



<b>Policy No.</b> 601	<b>Subject:</b> Status 26-0: Closed Rehabilitated
<b>Section:</b> Closure	<b>Revised:</b> 09/2016
<b>Signature:</b> Brandy McOmber, Resource Manager	<b>Version:</b> FINAL

**1. DEFINITIONS**

- a. **Rehabilitated:** A case in which the job candidate had an [Individualized Plan for Employment \(IPE\)](#) calling for a specific vocational goal, received substantial rehabilitation services and has been employed on the job identified on the IPE and in Status 22-0 for a minimum of 90 calendar days. Movement to Status 26-0 can only occur from [Status 22-0](#).
  
- b. **Substantial Rehabilitation Services:** Multiple services that are provided within the rehabilitation process, which when completed, accomplish the job candidate’s vocational rehabilitation.
  
- c. **Suitable Occupation:** A job where, after a reasonable period of adjustment (not less than 90 days) the following conditions are met:
  - i. Job candidate and employer are mutually satisfied;
  - ii. Job candidate is maintaining adequate interpersonal relationships and acceptable behavior on the job;
  - iii. Occupation is consistent with the job candidate’s capacities and abilities;
  - iv. Job candidate possesses acceptable skills to continue to perform satisfactorily;
  - v. Job will not aggravate the job candidate’s disability or jeopardize the health or safety of the job candidate or others;
  - vi. Employment is regular and reasonably permanent;
  - vii. Work is performed in a competitive integrated setting in the community with non-disabled workers; and
  - viii. Job candidate earns at least the minimum wage, but not less than the wage and benefits normally paid to other workers for similar work.



- d. **Employment with a Temp Agency:** A job candidate is employed by a temp agency which is the employer of record. The agency places the individual in various employment settings and in addition to the suitable occupation standards listed above, the following conditions are required:
- i. The temp agency continues to place the job candidate in temporary jobs as an employee of the temp agency;
  - ii. The vocational goal and preferences of the job candidate are consistent with the jobs at which the job candidate is placed;
  - iii. The temp agency retains the job candidate as a viable job candidate for future placements;
  - iv. The temp agency provides verification that continual placements will be provided to the job candidate at no charge to the job candidate; and
  - v. The job candidate works for the temp agency with multiple placement periods that cumulate to no less than 90 days.

## 2. SCOPE OF SERVICES

Rehabilitation closure is the final step in a successful program of services and includes a review with the job candidate of the services provided, the successes achieved, and an offer of re-establishing services in the future, if needed by the job candidate.

## 3. AGENCY EXPECTATIONS

- a. There will always be a tangible relationship between the services provided (as reflected in the IPE) and the vocational outcome.
- b. A job candidate accepted into the armed forces can be considered suitably employed and rehabilitated.
- c. A medical residency is considered employment.
- d. Individuals in correctional institutions cannot be considered to be rehabilitated while still incarcerated.
- e. Individuals cannot be closed as rehabilitated while working in extended (sheltered) employment.



- f. Individuals who remain employed on the same job held at application can be considered to be rehabilitated as long as it can be shown that the VR services aided them in maintaining or advancing in their employment.
- g. An IPE-3 should be completed to place a job candidate into Status 26-0. Regardless of the job candidate's employment setting the wages reported must be at least at minimum wage and commensurate with the industry standard. Small business closures must be closed at least at 80% of SGA.
- h. The IPE-3 may be completed by IVRS staff who received information under the guidance of the counselor.
- i. Employment and wage information can be verified through Iowa Workforce Development for those job candidates who are too busy to meet with IVRS in person.
- j. IVRS staff will work with the job candidates who have been on SSI/SSDI to reassign their ticket to an Employment Network that will assist them in their career development goals.
- k. A case cannot be closed in Status 26-0 for high school students who have not graduated or exited. For high school students who become employed while still enrolled, the 90 days of stabilization occurs after the high school student has graduated/exited.

#### **4. EXCEPTIONS**

- a. Small business cases closed below 80% of SGA.

#### **5. APPLICABLE FORMS**

- a. [Employed/Closure Form \(IPE-3\)](#)
- b. [Request for Exception to Policy](#)



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