



VOCATIONAL REHABILITATION DEFINITION

Vocational Rehabilitation is a highly sophisticated profession, grounded by a belief in the dignity and worth of all people and delivered by experts requiring unique multidisciplinary skills, experience, education and training who assist persons with functional, psychological, developmental, cognitive and emotional impairments and health conditions to overcome barriers to accessing, maintaining or returning to employment, to a position in the community and / or to quality of life.

SCOPE OF PRACTICE

The Vocational Rehabilitation process is interdisciplinary by nature, and may involve functional, biopsychosocial, behavioural and / or vocational interventions. It demands due diligence in professional ethics and adherence to the law in practice, reporting, decision-making and application of policy.

The techniques utilized within this process may include, but are not limited to:

- Assessment, evaluation and appraisal;
- Vocational forensic analysis and reporting;
- Life care planning and reporting;
- Goal setting and intervention planning;
- Provision of health advice and promotion, in support of returning to work;
- Support for self-management of health conditions;
- Disability management including:
 - The provision of workplace audits
 - Disability management program development
 - Communication strategies
 - Policy development
 - Return to work coordination
 - Monitoring and other components of disability management
- Career (vocational) counselling;
- Individual and group counselling and other strategies and interventions focused on facilitating adjustments to the physiological and psychosocial impact of disability;
- Counselling, interviewing and interpersonal communications and coaching;
- Case management, referral, facilitation and service coordination;
- Program evaluation and research;
- Interventions to remove environmental, employment, and attitudinal obstacles;
- Consultation services among multiple parties and regulatory systems;
- Job analysis, job development and placement services, including assistance with employment, job accommodations and access to ergonomic solutions; and
- The provision of consultation about and access to rehabilitation technology.