

Report to Congress

Vocational Rehabilitation and Employment Longitudinal Study



July, 2011

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Executive Summary

The Department of Veterans Affairs (VA) Vocational Rehabilitation and Employment (VR&E) program is pleased to present the first report for the fiscal year (FY) 2010 Longitudinal Study participants. The Longitudinal Study provides an opportunity to increase our understanding of the disabled Veterans we serve, to recognize their needs and challenges, and to celebrate their successes.

Veterans with disabilities face multiple physical, mental, and economic effects from their disabilities, which may include unemployment or lower wages when employed. Disabled Veterans may struggle to maintain their role as providers within their families and/or reduced ability to perform activities of daily living. The mission of the VR&E program is to assist Veterans who have obtained a service-connected disability to regain employment, and to enable these Veterans to participate fully in the economic and social facets of family and community life.

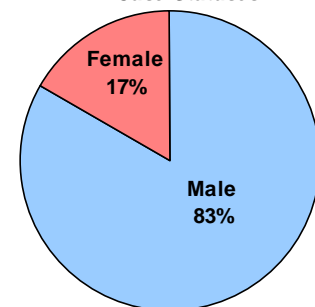
Although the first report for the FY 2010 Longitudinal Study participants is a starting point for comparison and does not yet allow for the level of analysis that future Longitudinal Study reports will allow, it demonstrates some important aspects of the VR&E (Chapter 31) program.

Below is a summary of major findings of the initial year of the FY 2010 Longitudinal Study.

Demographics of the Veterans We Serve

- Women make up a growing but smaller portion of the U.S military population than they do of the general U.S population.¹
- Women make up about eight percent of the overall Veteran population but comprise about 17 percent of the FY 2010 Longitudinal Study participants.
- Women comprise 16 percent of the FY 2010 Longitudinal Study participants who have a serious employment handicap.

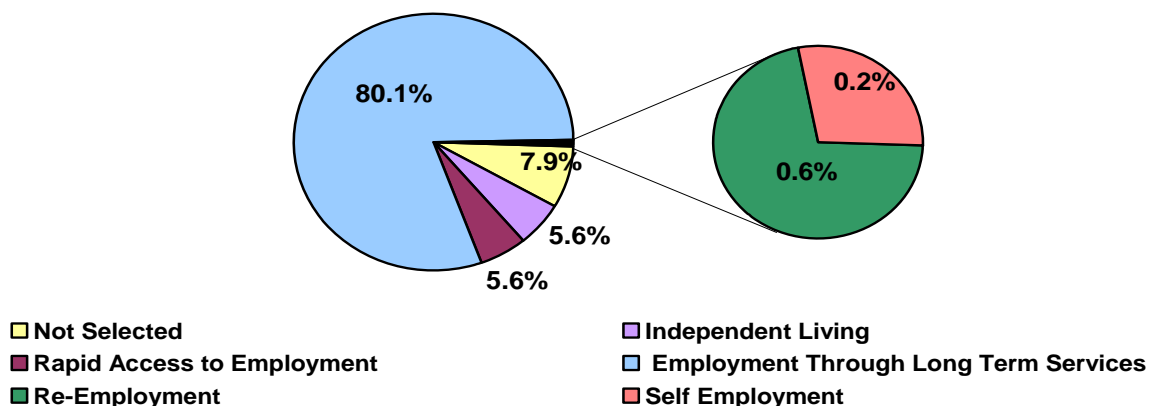
Gender of FY 2010 Longitudinal
Study Participants
All Case Statuses



¹ Source: Department of Veterans Affairs, Office of the Actuary, Veteran Population Projections Model (VetPop), 2007 tables 5L and 8D.

- At the time that they separated from the military, the majority of FY 2010 Longitudinal Study participants were enlisted personnel. Over 50 percent were an E4 or lower.
- About 75 percent of our FY 2010 Longitudinal Study participants were in service during the Gulf War Era (from August 2, 1990 onward).
- The majority of the FY 2010 Longitudinal Study participants have a high school degree or a high school degree and some post high school training when they enter VR&E. Some participants also have advanced degrees in occupations they can no longer perform due to their service-connected disabilities. Individuals are found entitled to services because the jobs for which they are currently qualified aggravate their service-connected disabilities and then need re-training. Alternatively, their training may need updating in order to be competitive in the current job market.
- Over 80 percent of the 10,793 participants in the study required long-term services in order to assist them to gain suitable employment.

Rehabilitation Track of FY 2010 Longitudinal Study Participants All Case Statuses



Veteran Successes

While the majority of the FY 2010 Longitudinal Study participants require long-term services to assist them in reaching their rehabilitation goals, a small percentage (1.7 percent) both started and completed their plan of services during 2010.

Participants who completed their rehabilitation plans are beginning on their new career tracks. These careers are in jobs that are suitable for the limitations of their service-connected disabilities.

The majority of the participants who start VR&E services are unemployed. Nationally, FY 2010 Longitudinal Study participants averaged an increase of over 600 percent from starting to ending salaries. Women experienced a greater salary change than men, due in part to their lower starting salaries; however, female FY 2010 Longitudinal Study participants had the highest post-rehabilitation average annual salary at \$37,666.

National Pre and Post Rehabilitation Annual Salaries for FY 2010 Longitudinal Study Participants Who Completed Their Rehabilitation Program 2011 Report							
All FY 2010 Longitudinal Study Participants				FY 2010 Longitudinal Study Participants With A Serious Employment Handicap			
Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants	Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants
\$5,320.00	\$36,170.00	632%	147	\$5,658.00	\$33,578.00	593%	82
Independent Living Participants			33	Independent Living Participants			33
Total Rehabilitations			180	Total Rehabilitations			115

National Pre and Post Rehabilitation Annual Salaries by Gender for FY 2010 Longitudinal Study Participants Who Completed Their Rehabilitation Program 2011 Report								
	All FY 2010 Longitudinal Study Participants				FY 2010 Longitudinal Study Participants With A Serious Employment Handicap			
Gender	Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants	Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants
Males	\$6,073.00	\$34,112.00	462%	127	\$6,086.00	\$33,884.00	457%	69
	Independent Living Participants			31	Independent Living Participants			31
Females	\$3,480.00	\$37,666.00	982%	20	\$2,954.00	\$32,462.00	999%	13
	Independent Living Participants			2	Independent Living Participants			2
	Total Rehabilitations			180	Total Rehabilitations			115

Section 1: Overview of Vocational Rehabilitation & Employment

The FY 2010 Longitudinal Study population is a subset of the total VR&E population. It is important to view the 2010 study population in context of the entire VR&E program.

Section 1: Overview of VR&E

Provides a brief overview of the VR&E program and outcomes.

Section 1A: Services Provided by VR&E's VetSuccess Program

Provides a brief overview of the services provided to Veterans.

Section 1B: Evolution of Vocational Rehabilitation for Veterans

Provides a brief history of the VR&E VetSuccess Program.

Section 1C: The Chapter 31 Process

Provides detailed examples of services Veterans can receive from VR&E.

VetSuccess

VR&E operates its program under the banner of VetSuccess. VetSuccess helps Veterans make career decisions, prepare for careers, and succeed in suitable jobs. VetSuccess provides guidance and advocacy while Veterans complete training and college programs and throughout the job-placement process. VetSuccess assists Veterans to start their own businesses, and provides services to help Veterans live as independently as possible in their homes and communities.

VR&E continues to develop and expand methods to assist Servicemembers and Veterans in obtaining and maintaining suitable employment, with a focus on outreach and early entry into VR&E services during transition from active duty. Expanded outreach and early intervention for Servicemembers and Veterans have resulted in increased program emphasis on briefings for active duty Servicemembers and National Guard and Reserve Members. We also expanded the scope of our program to serve Veterans in VA education programs, including the Post-9/11 GI Bill, through our "VetSuccess on Campus" program, which provides outreach and transition services to the general Veteran population during their transition from military to college life.

The VetSuccess on Campus program assigns a VA Vocational Rehabilitation Counselor to each participating campus to provide vocational testing and career, academic, and readjustment counseling services. A VA Vet Center Outreach Coordinator is co-located on campus, to provide peer-to-peer counseling and referral services. VetSuccess counselors ensure that Veterans receive the support and assistance needed to succeed in educational and employment goals.

VR&E continues work to provide more and/or enhanced employment tools by leveraging technology. This includes projects such as a remote counseling pilot, which benefits the most severely disabled and rural Veterans; and expansion of the functionality of our Veteran-facing website, VetSuccess.gov.

VetSuccess.gov is a virtual resource center for Veterans seeking jobs and for employers wishing to hire Veterans. Veterans can now browse multiple job banks for job listings, post resumes, and apply for jobs online. Veterans may also apply for the VR&E program and other VA benefits through this site. Expanded content under development includes resources for transitioning Veterans, Veterans in college, Veterans starting their own businesses, and Veterans seeking maximum independence in daily living.

VR&E FY 2010 Participants

At the close of FY 2010, VR&E had 117,130 Veterans active in any stage of the vocational rehabilitation process, including: Applicant, Evaluation and Planning, Extended Evaluation, Independent Living, Job Ready Status, Rehabilitation to Employment, and Interrupted.

During FY 2010, there were 10,038 Veterans who successfully completed their rehabilitation plan.

Quick Reference Guide	
Veterans receiving Vocational Rehabilitation and Employment (VR&E) benefits at the	
Total	117,130
Male Veterans participating in the VR&E program	94,995
Female Veterans participating in the VR&E program	22,135
Total Number of Veterans Rehabilitated in FY 2010	10,038
Disabled Veterans with a serious employment handicaps who were successfully rehabilitated	5,825
Disabled Veterans with an employment handicap who were successfully rehabilitated	4,213

VR&E FY 2010 Program Facts

Veterans Participating in a Vocational Training Program	
During Fiscal Year 2010	
Program	Total
Undergraduate School	51,004
Vocational/ Technical	3,174
Graduate School	3,093
College, Non-Degree	1,481
Extended Eval/ Independent Living	972
Paid On-the-Job Training	166
Non-Paid Work Experience in the Government	314
Non-Paid On-the-Job Training	124
Apprenticeship	91
Improvement of Rehab Potential	76
High School	8
Farm Co-op	19
Total	60,522
Source: VR&E Program Management Reports – Snapshot of VR&E Participants at the end of Fiscal Year 2010.	

All Veterans who apply for VR&E services are offered an individualized assessment of their interests, skills and disability needs. Upon completion of the individualized evaluation process, Veterans enter a rehabilitation program to become job ready in their selected vocational choice or to achieve the maximum ability to live independently in the community.

The length of time that Veterans remain in a rehabilitation program varies according to the Veteran's individual circumstances. The average time spent in the program is approximately two and one-half years.

Of those Veterans participating in a plan of services, most follow the long-term services employment track and receive services that include career counseling, case management, employment planning, training or education, VHA-sponsored medical or dental care, job-placement assistance, and other supportive services.

Over ninety percent of the Veterans who are in the long-term services track participate in training at an institution of higher learning.

More than half of the Veterans participating in VR&E have a serious employment handicap, which means there is significant impairment of a Veteran's ability to prepare for, pursue, or retain employment consistent with the Veteran's abilities, aptitudes, and interests. These Veterans receive additional supportive services, which may include extensions of entitlement, adaptive equipment, job coaching, and independent living services.

 VR&E FY 2010 Rehabilitations

The average annual wage of disabled Veterans who entered the VR&E program in 2010 was \$7,178.

This places them approximately 33 percent below the 2010 poverty guideline. Conversely, the average annual wage for Veterans successfully completing the VR&E program in 2010 was \$34,711, or 220 percent above the 2010 poverty guideline of \$10,830 for a single person.

Veterans who complete their training and begin a job search are placed in Job Ready Status. While in Job Ready Status, the Veteran works with a counselor to:

- Obtain a suitable job,
- Become stable in the job, and
- Receive follow-up support for a minimum of 60 days once the job is stable.

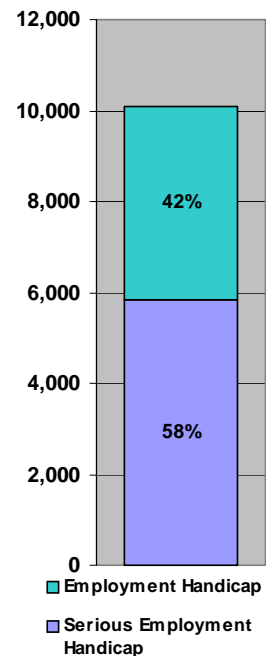
In special circumstances, such as to meet the needs of a severe disability or to monitor stability of a Veteran who has become self employed, job-ready support can be provided for up to 18 months.

The average number of days a Veteran is in Job Ready status is 198 (meaning the time it took for them to obtain employment, become stable in their job and be followed for a minimum of 60 days).

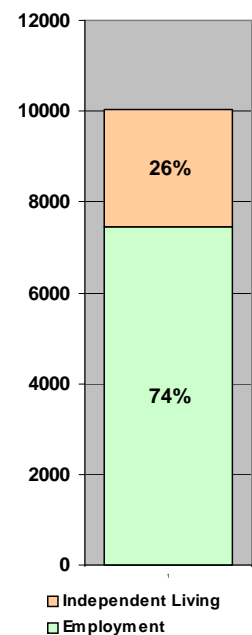
Over 74 percent of the successful closures in 2010 were Veterans who obtained and maintained employment. The remaining 26 percent were Veterans who participated in the VR&E Independent Living program and are not currently able to obtain employment, but achieved their goals of increasing their independence in daily living.

Veterans who have a Serious Employment Handicap represent 58 percent of the successfully rehabilitated closures in FY 2010.

**Rehabilitation Outcomes BY
Employment
Handicap in FY 2010**



**Types of Rehabilitation Outcomes
in FY 2010**

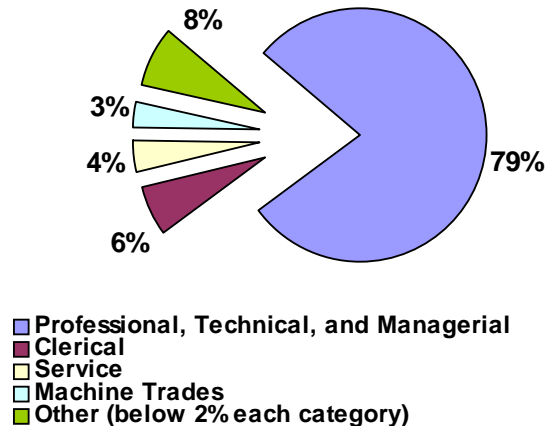


Career Outcomes for Vocational Rehabilitation and Employment

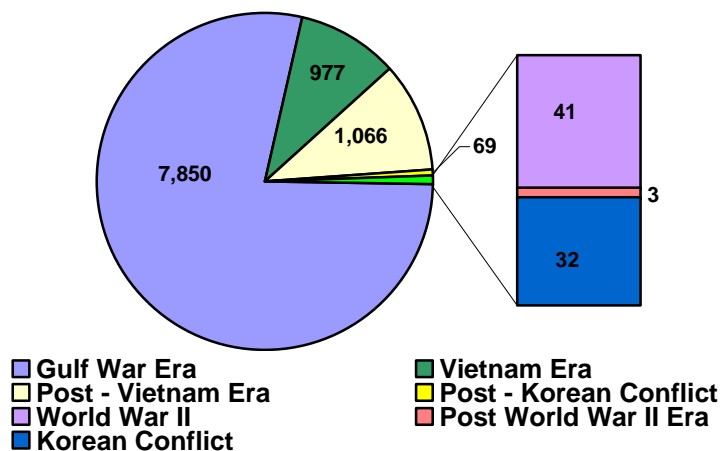
FY 2010

FY2010 Career Category	Number of Veterans	Avg. Annual Wages Prior to VR&E Program Entrance	Avg. Annual Wages at Rehabilitation
NATIONAL AVERAGES	7310	\$7,178.41	\$34,711.82
Professional, Technical, and Managerial	5841	\$9,407.64	\$38,734.96
Clerical	471	\$5,768.36	\$30,582.85
Sales	89	\$5,267.06	\$28,418.83
Service	314	\$5,867.12	\$29,507.85
Agricultural, Fishery and Forestry	30	\$7,952.40	\$22,720.00
Processing (Butcher, Meat Processor, etc.)	13	\$2,030.77	\$29,171.08
Machine Trades	233	\$6,903.35	\$30,314.94
Bench Work	44	\$8,998.64	\$30,320.45
Structural (Building Trades)	275	\$7,710.04	\$34,547.47

Career Outcomes, FY2010



Rehabilitated VR&E Participants By Period Of Service
FY 2010



Services Provided by VR&E's VetSuccess Program

VR&E is one of five business lines within the Veterans Benefits Administration (VBA) that provides benefits and services to Veterans and Servicemembers. VR&E's VetSuccess program primarily delivers rehabilitation services to assist Veterans with service-connected disabilities to prepare for, obtain and retain careers in the civilian workforce. For those Veterans for whom employment is not currently an option, the program provides a wide range of services in the Independent Living program. VR&E also provides benefits and services to eligible family members.

VR&E administers four benefits programs authorized under Title 38 U.S.C.

- Chapter 31 (Training and Rehabilitation for Veterans with Service-Connected Disabilities);
- Chapter 36 (Educational Vocational Counseling);
- Chapter 18 (Vocational Training for Vietnam Veterans' Children with Spina Bifida); and
- Chapter 35 (Dependents Educational Assistance).

VR&E administers these four programs through a decentralized service-delivery network composed of 57 VBA regional offices and over 100 out-based offices. This network is staffed with a VR&E workforce of over 1,000 professional vocational rehabilitation counselors and support staff along with a complement of contract counselors and other professionals.

Three key features distinguish the VR&E service-delivery strategy from the service-delivery strategies of VBA's other lines of business.

1. VR&E provides individualized services that require regular face-to-face interactions with Veterans to deliver the benefits and services, in contrast to VBA's other lines of business that focus primarily on claims processing.
2. The cycle of an active VR&E case may extend over four or more years. A multi-year timeframe is necessary to provide adequate re-training for Veterans so that they can obtain employment that accommodates their disabilities.
3. VR&E has the largest out-based network of service delivery points of any VBA business line.

VR&E's VetSuccess program primarily delivers rehabilitation services to assist Veterans with service-connected disabilities to prepare for, obtain and retain careers in the civilian workforce.

The VR&E VetSuccess program workload is predominately driven by two factors: the number of Veterans applying for rehabilitation and training benefits and services (Chapter 31, Title 38); and the number of Veterans who enter into the development and implementation of a rehabilitation plan.

Once a Veteran applies and is determined eligible for services, the Veteran meets with a VR&E Counselor to complete an entitlement determination. If the Veteran or Servicemember is not entitled, the counselor will assist with any necessary referrals for other services. After the Veteran or Servicemember is determined entitled to vocational rehabilitation services, the Veteran begins assessment and evaluation activities. Based upon the results of these evaluations, the Veteran and counselor will develop a rehabilitation plan from one of five tracks of services.

Five Tracks of Services:

1. **Re-Employment:** For those Veterans who have recently exited the military, 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 those Veterans who possess the skills and abilities to obtain suitable employment, VR&E provides short-term training, counseling and intensive job-placement supports.
3. **Self-Employment:** For those Veterans interested in starting their own business, supports in this track can include training and business start-up 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. The length of time Veterans are served under VR&E varies according to their disability needs, occupational choice, and pre-existing skills and abilities.
5. **Independent Living:** For those Veterans for whom employment is not currently feasible, independent living services assist them with living more independently in their homes and communities.

The Rehabilitation Plan:

- Lists the services that will be provided;
- Identifies the steps the Veteran will take; and
- Identifies milestones of progress and estimates timeframes for their completion.

The rehabilitation plan can be re-developed based on new needs or circumstances identified by the Veteran and counselor. The counselor and Veteran continue to meet for supportive services throughout all steps of the rehabilitation plan. Monitoring and support continue as long as the Veteran is a VR&E participant.

Once Veterans complete the steps of the rehabilitation plan, they meet with their Counselor to assess their readiness to enter employment. When Veterans are determined to be job-

ready, they develop a job-ready plan of services. Job-ready services include assistance identifying employers, preparing for interviews, developing a resume, and conducting a job search.

The VR&E counselor then assists these Veterans with obtaining employment; ensures that the employment is stable; and once stable employment is reached, provides follow-up services for at least 60 days before closing the case as rehabilitated.

Evolution of Vocational Rehabilitation for Veterans

Vocational rehabilitation began as a government service to war-injured Veterans and disabled citizens during the World War I era. In 1917, the War Risk Insurance Act of 1914 was amended to provide rehabilitation and vocational training for Veterans with dismemberment injuries, injuries to their sight or hearing, and other injuries resulting in permanent disability. Although the legislative history of VA's vocational rehabilitation program has not been as dynamic as the compensation and pension programs or perhaps VBA's other lines of business, the basis for the program has changed substantively since it was first created. At the same time, the organization that administers this program within VBA has also evolved. The following legislative history of the VR&E program provides a context for understanding many of the issues that impact reform.

Legislative History

Since the original legislation establishing what is now the VR&E program, there have been several pieces of legislation that made the program what it is today.

- 1918 – Public Law 65-178 expanded eligibility for other disabilities that were vocationally “handicapping.”
- 1943 – Public Law 78-16 established the vocational rehabilitation program for Veterans of World War II.
- 1962 – Public Law 87-815 authorized vocational rehabilitation benefits for Veterans who served during peacetime, but created more restrictive eligibility criteria for those who served in peacetime as compared to those who served in World War II or the Korean Conflict. Veterans with 10 percent and 20 percent service-connected disabilities were not eligible for vocational rehabilitation.
- 1974 – Public Law 93-508 relaxed eligibility and entitlement provisions of the program to allow 10 and 20 percent service-disabled Veterans to receive vocational rehabilitation benefits.

... in response to Veterans' needs, the VR&E VetSuccess program has changed substantively since it was first created.

- 1977 – Public Law 95-202 directed VA to engage in greater efforts to encourage Veterans to use vocational rehabilitation and counseling services. This change and the subsequent legislative change in 1980 were the result of Congressional scrutiny of the program.
- 1980 - Public Law 96-466 changed the purpose of the program to include independent living and services necessary to ensure that Veterans with service-connected disabilities not only obtained but maintained suitable employment. This legislation also changed the success criteria for the program to achievement of suitable employment and provided for intensive outreach and comprehensive, individualized plans for rehabilitation services. Until 1980, successful rehabilitation was defined as the completion of training for suitable employment, not actual employment.
- 1990 - Public Law 101-508 eliminated entitlement for Veterans with a 10 percent service-connected disability.
- 1993 - Public Law 102-568 changed the law again so that those with a 10 percent service-connected disability were once again entitled to benefits.
- 1996 - Public Law 104-275 limited participation in Self Employment and Home Bound Training to Veterans with severe service-connected disabilities who require self-employment to achieve vocational rehabilitation. This legislative history consistently broadened the scope of services provided by the program and continually changed the eligibility of 10 and 20 percent service-connected disabled Veterans for vocational rehabilitation benefits.
- 1999 - The program's name changed from Vocational Rehabilitation and Counseling to Vocational Rehabilitation and Employment to reflect the increased emphasis on employment services.
- 2011 - Public Law 111-377 allowed the program to match the Post-9/11 GI Bill, the Basic Allowance for Housing (BAH) rate (based on an E-5 with dependents) for those Veterans who qualify for the Post 9/11 GI Bill.

Key Events

- 2005 – VetSuccess.gov is brought online to provide online resources to all Veterans working to advance their careers.
- 2008 – The Coming Home to Work program is revised and expanded to provide early intervention and outreach to exiting Servicemembers and Veterans.
- 2009 – Rebranded the public face of the VR&E program as “VetSuccess” to aid in Veteran recognition of the program and services available to them.
- 2009 – VetSuccess.gov is updated to become a dynamic Veteran resource, including job-search tools for Veterans and employers.

- 2011 – VR&E’s VetSuccess.gov program collaborated with e-Benefits and the Veterans Relationship Management initiatives to vastly enhance end-to-end Veterans’ self-service access and resources throughout the continuum of their transition.

The VR&E Process

The VR&E process begins when a Veteran fills out an application (VA Form 28-1900) for VR&E services. The application can be filled out either electronically or on paper.

Veterans are eligible for vocational rehabilitation if they have a service-connected disability rated at 20 percent or more and an employment handicap. Veterans with a service-connected disability rating of 10 percent may also be eligible for VR&E if a VR&E counselor determines that they have a serious employment handicap. Servicemembers and Veterans with a 20 percent or more memo rating are also eligible for VR&E.

Once the application is received and basic eligibility is determined, the counselor meets with the Veteran to determine if the Veteran is entitled to services. In order to be entitled for the program, the Veteran must have an employment handicap. Veterans rated 10 percent and Veterans whose 12-year period of basic eligibility has passed must be determined to have a serious employment handicap in order to be entitled to VR&E services.

- **An Employment Handicap** is an impairment of a Veteran’s ability to prepare for, obtain, or retain employment consistent with his or her abilities, aptitudes, and interests. The impairment results in substantial part from a service-connected disability.
- **A Serious Employment Handicap** represents a significant impairment of a Veteran’s ability to prepare for, obtain, or retain employment consistent with his or her abilities, aptitudes, and interests, and results in substantial part from a service-connected disability.

Once an entitlement determination is made, the counselor and Veteran work together to determine any necessary assessments. Assessments can include aptitude and interest testing, educational achievement testing, psychological and physical assessments of functioning, and other assessments as necessary. The counselor and the Veteran also review labor market information in order to ensure that the Veteran is prepared for an in-demand career field.

When the assessments are completed, the counselor and Veteran develop a rehabilitation plan. The rehabilitation plan:

- Lists the services that will be provided,
- Identifies the steps the Veteran will take, and
- Identifies milestones of progress and estimates timeframes for their completion.

Services identified in the rehabilitation plan are designed to meet the unique needs of each Veteran and will vary from Veteran to Veteran. Services may include training, to include tuition, fees, books and supplies, and a subsistence allowance. Veterans may also receive tutoring, adaptive equipment, specialized medical referrals, and other services as needed.

The rehabilitation plan can be re-developed based on new needs or circumstances identified by the Veteran and counselor. The counselor and Veteran continue to meet for monitoring and counseling as the rehabilitation services are provided. Monitoring and support continues as long as the Veteran is a VR&E participant.

Once Veterans complete the steps of their rehabilitation plan, they meet with their counselor to assess their readiness to enter employment. If Veterans are determined to be job-ready, they develop a job-ready plan of services. Job-ready services include assistance identifying employers, preparing for interviews, developing a resume, and conducting a job search. During their job search, Veterans may receive two months of an employment adjustment allowance.

The VR&E counselor assists job-ready Veterans with obtaining employment; ensures that the employment is stable; and once stable employment has been reached, provides follow along services for at least sixty days before closing the case as rehabilitated.

Section 2: Introduction to the 2010 Longitudinal Study of the Vocational Rehabilitation & Employment Program**Section 2: Introduction to the FY10 Longitudinal Study**

Provides a description of the Longitudinal Study purpose.

Section 2A: Analysis of the FY2010 Longitudinal Study Active Cases

Provides a description of the 2010 Longitudinal Study participants with an open case.

Section 2B: Analysis of the FY 2010 Longitudinal Study Participants Whose Rehabilitation Services Were Discontinued

Provides a description of the 2010 Longitudinal Study participants who started and stopped services in FY 2010.

Section 2C: Analysis of the FY 2010 Longitudinal Study Participants Who Successfully Completed Their Rehabilitation Plan

Provides a description of the Longitudinal Study participants who started and successfully completed their services during FY 2010.

Starting Point

VR&E's Longitudinal Study will follow three cohorts of Veterans and Servicemembers who develop a plan of services during FY 2010, 2012, and 2014. This first report is a starting point in a much larger effort. The great power of a longitudinal study will be seeing how study participants progress over time. The start of a longitudinal study is a reference point, and by itself does not provide extensive information. It is the comparison over time that will reveal the strengths and areas for improvement in the VR&E VetSuccess program.

The analysis provided in this first year of the Longitudinal Study is observational in nature. It describes the population of Veterans and Servicemembers who have begun working toward their individualized rehabilitation goals in 2010.

The FY 2010 Longitudinal Study Participants can either be:

Active participants (still working on the steps in their rehabilitation plan),

Discontinued participants (those whose rehabilitation services have been closed without reaching a rehabilitation goal), or

Rehabilitated participants (those whose services have been closed after they successfully reached and maintained their rehabilitation goals).

FY 2010 Longitudinal Study Participants	
10,441	Participants active in their rehabilitation program
172	Participants whose rehabilitation program has been discontinued
180	Participants who have successfully completed their rehabilitation program
10,793	Total participants

The mission of the Veterans Benefits Administration (VBA) is to provide benefits and services to Veterans and their families in a responsive, timely, and compassionate manner in recognition of their service to the Nation.

The VR&E VetSuccess program is one of the benefits VBA provides to those who have served our country. It is authorized by Congress under Chapter 31 of Title 38, United States Code. It is sometimes referred to as the Chapter 31 program and operates under the banner of VetSuccess. The VetSuccess program assists Veterans with service-connected disabilities to prepare for, find, and maintain suitable careers. For Veterans with service-connected disabilities so severe that they cannot immediately consider work, VetSuccess offers services to improve their ability to live as independently as possible.

The 110th Congress of the United States passed the Veterans' Benefits Improvement Act of 2008 in October of 2008. Section 334 of this law amended Chapter 31 by adding the following requirement:

The VetSuccess program assists eligible Veterans with service-connected disabilities to prepare for, obtain, and maintain suitable careers.

“Sec. 3122. Longitudinal study of vocational rehabilitation programs

(a) Study Required.—

(1) Subject to the availability of appropriated funds, the Secretary shall conduct a longitudinal study of a statistically valid sample of each of the groups of individuals described in paragraph (2). The Secretary shall study each such group over a period of at least 20 years.

(2) The groups of individuals described in this paragraph are the following:

- (A) Individuals who begin participating in a vocational rehabilitation program under this chapter during FY 2010.
- (B) Individuals who begin participating in such a program during FY 2012.
- (C) Individuals who begin participating in such a program during FY 2014.”

Analysis of the 2010 Longitudinal Study Active Participants

The VR&E FY 2010 Longitudinal Study is comprised of individuals who applied for VR&E services in FY 2010 and entered a plan of services in FY 2010. The 2010 Longitudinal Study Active participants are still working on the steps of their rehabilitation plan.

The rehabilitation plan can have one of three types of rehabilitation focus:

1. **Rehabilitation to employment:** These participants met with a counselor, completed evaluation assessments, and worked with their counselor to select a suitable vocational goal that will not aggravate their service-connected disabilities. Participants in rehabilitation to employment plans are in training and preparation for employment. The focus of their Individually Written Rehabilitation Plans (IWRP) can be in any one of the employment tracks (Re-Employment, Rapid Access to Employment, Self Employment and Employment through Long Term Services, as discussed on page 11 of this report).

Some participants with significant vocational barriers may not be able to maintain competitive employment at this time. These individuals participate in an extended evaluation plan in order to determine if a vocational goal is feasible and to assist in identifying what rehabilitation services they require.

2. **Job-ready:** Participants entering a job-ready plan of rehabilitation services have obtained the skills and training necessary for suitable employment. They may have completed an IWRP or may have entered VR&E services with job ready skills and need assistance with accommodations, advocacy, job seeking skills, and job placement. These participants work with their counselor to develop an Individual Employment Assistance Plan (IEAP). The IEAP lists the steps and services needed to obtain and maintain suitable employment.
3. **Independent living:** These participants met with a VR&E counselor and completed assessment activities. They are not currently able to pursue employment but require rehabilitation services to assist them to function more independently. They work with their counselor to develop an Individualized Independent Living Plan (IILP) identifying specific goals and services to improve their functioning and independence.

Months of Military Service

Almost half of the FY 2010 Longitudinal Study active participants served in the military for four or more years. For those participants with a serious employment handicap, 47 percent served for four or more years.

Months of Military Service FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Months of Service	#	%	Months of Service	#	%
< 3 Months	110	1.1%	< 3 Months	84	1.2%
3-5 Months	173	1.7%	3-5 Months	113	1.6%
6 Months - 2 Yrs	1,839	17.6%	6 Months - 2 Yrs	1,299	18.4%
2 to 4 Years	3,105	29.7%	2 to 4 Years	2,222	31.5%
4 to 10 Years	2,958	28.3%	4 to 10 Years	2,018	28.6%
10-15 Years	461	4.4%	10-15 Years	433	6.1%
15-20 Years	903	8.6%	15-20 Years	426	6.0%
20-30 Years	843	8.1%	20-30 Years	434	6.2%
>30 Years	49	0.5%	>30 Years	22	0.3%
Total	10,441	100.0%	Total	7,051	100.0%

For each data point, the entire FY 2010 Longitudinal Study population is described on the left. A specific breakout of FY 2010 Longitudinal Study participants determined to have a serious employment handicap is on the right.

Combined Disability Rating

Serious employment handicap decisions are not based on service-connected disability ratings. In evaluating a serious employment handicap, a VR&E counselor must consider the vocational implications of the individual's functioning, existing skills and abilities, and other life circumstances.

For example, a homeless Veteran with minimal education but a lower service-connected disability rating may face more vocational barriers than a housed Veteran with more extensive education and a higher service-connected disability rating.

Disability Rating FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Combined Disability Percentage Rating	#	%	Combined Disability Percentage Rating	#	%
0%	66	0.6%	0%	35	0.5%
10%	703	6.7%	10%	672	9.5%
20%	1,342	12.9%	20%	757	10.7%
30%	1,677	16.1%	30%	920	13.0%
40%	1,587	15.2%	40%	928	13.2%
50%	1,183	11.3%	50%	760	10.8%
60%	1,213	11.6%	60%	821	11.6%
70%	906	8.7%	70%	690	9.8%
80%	706	6.8%	80%	567	8.0%
90%	354	3.4%	90%	286	4.1%
100%	611	5.9%	100%	561	8.0%
Memo Rating	93	0.9%	Memo Rating	54	0.8%
Total	10,441	100.0%	Total	7,051	100.0%

Participants with a zero percent rating either entered a program of rehabilitation services after receiving a Memorandum Rating, (a temporary rating provided to allow for Chapter 31 participation), or had their rating decision reduced to zero percent after entering a program of services.

Pre-Rehabilitation Salary

The majority of FY 2010 Longitudinal Study participants enter VR&E services with no or minimal annual salary. Some Veterans and Servicemembers who enter the program are already earning a living wage. They may be working jobs that are inappropriate because it aggravates their service-connected disabilities. They are at risk of further exacerbating their conditions. VR&E assists these Veterans and Servicemembers in preparing for and obtaining employment that does not aggravate their service-connected disabilities.

Others may not be stable in their current jobs and need accommodations or updated training in order to maintain their employment. VR&E assists these Veterans and Servicemembers with the skills and interventions necessary to stabilize their employment.

Annual Pre-Rehabilitation Salary FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Annual Salary	#	%	Annual Salary	#	%
\$0	7,974	76.4%	\$0	5,602	79.4%
\$1-6,000	192	1.8%	\$1-6,000	121	1.7%
\$6,001-12,000	360	3.4%	\$6,001-12,000	234	3.3%
12,001-18,000	362	3.5%	12,001-18,000	220	3.1%
\$18,001-24,000	389	3.7%	\$18,001-24,000	237	3.4%
\$24,001-30,000	319	3.1%	\$24,001-30,000	188	2.7%
\$30,001-36,000	277	2.7%	\$30,001-36,000	144	2.0%
\$36,001-42,000	154	1.5%	\$36,001-42,000	83	1.2%
\$42,001-48,000	163	1.6%	\$42,001-48,000	96	1.4%
\$48,001+	251	2.4%	\$48,001+	126	1.8%
Total	10,441	100.0%	Total	7,051	100.0%

Receipt of Subsistence Payments

Participants who enroll in training at a half time rate or more receive a subsistence allowance. Some participants may have approved training courses listed in their IWRP but are waiting for their school term to start. For example, participants who develop their IWRPs in mid-September may be waiting for the start of the next term to begin training. These participants will not receive subsistence until after they begin classes. Some of the participants who are not receiving subsistence are participating in independent living rehabilitation plans or are re-evaluating their needs and goals.

Almost 90 percent of the FY 2010 Longitudinal Study active participants receiving subsistence are enrolled in an institution of higher learning (non-degree courses at a college or university and students seeking undergraduate or graduate degrees).

Veterans who have a service-connected disability usually need assistance to prepare for the knowledge-based careers that accommodate their disabilities. The goal of VR&E is to assist disabled Veterans with preparing for suitable, long-term occupations. In today's demanding marketplace, technical training or a four-year degree is the competitive standard for many of these careers. By focusing on career tracks, rather than solely on job placement, VR&E assists participants with resuming and maintaining their role as family providers.

Subsistence Allowance by Training Type During Rehabilitation Program Participation FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Training Type	#	%	Training Type	#	%
Non-College Degree; Vocational/Technical	522	7.3%	Non-College Degree; Vocational/Technical	364	7.8%
College, Non-Degree	190	2.7%	College, Non-Degree	137	2.9%
Undergraduate	5,935	82.8%	Undergraduate	3,857	82.4%
Graduate School	275	3.8%	Graduate School	141	3.0%
Farm Cooperative	4	0.1%	Farm Cooperative	3	0.1%
High School	1	0.0%	High School	1	0.0%
Non-Paid Work Experience in a Federal, State, or Local Agency	34	0.5%	Non-Paid Work Experience in a Federal, State, or Local Agency	26	0.6%
Apprenticeship	9	0.1%	Apprenticeship	3	0.1%
Non-Paid On-the-Job Training in a Federal, State, or Local Agency; Training in the Home; Vocational Courses in a Sheltered Workshop or Rehabilitation Facility; and Independent Instructor	11	0.2%	Non-Paid On-the-Job Training in a Federal, State, or Local Agency; Training in the Home; Vocational Courses in a Sheltered Workshop or Rehabilitation Facility; and Independent Instructor	8	0.2%
Rehabilitation Training at a Specialized Rehabilitation Facility	161	2.2%	Rehabilitation Training at a Specialized Rehabilitation Facility	128	2.7%
OJT (On-the-Job Training)	10	0.1%	OJT (On-the-Job Training)	4	0.1%
Special Rehab Training	16	0.2%	Special Rehab Training	11	0.2%
Subtotal	7,168	100.0%	Subtotal	4,683	100.0%
Not Receiving Subsistence	3,273	---	Not Receiving Subsistence	2,368	---
Total	10,441		Total	7,051	

Case Status of Active Participants

About 11 percent of the FY 2010 Longitudinal Study active participants began either an extended evaluation plan or a rehabilitation plan in 2010 and are currently re-evaluating their rehabilitation needs.

This means that the participants may have completed their extended evaluation plans and are currently evaluating next steps, or that the participants started a rehabilitation-to-employment plan or independent living plan and new circumstances are requiring a re-evaluation of their needs.

Program Status FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Program Status	#	%	Program Status	#	%
Evaluation and Planning	1,126	10.8%	Evaluation and Planning	872	12.4%
Extended Evaluation	780	7.5%	Extended Evaluation	697	9.9%
Independent Living	544	5.2%	Independent Living	529	7.5%
Rehabilitation to Employment	7,297	69.9%	Rehabilitation to Employment	4,536	64.3%
Job Ready Services	517	5.0%	Job Ready Services	272	3.9%
Interrupted	177	1.7%	Interrupted	145	2.1%
Total	10,441	100.0%	Total	7,051	100.0%

Case Statuses:

- **Evaluation and Planning:** Participants are undergoing assessment and evaluation to determine if a rehabilitation goal is feasible and/or what rehabilitation services are needed to help them meet their selected goal.
- **Extended Evaluation:** Due to the individual's unique circumstances and disabling conditions, a feasible rehabilitation goal cannot be selected. Participants are in an evaluation plan and are receiving assessments and services needed before a feasible vocational goal is selected.
- **Independent Living:** Participants cannot feasibly pursue employment at this time and require rehabilitation services to live independently in their homes and communities.
- **Rehabilitation to Employment:** A feasible vocational goal has been selected and participants are active in the steps outlined on their rehabilitation plan.

- **Job-Ready Services:** Participants completed all steps of their rehabilitation plan or entered VR&E with marketable skills. They are working through the job-ready plan steps and services needed for them to obtain employment.
- **Interrupted:** Participants have an open case, but are not working on evaluation activities or rehabilitation plan steps. They are resolving medical, personal, or family barriers before resuming these services.

Track Selection

Over 87 percent of the FY 2010 Longitudinal Study active participants for whom a track selection has been made required long-term services in order to assist them to gain suitable employment. Long-term services are usually necessary to address needs such as re-training for suitable employment and for personal and family adjustment to disability.

Re-training and long-term services are usually necessary to equip our participants to compete in the modern knowledge-based economy and to begin career paths that will sustain them throughout their working lives.

Track Selection FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Track Selection	#	%	Track Selection	#	%
Track 1 Re-Employment	60	0.6%	Track 1 Re-Employment	42	0.6%
Track 2 Rapid Access to Employment	531	5.5%	Track 2 Rapid Access to Employment	307	4.7%
Track 3 Self Employment	25	0.3%	Track 3 Self Employment	23	0.4%
Track 4 Employment - Long Term Services	8,524	87.8%	Track 4 Employment - Long Term Services	5,587	85.9%
Track 5 Independent Living	563	5.8%	Track 5 Independent Living	544	8.4%
Subtotal	9,703	100.0%		6,503	100.0%
Not Selected	738	---	Not Selected	548	---
Total	10,441		Total	7,051	

Number of Dependents

Number of Dependents FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Dependents	#	%	Dependents	#	%
0 *	5,419	51.9%	0 *	3,893	55.2%
1	4,965	47.6%	1	3,118	44.2%
2	45	0.4%	2	33	0.5%
3	9	0.1%	3	6	0.1%
4	2	0.0%	4	1	0.0%
5	0	0.0%	5	0	0.0%
6	1	0.0%	6	0	0.0%
Total	10,441	100.0%	Total	7,051	100.0%

* The current data source available to VR&E is the VA Compensation and Pension database. Veterans with a 20 percent or less service-connected disability rating do not receive additional disability compensation for dependents. Some dependency information for all FY 2010 Longitudinal Study Participants may be incorrectly counted as null. This data point will be updated through participant surveys as the Longitudinal Study continues.

Gender

Women make up a growing but smaller portion of the U.S military population than they do of the general U.S population. Women make up about 8 percent of the overall Veteran population¹, but comprise almost 17 percent percent of the FY 2010 Longitudinal Study active participants.

Gender FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Gender	#	%	Gender	#	%
Male	8,694	83.3%	Male	5,933	84.1%
Female	1,747	16.7%	Female	1,118	15.9%
Total	10,441	100.0%	Total	7,051	100.0%

¹ Source: Department of Veterans Affairs, Office of the Actuary, Veteran Population Projections Model (VetPop), 2007 tables 5L and 8D.

Age

About 57 percent of FY 2010 Longitudinal Study active participants are between the ages of 30 and 50. In some cases, participants need help adjusting to their service-connected disabilities as their needs change with age and they enter VR&E later in life.

Age FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Age Range	#	%	Age Range	#	%
<17	0	0.0%	<17	0	0.0%
17-21	42	0.4%	17-21	28	0.4%
22-29	1,501	14.4%	22-29	889	12.6%
30-39	2,719	26.0%	30-39	1,705	24.2%
40-44	1,676	16.1%	40-44	1,091	15.5%
45-49	1,574	15.1%	45-49	1,034	14.7%
50-54	1,241	11.9%	50-54	890	12.6%
55-59	724	6.9%	55-59	584	8.3%
60 and above	964	9.2%	60 and above	830	11.8%
Total	10,441	100.0%	Total	7,051	100.0%

Younger participants who have a service-connected disability often require time to adapt to the physical and psychological impacts of their disability before they are ready to re-enter employment.

Outreach programs, such as Coming Home to Work, VetSuccess on Campus, and the vocational testing available through Chapter 36, are increasing the involvement of younger Veterans.

Until August 2011, the Post 9-11 Basic Allowance for Housing rates were higher than the available VR&E subsistence rates. Most of the younger participants with service-connected disabilities qualified for the Post 9-11 GI Bill. Many may have forgone needed rehabilitation services in order to receive greater financial support.

Level of Education Prior to Entering Vocational Rehabilitation and Employment

The majority of the FY 2010 Longitudinal Study active participants have a high school degree or a high school degree and some post high school training when they enter vocational rehabilitation services. Some Veterans do have advanced degrees.

These participants are found entitled to services because the training they possess may prepare them for a job that aggravates their service-connected disability. Alternatively, their training may need updating in order for the Veterans to be competitive in the current job market.

Some participants may require advocacy and accommodation in order to become stabilized in the jobs for which they are already trained. VR&E services are individualized and designed to meet the needs of the participant's situation.

Education Prior To Entering The Vocational Rehabilitation & Employment Program FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Prior Education	#	%	Prior Education	#	%
Below High School	188	1.8%	Below High School	134	1.9%
High School	4,608	44.3%	High School	3,220	45.8%
Post High School	4,197	40.3%	Post High School	2,762	39.3%
Four Year Degree	1,106	10.6%	Four Year Degree	686	9.8%
Graduate Training	305	2.9%	Graduate Training	221	3.1%
Subtotal	10,404	100.0%	Subtotal	7,023	100.0%
Unknown *	37	---	Unknown *	28	---
Total	10,441		Total	7,051	

* Data points listed as unknown are due to data input or database errors and will be corrected for future reports.

Era of Military Service

Era of military service is determined by the individual's last day of military service. If they served more than once, the last day of the most recent period is utilized.

About 76 percent of FY 2010 Longitudinal Study active participants served in the Gulf War Era.

Era of Military Service FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Period Of Service	#	%	Period Of Service	#	%
World War II	17	0.2%	World War II	16	0.2%
Post World War II	2	0.0%	Post World War II	2	0.0%
Korean Conflict	20	0.2%	Korean Conflict	17	0.2%
Post Korean Conflict	15	0.1%	Post Korean Conflict	15	0.2%
Vietnam War	746	7.1%	Vietnam War	634	9.0%
Post Vietnam War Era	1,688	16.2%	Post Vietnam War Era	1,410	20.0%
Gulf War Era	7,953	76.2%	Gulf War Era	4,957	70.3%
Total	10,441	100.0%	Total	7,051	100.0%

Branch of Service

If a participant served in more than one branch of the military, the most recent branch of service is used.

Branch of Service FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Branch of Service	#	%	Branch of Service	#	%
Army	5,665	54.3%	Army	3,868	54.9%
Navy	1,827	17.5%	Navy	1,207	17.1%
Air Force	1,438	13.8%	Air Force	906	12.8%
Marine Corps	1,345	12.9%	Marine Corps	966	13.7%
Coast Guard	97	0.9%	Coast Guard	65	0.9%
Reserves/Guard	61	0.6%	Reserves/Guard	33	0.5%
Other	8	0.1%	Other	6	0.1%
Total	10,441	100.0%	Total	7,051	100.0%

Rank Upon Exit from Military

At the time that they separated from the military, the majority of FY 2010 Longitudinal Study active participants were enlisted personnel. About 60 percent were an E4 or lower. Almost 64 percent of FY 2010 Longitudinal Study active participants with a serious employment handicap were an E4 or lower when they left the military.

Rank Upon Exit from Military FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Rank	#	%	Rank	#	%
E1	680	6.9%	E1	519	7.9%
E2	719	7.3%	E2	512	7.8%
E3	1,467	14.9%	E3	1,054	16.0%
E4	3,036	30.9%	E4	2,120	32.2%
E5	1,684	17.2%	E5	1,091	16.6%
E6	919	9.4%	E6	545	8.3%
E7	717	7.3%	E7	395	6.0%
E8	255	2.6%	E8	138	2.1%
E9	65	0.7%	E9	30	0.5%
O (1-8)	224	2.3%	O (1-8)	143	2.2%
W (1-5)	52	0.5%	W (1-5)	30	0.5%
Subtotal	9,818	100.0%	Subtotal	6,577	100.0%
Unknown	623	----	Unknown	474	----
Total	10,441		Total	7,051	

Location of Residency

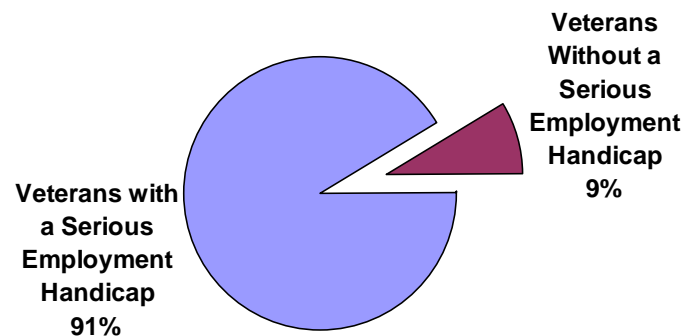
Location FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
State	#	%	State	#	%
Alabama	236	2.3%	Alabama	172	2.4%
Alaska	59	0.6%	Alaska	41	0.6%
Arizona	253	2.4%	Arizona	165	2.3%
Arkansas	138	1.3%	Arkansas	87	1.2%
California	559	5.4%	California	427	6.1%
Colorado	311	3.0%	Colorado	206	2.9%
Connecticut	154	1.5%	Connecticut	126	1.8%
Delaware	20	0.2%	Delaware	14	0.2%
District of Columbia	14	0.1%	District of Columbia	11	0.2%
Florida	831	8.0%	Florida	570	8.1%
Georgia	329	3.2%	Georgia	199	2.8%
Hawaii	62	0.6%	Hawaii	38	0.5%
Idaho	79	0.8%	Idaho	49	0.7%
Illinois	200	1.9%	Illinois	145	2.1%
Indiana	321	3.1%	Indiana	188	2.7%
Iowa	139	1.3%	Iowa	101	1.4%
Kansas	105	1.0%	Kansas	75	1.1%
Kentucky	331	3.2%	Kentucky	216	3.1%
Louisiana	149	1.4%	Louisiana	125	1.8%
Maine	96	0.9%	Maine	67	1.0%
Maryland	203	1.9%	Maryland	143	2.0%
Massachusetts	92	0.9%	Massachusetts	59	0.8%
Michigan	329	3.2%	Michigan	249	3.5%
Minnesota	131	1.3%	Minnesota	107	1.5%
Mississippi	114	1.1%	Mississippi	77	1.1%
Missouri	187	1.8%	Missouri	120	1.7%
Montana	86	0.8%	Montana	56	0.8%
Nebraska	91	0.9%	Nebraska	69	1.0%
Nevada	58	0.6%	Nevada	32	0.5%
New Hampshire	57	0.5%	New Hampshire	28	0.4%
New Jersey	187	1.8%	New Jersey	136	1.9%
New Mexico	96	0.9%	New Mexico	57	0.8%
New York	425	4.1%	New York	332	4.7%
North Carolina	271	2.6%	North Carolina	157	2.2%
North Dakota	22	0.2%	North Dakota	16	0.2%

Location (Continued) FY 2010 Longitudinal Study Active Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
State	#	%	State	#	%
Ohio	234	2.2%	Ohio	180	2.6%
Oklahoma	239	2.3%	Oklahoma	164	2.3%
Oregon	173	1.7%	Oregon	124	1.8%
Pennsylvania	227	2.2%	Pennsylvania	162	2.3%
Rhode Island	23	0.2%	Rhode Island	23	0.3%
South Carolina	233	2.2%	South Carolina	137	1.9%
South Dakota	94	0.9%	South Dakota	77	1.1%
Tennessee	204	2.0%	Tennessee	110	1.6%
Texas	1,066	10.2%	Texas	639	9.1%
Utah	147	1.4%	Utah	114	1.6%
Vermont	39	0.4%	Vermont	37	0.5%
Virginia	308	3.0%	Virginia	205	2.9%
Washington	331	3.2%	Washington	217	3.1%
West Virginia	103	1.0%	West Virginia	66	0.9%
Wisconsin	156	1.5%	Wisconsin	66	0.9%
Wyoming	18	0.2%	Wyoming	13	0.2%
Outside of U.S			Outside of U.S		
American Samoa	12	0.1%	American Samoa	7	0.1%
Philippines	14	0.1%	Philippines	14	0.2%
Puerto Rico	62	0.6%	Puerto Rico	24	0.3%
Other Outside US	9	0.1%	Other Outside US	4	0.1%
Subtotal All Locations	10,427	100.0%	Total All Locations	7,043	100.0%
Unknown	14	---	Unknown	8	---
Total All Locations	10,441		Total All Locations	7,051	

Analysis of the 2010 Longitudinal Study Discontinued Cases

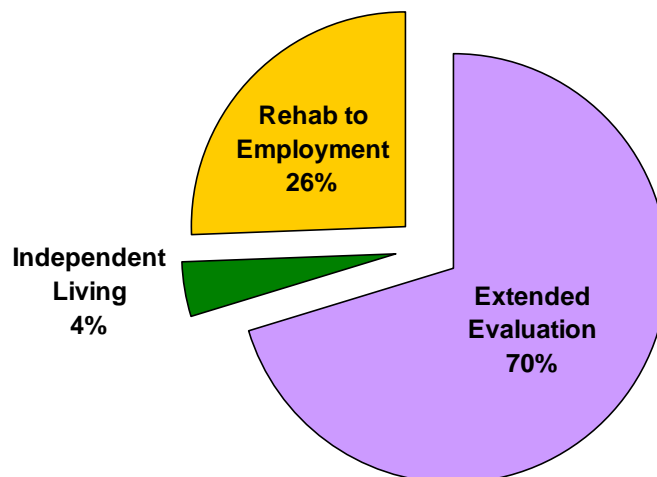
The Vocational Rehabilitation FY 2010 Longitudinal Study population includes 172 individuals (1.6 percent of the total study population) who entered a plan of services in FY 2010 and whose rehabilitation services were discontinued. Of those 172 Veterans, 91 percent (157) had a serious employment handicap.

FY 2010 Longitudinal Study Participants Whose Rehabilitation Program Was Discontinued



Of the participants with a serious employment handicap, 121 participated in an extended evaluation plan to determine if it was currently feasible for them to obtain employment.

Plan Types for the FY 2010 Longitudinal Study Participants Whose Rehabilitation Services Were Discontinued



In 120 of the 121 extended evaluation plans, a feasible vocational goal was not able to be selected at this time, and the participants' services were ended. A feasible vocational goal was selected for one participant and the participant attempted a rehabilitation plan before rehabilitation services were discontinued.

All Veterans who end their rehabilitation services are eligible to reapply in the future, as their situation may change.

Months of Military Service

Among the FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued, almost 50 percent had four or more years of service.

Months of Military Service FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Months of Service	#	%	Months of Service	#	%
< 3 Months	2	1.2%	< 3 Months	1	0.6%
3-5 Months	3	1.7%	3-5 Months	3	1.9%
6 Months - 2 Yrs	28	16.3%	6 Months - 2 Yrs	26	16.6%
2 to 4 Years	56	32.6%	2 to 4 Years	53	33.8%
4 to 10 Years	47	27.3%	4 to 10 Years	46	29.3%
10-15 Years	13	7.6%	10-15 Years	8	5.1%
15-20 Years	12	7.0%	15-20 Years	10	6.4%
20-30 Years	9	5.2%	20-30 Years	9	5.7%
>30 Years	2	1.2%	>30 Years	1	0.6%
Total	172	100.0%	Total	157	100.0%

Combined Disability Rating

Individuals with a 50 percent or greater service-connected disability rating and a serious employment handicap (112 people) account for 65 percent of the participants whose rehabilitation services were discontinued.

Disability Rating FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Combined Disability Percentage Rating	#	%	Combined Disability Percentage Rating	#	%
0%	1	0.6%	0%	1	0.6%
10%	6	3.5%	10%	6	3.8%
20%	12	7.0%	20%	10	6.4%
30%	17	9.9%	30%	15	9.6%
40%	17	9.9%	40%	13	8.3%
50%	26	15.1%	50%	24	15.3%
60%	17	9.9%	60%	14	8.9%
70%	25	14.5%	70%	24	15.3%
80%	14	8.1%	80%	14	8.9%
90%	13	7.6%	90%	12	7.6%
100%	24	14.0%	100%	24	15.3%
Memo Rating	0	0.0%	Memo Rating	0	0.0%
Total	172	100.0%	Total	157	100.0%

Pre-Rehabilitation Salary

Almost 90 percent of the FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued had no salary at the time they applied for VR&E.

Annual Pre-Rehabilitation Salary FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Annual Salary	#	%	Annual Salary	#	%
\$0	155	90.1%	\$0	141	89.8%
\$1-6,000	5	2.9%	\$1-6,000	5	3.2%
\$6,001-12,000	4	2.3%	\$6,001-12,000	4	2.5%
12,001-18,000	1	0.6%	12,001-18,000	5	3.2%
\$18,001-24,000	3	1.7%	\$18,001-24,000	1	0.6%
\$24,001-30,000	2	1.2%	\$24,001-30,000	0	0.0%
\$30,001-36,000	1	0.6%	\$30,001-36,000	0	0.0%
\$36,001-42,000	0	0.0%	\$6,3001-42,000	0	0.0%
\$42,001-48,000	0	0.0%	\$42,001-48,000	0	0.0%
\$48,001+	1	0.6%	\$48,001+	1	0.6%
Total	172	100.0%	Total	157	100.0%

Receipt of Subsistence Payments

To be eligible for receipt of subsistence payment the participant must be enrolled in training at a half-time rate or more.

The majority of the FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued utilized rehabilitation services, such as home and community-based independent living training, individualized tutoring, and other specialized services. They did not receive subsistence payments.

Of those who did enroll in standardized training, 70 percent enrolled at an institute of higher learning.

Type of Training During Rehabilitation Program Participation FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Training Type	#	%	Training Type		
Non-College Degree; Vocational/Technical	3	6.4%	Non-College Degree; Vocational/Technical	3	7.0%
College, Non-Degree	6	12.8%	College, Non-Degree	5	11.6%
Undergraduate	27	57.4%	Undergraduate	24	55.8%
Graduate School	1	2.1%	Graduate School	1	2.3%
Farm Cooperative	0	0.0%	Farm Cooperative	0	0.0%
High School	0	0.0%	High School	0	0.0%
Non-Paid Work Experience in a Federal, State, or Local Agency	1	2.1%	Non-Paid Work Experience in a Federal, State, or Local Agency	1	2.3%
Apprenticeship	0	0.0%	Apprenticeship	0	0.0%
Non-Paid On-the-Job Training in a Federal, State, or Local Agency; Training in the Home; Vocational Courses in a Sheltered Workshop or Rehabilitation Facility; and Independent Instructor	0	0.0%	Non-Paid On-the-Job Training in a Federal, State, or Local Agency; Training in the Home; Vocational Courses in a Sheltered Workshop or Rehabilitation Facility; and Independent Instructor	0	0.0%
Rehabilitation Training at a Specialized Rehabilitation Facility	7	14.9%	Rehabilitation Training at a Specialized Rehabilitation Facility	7	16.3%
OJT (On-the-Job Training)	0	0.0%	OJT (On-the-Job Training)	0	0.0%
Special Rehab Training	2	4.3%	Special Rehab Training	2	4.7%
Subtotal	47	100.0%	Subtotal	43	100.0%
Not Receiving Subsistence	125	---	Not Receiving Subsistence	114	---
Total	172		Total	157	

Track Selection

Almost 95 percent of the FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued were in an employment track prior to case closure.

Employment tracks include:

- Re-Employment,
- Rapid Access to Employment,
- Self Employment, and
- Employment through Long Term Services.

Participants placed in an extended evaluation plan may be placed in any of the four tracks leading to employment to determine if a feasible employment goal can be selected; however, extended evaluation is not a track selection.

Track Selection FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Track Selection	#	%	Track Selection	#	%
Track 1 Re-Employment	3	2.4%	Track 1 Re-Employment	3	2.6%
Track 2 Rapid Access to Employment	9	7.1%	Track 2 Rapid Access to Employment	8	7.0%
Track 3 Self Employment	2	1.6%	Track 3 Self Employment	2	1.8%
Track 4 Employment - Long Term Services	105	83.3%	Track 4 Employment - Long Term Services	94	82.5%
Track 5 Independent Living	7	5.6%	Track 5 Independent Living	7	6.1%
Subtotal	126	100.0%	Subtotal	114	100.0%
Not Selected	46	---	Not Selected	43	---
Total	172		Total	157	

Number of Dependents

Dependent information is obtained from Compensation Service data and is only reported for Chapter 31 participants with a disability rating of 30 percent or more. Future reports will identify dependent information for all participants.

Number of Dependents FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Dependents	#	%	Dependents	#	%
0	147	85.5%	0	135	1.9%
1	25	14.5%	1	22	0.3%
2	0	0.0%	2	0	0.0%
3	0	0.0%	3	0	0.0%
4	0	0.0%	4	0	0.0%
5	0	0.0%	5	0	0.0%
6	0	0.0%	6	0	0.0%
Total	172	100.0%	Total	157	100.0%

Gender

Female FY 2010 Longitudinal Study participants represent 12 percent of those whose rehabilitation services were discontinued. They represent almost 17 percent of the active FY 2010 Longitudinal Study participants.

Gender FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Gender	#	%	Gender	#	%
Male	151	87.8%	Male	139	88.5%
Female	21	12.2%	Female	18	11.5%
Total	172	100.0%	Total	157	100.0%

Age

Of those FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued, 34 percent are under age 40.

Age FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Age Range	#	%	Age Range	#	%
<17	0	0.0%	<17	0	0.0%
17-21	0	0.0%	17-21	0	0.0%
22-29	28	16.3%	22-29	25	15.9%
30-39	31	18.0%	30-39	24	15.3%
40-44	20	11.6%	40-44	18	11.5%
45-49	25	14.5%	45-49	30	19.1%
50-54	20	11.6%	50-54	15	9.6%
55-59	31	18.0%	55-59	18	11.5%
60 and above	17	9.9%	60 and above	27	17.2%
Total	172	100.0%	Total	157	100.0%

Level of Education Prior to Entering Vocational Rehabilitation & Employment

Over 97 percent of FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued had achieved at least a high school degree prior to applying for VR&E.

Education Prior To Entering The Vocational Rehabilitation & Employment Program FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Prior Education	#	%	Prior Education	#	%
Below High School	4	2.3%	Below High School	4	2.6%
High School	84	49.1%	High School	74	47.4%
Post High School	59	34.5%	Post High School	55	35.3%
Four Year Degree	18	10.5%	Four Year Degree	17	10.9%
Graduate Training	6	3.5%	Graduate Training	6	3.8%
Subtotal	171	100.0%	Subtotal	156	100.0%
Unknown	1	---	Unknown	1	---
Total	172		Total	157	

Era of Military Service

Of the FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued, almost 67 percent had served in the Gulf War Era. Among those with a serious employment handicap, almost 64 percent served in the Gulf War Era.

Era of Military Service FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Period Of Service			Period Of Service	#	%
World War II	0	0.0%	World War II	0	0.0%
Post World War II	0	0.0%	Post World War II	0	0.0%
Korean Conflict	0	0.0%	Korean Conflict	0	0.0%
Post Korean Conflict	2	1.2%	Post Korean Conflict	2	1.3%
Vietnam War	17	9.9%	Vietnam War	17	10.8%
Post Vietnam War Era	38	22.1%	Post Vietnam War Era	38	24.2%
Gulf War Era	115	66.9%	Gulf War Era	100	63.7%
Total	172	100.0%	Total	157	100.0%

Branch of Service

Over half of the FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued served in the Army. This is consistent with the entire FY 2010 Longitudinal Study population.

Branch of Service FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Branch of Service	#	%	Branch of Service	#	%
Army	97	56.4%	Army	89	56.7%
Navy	28	16.3%	Navy	25	15.9%
Air Force	20	11.6%	Air Force	18	11.5%
Marine Corps	26	15.1%	Marine Corps	24	15.3%
Coast Guard	0	0.0%	Coast Guard	0	0.0%
Reserves/Guard	1	0.6%	Reserves/Guard	1	0.6%
Other	0	0.0%	Other	0	0.0%
Total	172	100.0%	Total	157	100.0%

Rank Upon Exit from Military

At the time that they separated from the military, almost 65 percent the FY 2010 Longitudinal Study participants whose rehabilitation services were discontinued were an E4 or lower.

Rank Upon Exit from Military FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Rank	#	%	Rank	#	%
E1	14	9.2%	E1	12	8.7%
E2	16	10.5%	E2	15	10.9%
E3	26	17.0%	E3	26	18.8%
E4	43	28.1%	E4	38	27.5%
E5	26	17.0%	E5	22	15.9%
E6	12	7.8%	E6	9	6.5%
E7	8	5.2%	E7	8	5.8%
E8	2	1.3%	E8	2	1.4%
E9	3	2.0%	E9	3	2.2%
O (1-8)	2	1.3%	O (1-8)	2	1.4%
W (1-5)	1	0.7%	W (1-5)	1	0.7%
Subtotal	153	100.0%	Subtotal	138	100.0%
Unknown	19	---	Unknown	19	---
Total	172		Total	157	

Location of Residency

Location FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
State	#	%	State	#	%
Alabama	6	3.5%	Alabama	6	3.8%
Alaska	0	0.0%	Alaska	0	0.0%
Arizona	7	4.1%	Arizona	7	4.5%
Arkansas	1	0.6%	Arkansas	1	0.6%
California	8	4.7%	California	8	5.1%
Colorado	6	3.5%	Colorado	5	3.2%
Connecticut	1	0.6%	Connecticut	1	0.6%
Delaware	1	0.6%	Delaware	1	0.6%
District of Columbia	0	0.0%	District of Columbia	0	0.0%
Florida	18	10.5%	Florida	15	9.6%
Georgia	9	5.2%	Georgia	8	5.1%
Hawaii	1	0.6%	Hawaii	1	0.6%
Idaho	0	0.0%	Idaho	0	0.0%
Illinois	7	4.1%	Illinois	7	4.5%
Indiana	0	0.0%	Indiana	0	0.0%
Iowa	0	0.0%	Iowa	0	0.0%
Kansas	1	0.6%	Kansas	1	0.6%
Kentucky	3	1.7%	Kentucky	3	1.9%
Louisiana	2	1.2%	Louisiana	2	1.3%
Maine	0	0.0%	Maine	0	0.0%
Maryland	0	0.0%	Maryland	0	0.0%
Massachusetts	5	2.9%	Massachusetts	4	2.5%
Michigan	4	2.3%	Michigan	4	2.5%
Minnesota	6	3.5%	Minnesota	6	3.8%
Mississippi	1	0.6%	Mississippi	1	0.6%
Missouri	3	1.7%	Missouri	2	1.3%
Montana	2	1.2%	Montana	1	0.6%
Nebraska	0	0.0%	Nebraska	0	0.0%
Nevada	2	1.2%	Nevada	2	1.3%
New Hampshire	2	1.2%	New Hampshire	2	1.3%
New Jersey	2	1.2%	New Jersey	0	0.0%
New Mexico	2	1.2%	New Mexico	1	0.6%
New York	6	3.5%	New York	4	2.5%
North Carolina	1	0.6%	North Carolina	1	0.6%
North Dakota	0	0.0%	North Dakota	0	0.0%

Location (Continued) FY 2010 Longitudinal Study Discontinued Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
State	#	%	State	#	%
Ohio	4	2.3%	Ohio	4	2.5%
Oklahoma	2	1.2%	Oklahoma	2	1.3%
Oregon	2	1.2%	Oregon	2	1.3%
Pennsylvania	13	7.6%	Pennsylvania	13	8.3%
Rhode Island	2	1.2%	Rhode Island	2	1.3%
South Carolina	10	5.8%	South Carolina	9	5.7%
South Dakota	2	1.2%	South Dakota	2	1.3%
Tennessee	4	2.3%	Tennessee	3	1.9%
Texas	11	6.4%	Texas	11	7.0%
Utah	0	0.0%	Utah	0	0.0%
Vermont	0	0.0%	Vermont	0	---
Virginia	2	1.2%	Virginia	2	1.3%
Washington	5	2.9%	Washington	5	3.2%
West Virginia	4	2.3%	West Virginia	4	2.5%
Wisconsin	3	1.7%	Wisconsin	3	1.9%
Wyoming	0	0.0%	Wyoming	0	0.0%
Outside of U.S			Outside of U.S		
American Samoa	0	0.0%	American Samoa	0	0.0%
Philippines	0	0.0%	Philippines	0	0.0%
Puerto Rico	0	0.0%	Puerto Rico	0	0.0%
Other Outside US	1	0.0%	Other Outside US	1	0.6%
Unknown	0	0.0%	Unknown	0	0.0%
Total All Locations	172	100.0%	Total All Locations	157	100.0%

Analysis of the 2010 Longitudinal Study Participants Who Successfully Completed Their Rehabilitation Plans

Salary Changes Experienced By the FY 2010 Participants Who Successfully Completed Their Rehabilitation Plans.

National Pre and Post Rehabilitation Annual Salaries for FY 2010 Longitudinal Study Participants Who Completed Their Rehabilitation Program 2011 Report							
All FY 2010 Longitudinal Study Participants				FY 2010 Longitudinal Study Participants With A Serious Employment Handicap			
Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants	Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants
\$5,320.00	\$36,170.00	632%	147	\$5,658.00	\$33,578.00	593%	82
Independent Living Participants			33	Independent Living Participants			33
Total Rehabilitations			180	Total Rehabilitations			115

National Pre and Post Rehabilitation Annual Salaries by Gender for FY 2010 Longitudinal Study Participants Who Completed Their Rehabilitation Program 2011 Report								
	All FY 2010 Longitudinal Study Participants				FY 2010 Longitudinal Study Participants With A Serious Employment Handicap			
Gender	Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants	Pre Rehab Salary	Post Rehab Salary	Percent Change	Number of Participants
Males	\$6,073.00	\$34,112.00	462%	127	\$6,086.00	\$33,884.00	457%	69
	Independent Living Participants			31	Independent Living Participants			31
Females	\$3,480.00	\$37,666.00	982%	20	\$2,954.00	\$32,462.00	999%	13
	Independent Living Participants			2	Independent Living Participants			2
	Total Rehabilitations			180	Total Rehabilitations			115

The majority of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan during the FY 2010 study entered VR&E with no income (80 percent).

The average salary change for males was over 400 percent and for females was over 900 percent. Both genders had an average post rehabilitation salary of over \$30,000 per year. Female participants had the highest post rehabilitation annual salary at \$37,666. Females who have a serious employment handicap completed their services with annual salaries at closure about 14 percent lower than the female study population as a whole.

The goal of VR&E is to ensure that the participants have the education, skills and abilities to compete and succeed in careers suitable for the limitations of their service-connected

disabilities. At the time of rehabilitation, the participants have been placed in stable careers. The post rehabilitation salaries reported represent the beginning of their career tracks.

At the time of rehabilitation, most participants have the skills necessary to continue in their careers. If their disability needs or circumstances change in the future, participants can reapply for VR&E services.

Months of Military Service

Among the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan, 53 percent had four or more years of service.

Months of Military Service FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Months of Service	#	%	Months of Service	#	%
< 3 Months	1	0.6%	< 3 Months	0	0.0%
3-5 Months	1	0.6%	3-5 Months	0	0.0%
6 Months - 2 Yrs	33	18.3%	6 Months - 2 Yrs	23	20.0%
2 to 4 Years	49	27.2%	2 to 4 Years	35	30.4%
4 to 10 Years	44	24.4%	4 to 10 Years	29	25.2%
10-15 Years	8	4.4%	10-15 Years	5	4.3%
15-20 Years	21	11.7%	15-20 Years	9	7.8%
20-30 Years	22	12.2%	20-30 Years	13	11.3%
>30 Years	1	0.6%	>30 Years	1	0.9%
Total	180	100.0%	Total	115	100.0%

Combined Disability Rating

FY 2010 Longitudinal Study participants who have both a 50-100 percent service-connected disability rating and a serious employment handicap comprise 40 percent of the 2010 study participants who successfully completed their Rehabilitation plan.

Participants with a serious employment handicap comprise 63 percent of the 2010 Study participants who successfully completed their Rehabilitation plan.

Disability Rating FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Combined Disability Percentage Rating	#	%	Combined Disability Percentage Rating	#	%
0%	0	0.0%	0%	0	0.0%
10%	9	5.0%	10%	9	7.8%
20%	17	9.4%	20%	7	6.1%
30%	18	10.0%	30%	9	7.8%
40%	34	18.9%	40%	17	14.8%
50%	22	12.2%	50%	12	10.4%
60%	14	7.8%	60%	8	7.0%
70%	22	12.2%	70%	15	13.0%
80%	13	7.2%	80%	10	8.7%
90%	11	6.1%	90%	9	7.8%
100%	20	11.1%	100%	19	16.5%
Memo Rating	0	0.0%	Memo Rating	0	0.0%
Total	180	100.0%	Total	115	100.0%

Pre-Rehabilitation Salary

Eighty percent of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan had no earned income when they applied for VR&E.

Of the 180 FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan, 33 were in the Independent Living track of services.

Annual Pre-Rehabilitation Salary FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Annual Salary	#	%	Annual Salary	#	%
\$0	144	80.0%	\$0	94	81.7%
\$1-6,000	4	2.2%	\$1-6,000	2	1.7%
\$6,001-12,000	5	2.8%	\$6,001-12,000	5	4.3%
12,001-18,000	8	4.4%	12,001-18,000	4	3.5%
\$18,001-24,000	6	3.3%	\$18,001-24,000	4	3.5%
\$24,001-30,000	7	3.9%	\$24,001-30,000	3	2.6%
\$30,001-36,000	2	1.1%	\$30,001-36,000	0	0.0%
\$36,001-42,000	1	0.6%	\$36,001-42,000	1	0.9%
\$42,001-48,000	0	0.0%	\$42,001-48,000	0	0.0%
\$48,001+	3	1.7%	\$48,001+	2	1.7%
Total	180	100.0%	Total	115	100.0%

Post-Rehabilitation Salary

Of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan and for whom salary data is reported, 73 percent are starting their new careers earning at least \$24,000 per year. Over 55 percent are earning at least \$30,000 per year.

Rehabilitation Outcomes by Annual Salary FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Annual Salary	#	%	Annual Salary	#	%
\$0	1	0.7%	\$0	1	1.4%
\$1-6,000	0	0.0%	\$1-6,000	0	0.0%
\$6,001-12,000	2	1.5%	\$6,001-12,000	2	2.7%
12,001-18,000	6	4.5%	12,001-18,000	4	5.5%
\$18,001-24,000	27	20.1%	\$18,001-24,000	17	23.3%
\$24,001-30,000	24	17.9%	\$24,001-30,000	13	17.8%
\$30,001-36,000	24	17.9%	\$30,001-36,000	9	12.3%
\$36,001-42,000	17	12.7%	\$36,001-42,000	9	12.3%
\$42,001-48,000	9	6.7%	\$42,001-48,000	7	9.6%
\$48,001+	24	17.9%	\$48,001+	11	15.1%
Subtotal	134	100.0%	Subtotal Salary	73	100.0%
Unknown	13	---	Unknown	9	---
Independent Living	33	---	Independent Living	33	---
Total	180		Total	115	

The post-rehabilitation salary data for the FY 2010 Longitudinal Study includes some cases where there is no or minimal rehabilitation salary. There are two instances where a case may be closed as rehabilitated with no or minimal salary.

1. Participants may complete all the training necessary to be competitive in their occupation, but may choose to continue their education, using non Chapter 31 benefits to pay for an additional degree.
2. Due to preference or life circumstances, some FY 2010 Longitudinal Study participants chose to obtain part-time employment. Their annual salary is usually lower than participants who work full time.

The post rehabilitation salary data for the FY 2010 Longitudinal Study includes 13 cases where no information was recorded in the database. This omission will be corrected for future reports.

Receipt of Subsistence Allowance

The majority of participants who started and successfully completed their rehabilitation services in 2010 entered VR&E with job-ready skills in career fields that did not aggravate their service-connected disability. They needed assistance with job seeking, advocacy and job placement.

For those who did require new or updated skills, the primary training program utilized by FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan was vocational-technical in nature.

Non-paid work experiences were an important training component for almost 10 percent of the rehabilitated participants.

Type of Training During Rehabilitation Program Participation FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Training Type	#	%	Training Type	#	%
Non-College Degree; Vocational/Technical	42	59.2%	Non-College Degree; Vocational/Technical	21	53.8%
College, Non-Degree	4	5.6%	College, Non-Degree	2	5.1%
Undergraduate	8	11.3%	Undergraduate	6	15.4%
Graduate School	0	0.0%	Graduate School	0	0.0%
Farm Cooperative	1	1.4%	Farm Cooperative	1	2.6%
High School	1	1.4%	High School	1	2.6%
Non-Paid Work Experience in a Federal, State, or Local Agency	7	9.9%	Non-Paid Work Experience in a Federal, State, or Local Agency	3	7.7%
Apprenticeship	0	0.0%	Apprenticeship	0	0.0%
Non-Paid On-the-Job Training in a Federal, State, or Local Agency; Training in the Home; Vocational Courses in a Sheltered Workshop or Rehabilitation Facility; and Independent Instructor	1	1.4%	Non-Paid On-the-Job Training in a Federal, State, or Local Agency; Training in the Home; Vocational Courses in a Sheltered Workshop or Rehabilitation Facility; and Independent Instructor	1	2.6%
Rehabilitation Training at a Specialized Rehabilitation Facility	7	9.9%	Rehabilitation Training at a Specialized Rehabilitation Facility	4	10.3%
OJT (On-the-Job Training)	0	0.0%	OJT (On-the-Job Training)	0	0.0%
Special Rehab Training	0	0.0%	Special Rehab Training	0	0.0%
Subtotal	71	100.0%	Subtotal	39	100.0%
Not Receiving Subsistence	109	---	Not Receiving Subsistence	76	---
Total	180		Total	115	

Track Selection

Of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan, 33 percent utilized the rapid access to employment track .

Rapid access is for those who already possess significant skills and abilities to obtain suitable employment. They require short-term training and counseling. Once these services are provided, they receive intensive job-placement support and then follow-along services to ensure that they are stable in their new careers.

Employment through long-term services was utilized by 34 percent of the rehabilitated participants and about 31 percent participated in the independent living track.

Track Selection FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Track Selection	#	%	Track Selection	#	%
Track 1 Re-Employment	4	2.4%	Track 1 Re-Employment	2	1.9%
Track 2 Rapid Access to Employment	67	40.6%	Track 2 Rapid Access to Employment	35	33.0%
Track 3 Self Employment	0	0.0%	Track 3 Self Employment	0	0.0%
Track 4 Employment - Long Term Services	61	37.0%	Track 4 Employment - Long Term Services	36	34.0%
Track 5 Independent Living	33	20.0%	Track 5 Independent Living	33	31.1%
Subtotal	165	100.0%	Subtotal	106	100.0%
Not Selected	15	---	Not Selected	9	---
Total	180		Total	115	

FY 2010 Longitudinal Study includes 15 cases where no track selection was recorded in the database. This omission will be corrected for future reports.

Number of Dependents

Number of Dependents FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Dependents	#	%	Dependents	#	%
0	119	66.1%	0	79	1.1%
1	61	33.9%	1	36	0.5%
2	0	0.0%	2	0	0.0%
3	0	0.0%	3	0	0.0%
4	0	0.0%	4	0	0.0%
5	0	0.0%	5	0	0.0%
6	0	0.0%	6	0	0.0%
Total	180	100.0%	Total	115	100.0%

The current data source available to VR&E is the VA Compensation and Pension database. Veterans with a 20 percent or less service-connected disability rating do not receive additional disability compensation for dependents. Some dependency information for all FY 2010 Longitudinal Study Participants may be incorrectly counted as null. This data point will be updated through participant surveys as the Longitudinal Study continues.

Gender

Female FY 2010 Longitudinal Study participants represent 13 percent of those who successfully completed their rehabilitation plan. They represent almost 17 percent of the active FY 2010 Longitudinal Study participants.

Gender FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Gender	#	%	Gender	#	%
Male	158	87.8%	Male	100	87.0%
Female	22	12.2%	Female	15	13.0%
Total	180	100.0%	Total	115	100.0%

Age

Over 65 percent of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan were 40 or above.

Age FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Age Range	#	%	Age Range	#	%
<17	0	0.0%	<17	0	0.0%
17-21	0	0.0%	17-21	0	0.0%
22-29	24	13.3%	22-29	9	7.8%
30-39	38	21.1%	30-39	22	19.1%
40-44	21	11.7%	40-44	12	10.4%
45-49	19	10.6%	45-49	10	8.7%
50-54	31	17.2%	50-54	24	20.9%
55-59	47	26.1%	55-59	9	7.8%
60 and above	0	0.0%	60 and above	29	25.2%
Total	180	100.0%	Total	115	100.0%

Younger Veterans may enter VR&E with lower levels of prior education and require more re-training. Additionally, participants who have recently obtained a service-connected disability often require time to adapt to the physical and psychological impacts of the disability before they are ready to re-enter employment.

Level of Education Prior to Entering Vocational Rehabilitation & Employment

Over 57 percent of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan entered VR&E with training beyond the high school level.

Education Prior To Entering The Vocational Rehabilitation & Employment Program FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Prior Education	#	%	Prior Education	#	%
Below High School	2	1.1%	Below High School	1	0.9%
High School	73	41.2%	High School	52	46.0%
Post High School	49	27.7%	Post High School	32	28.3%
Four Year Degree	39	22.0%	Four Year Degree	18	15.9%
Graduate Training	14	7.9%	Graduate Training	10	8.8%
Subtotal	177	100.0%	Subtotal	113	100.0%
Unknown	3	---	Unknown	2	---

Era of Military Service

Over 70 percent of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan served during the Gulf War Era.

Era of Military Service FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Period Of Service	#	%	Period Of Service	#	%
World War II	2	1.1%	World War II	2	1.7%
Post World War II	0	0.0%	Post World War II	0	0.0%
Korean Conflict	0	0.0%	Korean Conflict	0	0.0%
Post Korean Conflict	2	1.1%	Post Korean Conflict	2	1.7%
Vietnam War	22	12.2%	Vietnam War	21	18.3%
Post Vietnam War Era	27	15.0%	Post Vietnam War Era	24	20.9%
Gulf War Era	127	70.6%	Gulf War Era	66	57.4%
Total	180	100.0%	Total	115	100.0%

Branch of Service

Similar to the entire 2010 Longitudinal Study population, almost 50 percent of the participants who successfully completed their rehabilitation plans served in the Army.

Branch of Service FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Branch of Service	#	%	Branch of Service	#	%
Army	88	51.2%	Army	62	53.9%
Navy	41	23.8%	Navy	21	18.3%
Air Force	26	15.1%	Air Force	17	14.8%
Marine Corps	22	12.8%	Marine Corps	12	10.4%
Coast Guard	2	1.2%	Coast Guard	2	1.7%
Reserves/Guard	0	0.0%	Reserves/Guard	0	0.0%
Other	1	0.6%	Other	1	0.9%
Total	180	104.7%	Total	115	100.0%

Rank Upon Exit from Military

FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plan had, on average, a higher rank upon their exit from the military than FY 2010 active participants or participants whose rehabilitation services were discontinued.

Only 49 percent of those who completed their rehabilitation plan were an E4 or lower (compared to about 60 percent for either active participants or about 65 percent for those whose rehabilitation services were discontinued).

Rank Upon Exit from Military FY 2010 Longitudinal Study RehabilitatedParticipants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
Rank	#	%	Rank	#	%
E1	7	4.3%	E1	6	5.8%
E2	14	8.5%	E2	11	10.7%
E3	10	6.1%	E3	10	9.7%
E4	49	29.9%	E4	34	33.0%
E5	35	21.3%	E5	19	18.4%
E6	12	7.3%	E6	6	5.8%
E7	17	10.4%	E7	9	8.7%
E8	10	6.1%	E8	4	3.9%
E9	1	0.6%	E9	0	0.0%
O (1-8)	8	4.9%	O (1-8)	3	2.9%
W (1-5)	1	0.6%	W (1-5)	1	1.0%
Subtotal	164	100.0%	Subtotal	103	100.0%
Unknown	16	---	Unknown	12	---
Total	180		Total	115	

Location of Residency

Location FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
State	#	%	State	#	%
Alabama	3	1.7%	Alabama	2	1.8%
Alaska	0	0.0%	Alaska	0	0.0%
Arizona	12	6.7%	Arizona	7	6.1%
Arkansas	1	0.6%	Arkansas	0	0.0%
California	10	5.6%	California	6	5.3%
Colorado	7	3.9%	Colorado	5	4.4%
Connecticut	6	3.4%	Connecticut	6	5.3%
Delaware	0	0.0%	Delaware	0	0.0%
District of Columbia	0	0.0%	District of Columbia	0	0.0%
Florida	9	5.0%	Florida	2	1.8%
Georgia	3	1.7%	Georgia	1	0.9%
Hawaii	0	0.0%	Hawaii	0	0.0%
Idaho	9	5.0%	Idaho	7	6.1%
Illinois	3	1.7%	Illinois	2	1.8%
Indiana	5	2.8%	Indiana	2	1.8%
Iowa	2	1.1%	Iowa	2	1.8%
Kansas	1	0.6%	Kansas	1	0.9%
Kentucky	3	1.7%	Kentucky	0	0.0%
Louisiana	2	1.1%	Louisiana	2	1.8%
Maine	2	1.1%	Maine	0	0.0%
Maryland	5	2.8%	Maryland	3	2.6%
Massachusetts	0	0.0%	Massachusetts	0	0.0%
Michigan	1	0.6%	Michigan	0	0.0%
Minnesota	2	1.1%	Minnesota	2	1.8%
Mississippi	5	2.8%	Mississippi	4	3.5%
Missouri	2	1.1%	Missouri	1	0.9%
Montana	0	0.0%	Montana	0	0.0%
Nebraska	1	0.6%	Nebraska	1	0.9%
Nevada	2	1.1%	Nevada	2	1.8%
New Hampshire	1	0.6%	New Hampshire	1	0.9%
New Jersey	8	4.5%	New Jersey	4	3.5%
New Mexico	2	1.1%	New Mexico	0	0.0%
New York	4	2.2%	New York	4	3.5%
North Carolina	0	0.0%	North Carolina	0	0.0%
North Dakota	0	0.0%	North Dakota	0	0.0%

Location (Continued) FY 2010 Longitudinal Study Rehabilitated Participants 2011 Report					
All FY 2010 Longitudinal Study Participants			FY 2010 Longitudinal Study Participants with a Serious Employment Handicap		
State	#	%	State	#	%
Ohio	1	0.6%	Ohio	1	0.9%
Oklahoma	12	6.7%	Oklahoma	11	9.6%
Oregon	5	2.8%	Oregon	3	2.6%
Pennsylvania	5	2.8%	Pennsylvania	4	3.5%
Rhode Island	0	0.0%	Rhode Island	0	0.0%
South Carolina	3	1.7%	South Carolina	2	1.8%
South Dakota	1	0.6%	South Dakota	1	0.9%
Tennessee	2	1.1%	Tennessee	1	0.9%
Texas	12	6.7%	Texas	9	7.9%
Utah	4	2.2%	Utah	3	2.6%
Vermont	0	0.0%	Vermont	0	0.0%
Virginia	2	1.1%	Virginia	1	0.9%
Washington	8	4.5%	Washington	4	3.5%
West Virginia	6	3.4%	West Virginia	5	4.4%
Wisconsin	6	3.4%	Wisconsin	1	0.9%
Wyoming	0	0.0%	Wyoming	0	0.0%
Outside of U.S			Outside of U.S		
American Samoa	0	0.0%	American Samoa	0	0.0%
Philippines	0	0.0%	Philippines	0	0.0%
Puerto Rico	1	0.6%	Puerto Rico	1	0.9%
Other Outside US	0	0.0%	Other Outside US	0	0.0%
Subtotal All Locations	179	100.0%	Total All Locations	114	100.0%
Unknown	1	---	Unknown	1	---
Total All Locations	180		Total All Locations	115	

Conclusions

The FY 2010 Longitudinal Study suggests that the VR&E program is reaching Veterans with significant barriers. About 48 percent of the participants have a service-connected disability rating of 50 percent or higher. About 67 percent of the participants have a serious employment handicap. Further outreach efforts are needed to reach younger Veterans and Servicemembers.

Over 80 percent of 2010 Longitudinal Study participants are utilizing long-term services. The need for long-term services reflects both the disability needs of the participants and the career preparation focus of the program.

Study participants are preparing for demanding and knowledge-based careers. More than 68 percent of the active participants are enrolled in training, and 60 percent of the active participants are enrolled at institutions of higher learning.

The majority of the participants whose rehabilitation services were discontinued had vocational impairments severe enough that a feasible vocational goal could not be selected. These participants were provided with extended evaluation services and assessments prior to case closure. As their situation and level of adjustment changes, they are eligible to reapply for services.

The majority of participants entered VR&E with either no salary or a nominal salary. The participants were determined to need rehabilitation assistance to place them in competitive careers.

About 70 percent of the FY 2010 Longitudinal Study participants who successfully completed their rehabilitation plans were in an employment track. About 63 percent of the rehabilitated participants with a serious employment handicap were in an employment track.

VR&E services made a significant impact for study participants who completed their rehabilitation plans in FY 2010. There are dramatic increases to salaries, resulting in an enhancement to each Veteran's standard of living.

As the starting point of the FY 2010 Longitudinal Study, this report has been primarily descriptive in nature. Future reports, based both on additional database sources and participant surveys, should reveal more information on the services, progress and needs of the FY 2010 Longitudinal Study population and allow for further analysis of the VR&E program.

Index of Data Points

- The number of individuals participating in vocational rehabilitation programs in 2010 who suspended participation in such a program during the year covered by the report. (Public Law 110-389, Section 334 c1)

Section 2B -----34-46

- The average number of months such individuals served in the military. (Public Law 110-389, Section 334 c2)

Active Cases -----19

Discontinued Cases -----35

Rehabilitated Cases -----48

- The distribution of disability ratings of such individuals. (Public Law 110-389, Section 334 c3)

Active Cases -----20

Discontinued Cases -----36

Rehabilitated Cases -----49

- The average annual starting and ending salaries of such individuals who were employed* during the year covered by the report. (Public Law 110-389, Section 334 c8)

Active Cases -----21

Discontinued Cases -----37

Rehabilitated Cases -----50-51

- Case Status (Active Participants Only)

Active Cases -----23

*Pre-Rehabilitation Salary Data is reported for all participants. Pre and Post Rehabilitation Salary Data is provided for Rehabilitated cases.

• Receipt of Subsistence Allowance	
Active Cases -----	22
Discontinued Cases -----	38
Rehabilitated Cases -----	52
• The Rehabilitation Track selection of such Veterans	
Active Cases -----	24
Discontinued Cases -----	39
Rehabilitated Cases -----	53
• The average number of dependents of each such Veteran. (Public Law 110-389, Section 334 c16)	
Active Cases -----	25
Discontinued Cases -----	40
Rehabilitated Cases -----	54
• The gender of study participants	
Active Cases -----	26
Discontinued Cases -----	40
Rehabilitated Cases -----	54
• The age of study participants	
Active Cases -----	27
Discontinued Cases -----	41
Rehabilitated Cases -----	55

- Level of education prior to entering Vocational Rehabilitation & Employment
 - Active Cases -----28
 - Discontinued Cases -----42
 - Rehabilitated Cases -----56
- Era of military service of participants
 - Active Cases -----29
 - Discontinued Cases -----43
 - Rehabilitated Cases -----57
- Branch of service of participants
 - Active Cases -----30
 - Discontinued Cases -----43
 - Rehabilitated Cases -----57
- Rank of participants upon exit from the military
 - Active Cases -----31
 - Discontinued Cases -----44
 - Rehabilitated Cases -----58
- Location of residency of participants
 - Active Cases -----32-33
 - Discontinued Cases -----45-46
 - Rehabilitated Cases -----59-60

Only data currently available in the VBA data systems is available for the FY 2011 Annual Report to Congress. VR&E is working to ensure future reports will contain all of the data Congress requested. The data for these elements will be provided by data sharing agreements with Veterans Health Administration, Social Security Administration and Internal Revenue System. The following data will be gathered as the 2010 Longitudinal Study participants are surveyed.

- The types of other benefits administered by the Secretary received by such individuals. (Public Law 110-389, Section 334 c4)
- The types of social security benefits received by such individuals. (Public Law 110-389, Section 334 c5)
- Any unemployment benefits received by such individuals. (Public Law 110-389, Section 334 c6)
- The average number of months such individuals were employed during the year covered by the report. (Public Law 110-389, Section 334 c7)
- The number of such individuals enrolled in an institution of higher learning, as that term is defined in section 3452(f) of this title. (Public Law 110-389, Section 334 c9)
- The average number of academic credit hours, degrees, and certificates obtained by such individuals during the year covered by the report. (Public Law 110-389, Section 334 c10)
- The average number of visits such individuals made to Department medical facilities during the year covered by the report. (Public Law 110-389, Section 334 c11)
- The average number of visits such individuals made to non-Department medical facilities during the year covered by the report. (Public Law 110-389, Section 334 c12)
- The average annual income of such individuals. (Public Law 110-389, Section 334 c13)
- The average total household income of such individuals for the year covered by the report. (Public Law 110-389, Section 334 c14)
- The percentage of such individuals who own their principal residences. (Public Law 110-389, Section 334 c15)

Acronyms and Definitions

Dependent: A person who has a specific familial relationship to the Veteran, such as a spouse child, or parent, and who is financially “dependent” on the Veteran

Discontinued Status: Situations in which termination of all services and benefits received under Chapter 31 is necessary

Employment Handicap (EH): An impairment of a Veteran’s ability to prepare for, obtain, or retain employment consistent with such Veteran’s abilities, aptitudes, and interests

Employment Services: The counseling, medical, social, and other job placement and post-placement services provided to a Veteran under Chapter 31 to assist the Veteran in obtaining or maintaining suitable employment

Employment through Long-Term Services Track: The Employment through Long-Term Services track helps individuals develop the job skills needed for employment. Training may include college or certificate programs, on-the-job training, apprenticeships and/or internships. VA pays for all required tuition, books, fees and equipment and provides a monthly subsistence allowance to the Veteran.

Entitled to Services: The determination by a Vocational Rehabilitation Counselor (VRC) that an individual with eligibility meets the established standards related to an Employment Handicap (EH) or Serious Employment Handicap (SEH)

Evaluation and Planning Status: Assessment, evaluation, and planning of an individual’s vocational needs

Extended Evaluation Status: The feasibility of the Veteran achieving a vocational goal cannot be reasonably determined on the basis of information developed during the initial evaluation

Fiscal Year (FY): Federal fiscal years run from October 1 – September 30

Independent Living (IL) Services Track: Individuals may not be able to go to work immediately due to the severity of their disabilities and who need assistance to lead a more independent life. Services that may be provided include, but are not limited to providing adaptive or assistive devices and modifications in the home to increase access and connections with community support services.

Interrupted Status: The Veterans’ program is suspended but not closed. A variety of situations may arise in the course of a rehabilitation program in which a temporary program

suspension is warranted. Participants in this status have unique life, family, and disability needs that preclude their time and ability to work on their rehabilitation services.

Job Ready Status (JRS): Participants have completed their Individual Written Rehabilitation Plan (IWRP) or have entered VR&E with marketable skills. After being declared “Job Ready,” participants enter into an Individual Employment Assistance Plan (IEAP) that outlines the steps and services needed for them to obtain suitable employment.

Rapid Access to Employment Track: Participants are ready to seek employment soon after separation from the military and already have the necessary skills to be competitive in the job market in an appropriate occupation. Services that may be provided include, but are not limited to: resume development, career-readiness preparation, career-search assistance, job accommodations, certificate training, and post-employment placement assistance.

Reemployment Track: Participants separated from the National Guard or Reserves and wish to return to work with previous employers. Services that may be provided include, but are not limited to: provision of workplace accommodations and/or modifications in order to increase accessibility, adaptive equipment, and reemployment rights advice.

Rehabilitated Status: A closed case status used to identify participants who have completed the goals of their rehabilitation program. They have either achieved their independent living goals or obtained and maintained suitable employment.

Rehabilitation to Employment (RTE): A case status for participants for whom a feasible vocational goal has been selected and the participants are active in the steps outlined on their rehabilitation plan to make them job ready.

Rehabilitated to the Point of Employability: The Veteran is employable (job-ready) in an occupation for which a vocational rehabilitation program has been provided under the Chapter 31 program.

Self-Employment Track: Participants have job skills to start their own businesses. Self-Employment may also be the right track for individuals who have limited access to traditional employment, need flexible work schedules or a more accommodating work environment due to a disability or other life circumstances. Services that may be provided include but are not limited to: assistance with developing a viable business plan, training in the operation of a small business, marketing and financial assistance and tuition for training and licensing fees.

Serious Employment Handicap (SEH): A significant impairment of a Veteran’s ability to prepare for, obtain, or retain employment consistent with such Veteran’s abilities, aptitudes, and interests.

Service-Connected Disability (SCD): A disease or injury determined to have occurred in or to have been aggravated by military service.

Acronyms:

EC - Employment Coordinator

EH – Employment Handicap

FY – Fiscal Year

IEEP – Individual Extended Evaluation Plan

IILP – Individualized Independent Living Plan

IL – Independent Living

JRS – Job Ready Status

RPE – Rehabilitated to the Point of Employability

RTE – Rehabilitation to Employment

SCD – Service Connected Disability

SEH – Serious Employment Handicap

VA - Department of Veterans Affairs

VRC - Vocational Rehabilitation Counselor

VR&E - Vocational Rehabilitation and Employment