



# Vocational Rehabilitation

## Vocational Rehabilitation and Employment

The VR&E Program operates under the mandate that for those Veterans who are unable to enter employment due to their service-connected disabilities, the nation they protected has a responsibility to help them build a new career.

We meet this responsibility in a variety of ways.

First, we help Veterans learn more about themselves: their interests, aptitudes and disability needs. We also help them gather up-to-date career and labor market information in order to help them map their path to success.

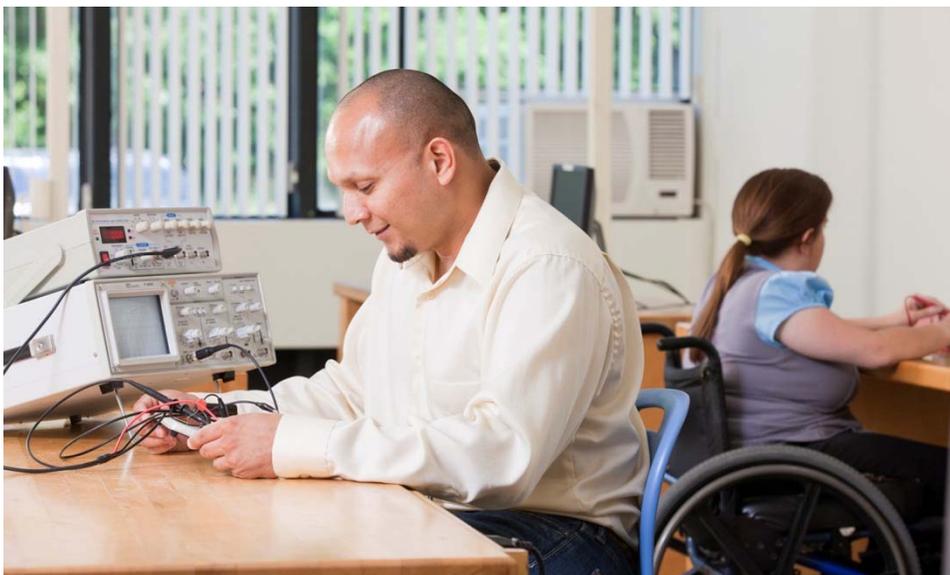
Specialized counselors work with entitled Veterans to design individualized service plans under our five tracks of service. We provide the training and services needed to help each Veteran achieve his or her goal. The services provided depend upon the track each Veteran is in:

1. Re-employment
2. Rapid access to employment
3. Self-employment
4. Employment through long term services
5. Independent living

420 locations nationwide  
 1,343 employees serving  
 135,815 Veterans  
 10,397 rehabs

### Mission:

The Vocational Rehabilitation and Employment (VR&E) program provides comprehensive services and assistance necessary to enable Veterans with service-connected disabilities and an employment handicap to obtain stable and suitable career employment. Our program also assists Veterans to achieve maximum independence in daily living when the severity of disability prohibits suitable employment.



U.S. Department  
of Veterans Affairs

Veterans Benefits  
Administration

## Table of Contents

<b>Vocational Rehabilitation</b>	<b>1</b>
Vocational Rehabilitation and Employment	1
Table of Contents	2
Chapter 36 Services	2
Chapter 31 Services	3
VR&E Activity Snapshot	4
Definitions of the Following Terms May be Helpful in Reviewing the Tables:	5
Quick Reference	6
Vocational Rehabilitation and Employment activities FY 13	6
Veterans receiving VR&E benefits at the end of FY 13	6
<b>Employment Handicaps</b>	<b>6</b>
Veterans with serious employment handicaps during FY 13	6
<b>Subsistence Payments</b>	<b>7</b>
Veterans who received subsistence as part of a training program during FY 13	7
<b>VR&amp;E Veteran Demographics</b>	<b>8</b>
Veterans by prior education level	8
Veterans by age	8
Veterans by branch of service	8
Veterans by period of service	8
Veterans by length of service	9
Veterans by combined service connected disability rating	9
<b>Rehabilitated Veterans</b>	<b>10</b>
Number of Veterans who were rehabilitated during FY 13	10
<b>VR&amp;E Employment Outcomes</b>	<b>11</b>
Chart: FY 13 employment placements	11
FY 13 career categories of rehabilitated Veterans	11
<b>Contact Information</b>	<b>12</b>

### Release history

Version & changes	Date
V1.0: Initial release	09/26/2014

## Chapter 36 Services

Vocational Rehabilitation and Employment also provides career and vocational counseling to transitioning Servicemembers within six months of leaving the military, to Veterans who have left the military within the past 12 months, or at any time a Veteran is eligible to use an education benefit. Participants and dependents who are eligible for one of the VA's educational benefit programs.

These services are designed to provide Servicemembers and Veterans with personalized counseling and support to help guide career paths, ensure the most effective use of VA benefits, and achieve educational and career goals.



U.S. Department  
of Veterans Affairs  
Veterans Benefits  
Administration



## Chapter 31 Services

1. **Re-employment:** For Veterans who have recently exited the military and are interested in returning to their previous employer, and for whom their previous job is suitable for their disability, VR&E provides services such as adjustment counseling, disability information and accommodation and support contacting their previous employer.
2. **Rapid access to employment:** For Veterans who possess the skills and abilities to obtain suitable employment, VR&E provides short-term training, counseling and intensive job placement and post-employment support.
3. **Self-employment:** For those Veterans interested in starting their own business, supports in this track can include training, assistance with developing a viable business plan, and in certain circumstances, business startup supports.
4. **Employment through long term services:** The majority of disabled Veterans require long term support, typically to include college, on-the-job training, or an apprenticeship program. VR&E provides the cost of all tuition, books, fees, and equipment, as well as a monthly subsistence allowance during training. The length of time a Veteran is served under Chapter 31 varies according to their disability needs, occupational choice and pre-existing skills and abilities.
5. **Independent living:** For Veterans for whom employment is not currently reasonably feasible, independent living services assist with living more independently in their homes and communities.

Once the Veteran and the vocational rehabilitation counselor agree on an individualized plan of service, a supportive partnership begins. Throughout their training Veterans receive continued support and advocacy. Once they are ready to begin their new careers, VR&E assists them with job search preparation and placement support.

Participants are any Veteran who was in a rehabilitation plan of service or an extended evaluation plan during FY 2013, including those who successfully rehabilitated or discontinued their services in FY 2013.

Because Veterans can receive rehabilitation services over multiple years, participants may have started using the program in a previous fiscal year.

We continue to focus on outreach and early entry into VR&E services when a Servicemember transitions from active duty. Expanded outreach and early intervention has resulted in increased program emphasis on briefings for active duty Servicemembers, and National Guard, and Reserve Servicemembers.



**VA**



**U.S. Department  
of Veterans Affairs**  
Veterans Benefits  
Administration

## VR&E Activity Snapshot

10,397 Veterans successfully reached their rehabilitation goals in fiscal year 2013.

1,708 Veterans received services that allowed them to achieve maximum independence in daily living.

8,689 Veterans achieved employment rehabilitations.

In Fiscal Year 2013, the average wage of a Veteran successfully completing the VR&E program was \$37,717.

67,433 Veterans enrolled in VR&E in fiscal year 2013 were preparing for employment by participating in training or related programs. This includes:

- 53,780 pursuing undergraduate degrees
- 5,849 pursuing graduate programs
- 3,486 pursuing vocational & technical training
- 4,318 pursuing non-degree programs, on-the-job training, non-paid work experience in government agencies, and other types of programs.

## Definitions of the Following Terms May be Helpful in Reviewing the Tables:

**Applicants:** Veterans who have applied for VR&E services.

**Eligible Applicants:** Servicemembers or Veterans are eligible if they have a qualifying service-connected disability or memorandum rating.

**Completed Evaluation:** Eligible Veterans who actively participated in initial evaluation services.

**Entitled Applicants:** Veterans are determined to be entitled when services are needed to assist them to overcome either an employment handicap or serious employment handicap related to their disabling condition.

**Participants:** Veterans in any stage of the vocational rehabilitation process after the applicant and evaluation phases have been completed, including: extended evaluation, independent living, job-ready status, rehabilitation to employment, and interrupted. Participants also include those discontinued and rehabilitated from a plan of service.

**Rehabilitated:** A determination that a Veteran has successfully obtained and maintained suitable employment and/or has successfully completed an independent living program.



**VA**



**U.S. Department  
of Veterans Affairs**  
Veterans Benefits  
Administration



**Vocational Rehabilitation and Employment activities FY 13<sup>1</sup>**

Status	Total
Total applicants <sup>2</sup>	80,812
Eligible applicants	78,159
Completed evaluation	66,749
Entitled applicants	54,440
New plans of service (enrollments)	34,806
Participants	135,815
Rehabilitated	10,397

**Veterans receiving VR&E benefits at the end of FY 13**

Veterans participating in the VR&E program who are male	110,329
Veterans participating in the VR&E program who are female	25,486
<b>Total</b>	<b>135,815</b>

**Employment Handicaps**

**Veterans with serious employment handicaps during FY 13**

Case status	Veterans with a serious employment handicap	Veterans with an employment handicap	All Veterans
Entitled applicants	38,703	15,737	54,440
Participants	97,045	38,770	135,815
Rehabilitated	7,136	3,261	10,397

More than 70% of the Veterans participating in VR&E have a serious employment handicap. A serious employment handicap means there is significant impairment of the ability to prepare for, pursue, or retain employment. Veterans with a serious employment handicap receive additional supportive services, which may include extensions of entitlement, adaptive equipment, job coaching, and independent living services.

<sup>1</sup> Source: VR&E Program Management Reports

<sup>2</sup> 82,964 applications were submitted by 80,812 unique Servicemembers and Veterans.



## Subsistence Payments



For Veterans who require retraining as part of their rehabilitation services, VR&E pays for tuition, fees, books and supplies. Veterans who are enrolled in training receive a subsistence allowance to assist them with living expenses.

### Veterans who received subsistence as part of a training program during FY 13<sup>3</sup>

Program	Total	Percent of total
Undergraduate school	53,780	79.75%
Vocational/ Technical	3,486	5.17%
Graduate school	5,849	8.67%
College, non-degree	1,635	2.42%
Extended evaluation/ Independent living <sup>4</sup>	1,292	1.92%
Paid on-job training	181	0.27%
Non-paid work experience in government	682	1.01%
Non-paid on-job training	278	0.41%
High school	22	0.03%
Apprenticeship	108	0.16%
Improvement of rehab potential	87	0.13%
Farm co-op	33	0.04%
<b>Total</b>	<b>67,433</b>	<b>100%</b>

Veterans who did not receive subsistence payments during the fiscal year received other forms of rehabilitation services. Veterans who have appropriate training and skills, or who have completed their training, receive job-search assistance and job-accommodation services to transition them into the workforce.

Other non-subsistence services include most independent living services, career counseling, medical referrals and non-training evaluation services such as assistive technology evaluations.

Due to outreach and early intervention efforts, some VR&E participants are still in the process of separating from the military. VR&E can assist disabled Servicemembers with evaluation, rehab services, training and case management. Servicemembers are not eligible for subsistence until they have completed their separation from the military and are considered a Veteran.

<sup>3</sup> Source: VR&E Program Management Reports – Snapshot of VR&E Participants at the end of Fiscal Year 2013.

<sup>4</sup> This number only represents participants in training and in receipt of subsistence allowance, a subset of the total participants





### Veterans by prior education level<sup>5</sup>

	Data not available	below high school	High school	Post high school	Four year degree	Graduate degree training	Total
Applicants	1	1,157	30,247	33,284	12,681	3,442	80,812
Participants	210	1,824	56,913	57,268	15,349	4,251	135,815
Rehabilitated	0	166	4,057	4,262	1,529	383	10,397

### Veterans by age<sup>5</sup>

	17 - 21	22 - 29	30 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 and above	Total <sup>6</sup>
Applicants	496	16,773	23,213	10,488	9,254	7,997	5,525	7,061	80,812
Participants	114	14,618	39,599	18,956	19,484	18,226	11,788	13,029	135,815
Rehabilitated	1	647	2,991	1,405	1,528	1,506	921	1,398	10,397

### Veterans by branch of service<sup>5</sup>

	Air Force	Army	Coast Guard	Marine Corps	Navy	Other	Total
Applicants	9,791	45,589	634	11,130	13,498	170	80,812
Participants	18,323	73,741	1,271	17,889	24,402	189	135,815
Rehabilitated	1,679	5,407	112	1,322	1,868	9	10,397

### Veterans by period of service<sup>5</sup>

	World War II	Post-World War II Era	Korean Conflict	Post - Korean Conflict	Vietnam Era	Post - Vietnam Era	Gulf War Era	Total <sup>7</sup>
Applicants	70	18	91	291	4,340	9,566	66,418	80,812
Participants	72	10	100	336	7,261	18,080	109,956	135,815
Rehabilitated	20	1	28	54	852	1,207	8,235	10,397

<sup>5</sup> Source: VR&E Program Management Reports.

<sup>6</sup> Total includes 6 Veterans unidentifiable by age.

<sup>7</sup> Total includes 18 applicants unidentifiable by period of service.



### Veterans by length of service<sup>8</sup>

	Applicants	Participants	Rehabilitated
Less than 3 mos.	506	888	64
3 - 6 mos.	1,137	2,124	138
6 mos. to 2 years	9,561	18,331	1,365
2 - 4 years	22,145	39,288	2,856
4 - 10 years	24,123	40,707	2,959
10 - 15 years	5,133	9,194	704
15 - 20 years	2,191	4,483	404
20 - 30 years	8,381	16,829	1,830
> 30 years	219	322	39
In service <sup>9</sup>	7,416	3,649	38
<b>Total</b>	<b>80,812</b>	<b>135,815</b>	<b>10,397</b>

### Veterans by combined service connected disability rating

	Applicants	Participants	Rehabilitated
0%	8,796	1,870	24
10%	6,653	5,760	340
20%	6,608	11,604	1,009
30%	8,562	14,963	1,378
40%	8,182	16,287	1,428
50%	7,292	13,418	1,078
60%	8,392	17,134	1,359
70%	7,732	15,622	1,184
80%	6,648	15,275	1,034
90%	3,947	10,396	657
100%	5,100	13,200	894
Memo rating	673	283	12
Data not available	2,227	3	-
<b>Total</b>	<b>80,812</b>	<b>135,815</b>	<b>10,397</b>

<sup>8</sup> Source: VR&E Program Management Reports

<sup>9</sup> In Service: The VR&E program provides service to active military personnel, such as those on medical hold or those in the pre-discharge phase.



U.S. Department  
of Veterans Affairs

Veterans Benefits  
Administration



## Rehabilitated Veterans

### Number of Veterans who were rehabilitated during FY 13

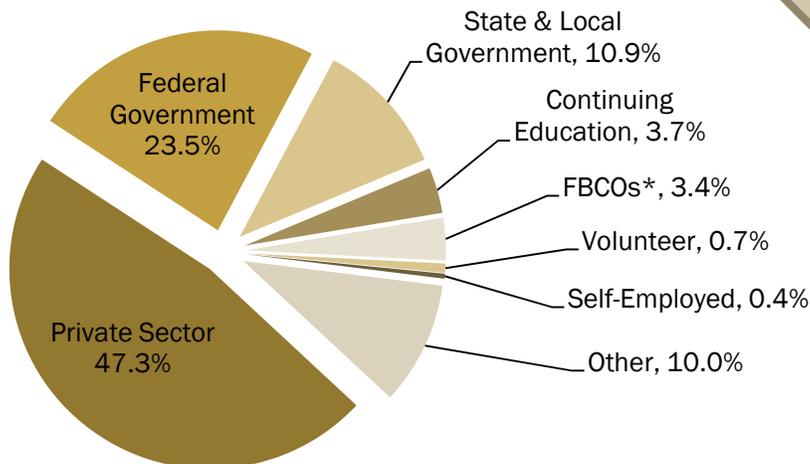
Category	Number	Percent of total
Number of female Veterans who were rehabilitated	1,957	19%
Number of male Veterans who were rehabilitated	8,440	81%
Disabled Veterans with serious employment handicaps who were rehabilitated	7,136	69%
Disabled Veterans with employment handicaps who were rehabilitated	3,261	31%
Total number of employment rehabilitations	8,689	84%
Total number of independent living rehabilitations	1,708	16%
<b>Total number of veterans rehabilitated in FY 13</b>	<b>10,397</b>	<b>100%</b>

# VR&E Employment Outcomes



**Chart: FY 13 employment placements**

The chart on the right shows the percentages of the career fields where Vocational Rehabilitation and Employment Veterans found work in FY 13.



\*FBCOs: faith-based & community organizations

**FY 13 career categories of rehabilitated Veterans**

Category	Number of Veterans <sup>10</sup>	Avg. annual wages at rehabilitation <sup>11</sup>
Professional, technical, and managerial	6,989	\$41,085
Service	400	\$28,721
Miscellaneous	347	\$33,127
Machine Trades	324	\$32,633
Clerical	289	\$30,922
Structural (building trades)	182	\$35,566
Sales	54	\$28,653
Benchwork	49	\$31,488
Agricultural, fishery and forestry	31	\$24,167
Processing (butcher, meat processor, etc.)	24	\$31,800
<b>Total number and average wage</b>	<b>8,689</b>	<b>\$37,717</b>

<sup>10</sup> Source: VR&E management reports: Career Outcomes by DOT and Discoverer

<sup>11</sup> Source: VR&E program management reports – snapshot of VR&E rehabilitations at the end of FY 13

Excludes Veterans rehabilitated in independent living.

## Contact Information

### Vocational Rehabilitation and Employment Information:

1-800-827-1000

### Annual Benefits Report (Office of Performance Analysis & Integrity)

202-461-9040

### Department of Veterans Affairs home page

[www.va.gov](http://www.va.gov)

### Veterans Benefits Administration home page

[benefits.va.gov](http://benefits.va.gov)

### eBenefits (Online forms and applications)

[www.ebenefits.va.gov](http://www.ebenefits.va.gov)

### VR&E home page

[www.benefits.va.gov/vocrehab](http://www.benefits.va.gov/vocrehab)



U.S. Department of Veterans Affairs  
Veterans Benefits Administration

