual counseling, interest and ability testing, assessment of accommodations at employment resources, strategies to

overcome access barriers, work trials, job coaching and vocational support/follow along are key services provided. Vocational therapy is available as a standalone service or as part of a broader, clinically coordinated therapeutic treatment program at Resilire.

Referral sources include PM&R and other physicians, clients and families, case managers, guardians, insurance adjusters, social workers, discharge planners, and hospital systems.

We accept a variety of payer sources including:

- Auto No Fault
- Private Pay
- Workers Compensation

Rate sheet/fees are available upon request.

Vocational Services offer the following services:

- Paid onsite and offsite employment
- Vocational Evaluations/Assessments
 - O*Net
 - Work Readiness Inventory
 - Job Search Knowledge Scale
 - Job Survival and Success Scale
 - Picture Interest Career Survey
 - Barriers to Employment Success Inventory
 - C.I.T.E Learning Styles Instrument
 - Career Ability Placement Survey
 - WRAT
- Vocational Counseling
 - Resume Building
 - Interview Skills
 - Education Counseling
 - College Preparation
 - Job Development
 - Job Placement
- Job Coach Training
 - Employability Skills
 - Transferable Skills
 - Work Readiness/Preparation
 - Work Hardening
 - Employment Support
- Computer Training
 - Microsoft Office Suite

- Skills Soft
- Labor Market Research
 - Job Search

WORK SERVICES

Work Services are managed by the Director of Vocational Services and supported by team members provide job coaching, supervision, and direct care to Work Services Clients. Paid onsite and offsite employment experiences include; Troy Neuro Skills Center, Romulus Neuro Skills Center, Livingston Neuro Skills Center, and multiple community placements.

All Vocational Services Clients are paid the State of Michigan minimum wage through InPro Enterprises, Inc.

1. All Resilire's Clients are candidates for potential employment through Vocational Services. This includes clients in either residential or outpatient programs.
2. Participation in Resilire's work services program require a physician's prescription. Any team member can provide a referral for vocational services.
3. Clients interested in vocational services participate in a vocational assessment / evaluation to determine if they are appropriate for work placement.
4. The client or guardian will complete an InPro Enterprise, Inc., hiring packet with a vocational services representative and provide required eligibility documentation.
5. Director of Vocational Services, in conjunction with the Client, Case Manager, family, guardian will establish a work schedule and start date.
6. Each Work Services Client is responsible for completing as much of the job tasks as possible. Job Coach assistance should be as minimal as possible with emphasis on teaching the Work Services Client strategies and techniques to perform the tasks correctly and efficiently.
7. If a Work Services Client is unable to complete a task or demonstrating difficulty with a task, accommodations and/or modifications will be provided if appropriate.
8. Work Services Job Coach(s) will assist Work Services Client to demonstrate positive employability skills and follow onsite/offsite worksite rules and safety policies.
9. Work Services is responsible for transportation to and from offsite work placements following the client's arrival to the Resilire clinic. Work Services Client may or may not be responsible for their personal transportation to the center.
10. The Work Services Job Coach, if necessary, will provide personal care and behavioral interventions to Work Services Clients.
11. Every Work Services Client has a vocational rehabilitation goal(s). Examples of goals include but are not limited to; attending scheduled shifts, work quality, productivity, following directions, completing assignment, etc.

In the event a more extensive service need or specialization within an existing service element exists, networking arrangements are made. This could mean development of a new service in-house or a referral to an outside agency.

All service lines at Resilire work in a closely coordinated fashion in order to support carry over of skills, minimize impact of impairments, avoid collateral complications, decrease barriers and maximize functional independence.

- Behavioral/Psychological Status
 - We provide services to persons with various levels of verbal aggression, mild, and diffuse physical aggression with a maximum of 1:1 care/supervision.
- Activity limitations and participation restrictions
 - We provide services to persons with any activity limitations and participation limitations as a result of the precipitating neurological impairment including but not limited to impairments in ADLs, IADLs, mobility, cognition, school, work, community, and in the home.
 - Limitations of activities and participation restrictions may be in nature, duration, and/or quality.
- Impairments
 - We treat all neurological impairments as a result of the precipitating neurological impairment in addition to many physical, behavioral, and psychological co-morbidities.

ADMISSION CRITERIA

Individuals who meet the following criteria may be eligible to receive our services:

1. The applicant shall have sustained a neurological impairment and/or experienced functional deficits of a related nature in characteristic, intervention needs and outcome potentials. The applicant will otherwise present with a functional deficit that would reasonably benefit from rehabilitative services.
2. The applicant has achieved a level of medical stability to the extent care needs can be managed in this setting as determined by assessment. This does not include those clients who are temporarily ill or bedfast.
3. If the applicant presents with a history of alcohol/substance dependence, it must be medically ascertained that the individual does not require detoxification under the supervision of a physician at a medical facility. Such detoxification must occur prior to admission.
4. The applicant presents with behavioral intensities that can be managed in this setting as determined by assessment. It is understood that participants may exhibit variable behavioral intensities. Such behaviors will not necessarily preclude admission or ongoing treatment, provided they can be adequately contained or controlled through available therapeutic intervention.
5. The applicant must be free of disease that is considered contagious through

- casual contact.
6. A prospective client and/or associated guardian shall exercise free choice in the selection of a rehabilitative facility.
 7. Payment for services is available.
 8. Admission for eligible candidates are processed in the order received.
 9. Adult treatment starts at age 18.
 10. Adolescents may be eligible to participate in the work services program starting at age 14 as appropriate.

Eligibility for vocational services is reviewed, assessed and documented on a regular basis, through the plan of treatment.

There are times individuals may not be appropriate for Resilire Vocational Rehabilitation services. Some of these factors may include:

- Requires 24-hour Nursing Care
- Client's needs are unable to be met in this setting
- Payment for services unavailable
- Acute withdrawal- in need of detox
- Chronic elopement
- Excessive chronic physical aggression
- ASIA A C1 SCI
- Continuous cardiac telemetry
- Continuous and intensive physical behavior management required that may involve: isolation; restraints; locked facility; or chemical sedation

TRANSITION/DISCHARGE CRITERIA

As individuals progress and recover they may transfer to different programs within Resilire. Transitions between community residential, outpatient, and supported living programs are assessed on a case by case basis with guardian approval as needed. Individual progress is assessed and reported to each client's internal and external treatment team at regularly scheduled team meetings and physician appointments. The plan of treatment can be updated at any time, with the consent of the client, family, physician, and treatment team.

Individuals may be transitioned or discharged from Vocational Services based upon the readiness of the individual client into a community-based enclave or independent community employment or if individual has gained community-based employment and no longer needs vocational assistance from our licensed CRC and colleagues. The following factors will be taken into consideration:

1. The client has regained the ability to live and/or work independently and no longer require services.
2. The client is ready to transfer to another level of care within or outside of Resilire.
3. The client requires services not available through Resilire

4. Discharge is requested by the physician, the client and guardian/designated representative
5. Payment for services is no longer available
6. A client no longer meets admission criteria per agency guidelines.
7. Therapy services are no longer appropriate.
8. The client may be discharged due to situations of substantial risk to self or others when the agency has determined and documented that any of the following exist:
 - a. Substantial risk to the resident due to the inability of the home to meet the residents needs or assure the safety and well-being of other residents of the home.
 - b. Substantial risk, or an occurrence, of self-destructive behavior.
 - c. Substantial risk, or an occurrence of serious physical assault.
 - d. Substantial risk, or an occurrence of the destruction of property.

The Governing Board and Leadership of the agency is actively involved in planning and operations. Management style emphasizes communication, accessibility and involvement. The Company has a strong sense of community responsibility and a history of innovation and quality in cost-effective programs for persons with neurological impairments.

Resilire does not discriminate on the basis of race, color, religion, national origin, language, age, gender, disability, marital status, sexual orientation, height, weight, socio-economic or veteran status as it related to patient admissions, patient care, employment and other stakeholders. Resilire values differences and adapts to diversity and cultural contexts of individuals to provide the best rehabilitation experience possible. We strive to provide culturally sensitive health care, offering services that are relevant to clients' needs and expectations. Therapeutic plans of treatment are adapted and accommodations are made to fit the cultural, behavioral, psychological, and participatory needs of each client. Accommodations needed are based on input from the client, family, and case manager.

REVISION HISTORY:

# of Revisions	Date of Revisions or Review	Description of Changes	Reviewed by
NEW	1/1/2021	Policy Established	Board/ Leadership