

Vocational Services

A Continuum of Care for Individuals with Brain Injuries



RAINBOW
REHABILITATION CENTERS®

Serving People with Brain & Spinal Cord Injuries™

Vocational Rehabilitation

A traumatic brain injury brings a unique set of challenges — among these is the pursuit of employment. Pursuing vocational options is a very pivotal step following a brain injury because cognitive skills which impact problem solving, concentration and abstract-thinking are often altered.

At Rainbow Rehabilitation Centers, we provide a continuum of vocational services for individuals with brain injuries. We offer varying levels of support for each person that is appropriate to his or her skill level and ability. Our goal is to help individuals progress to their greatest level of independence while providing them with the assistance they need every step of the way.

Rainbow's Vocational Services:

- Testing and evaluation
 - skills and interests testing
 - work-readiness evaluation
- Job training and placement
 - prevocational
 - sheltered workshop training
 - enclave
 - community placement
- Vocational supports
 - individualized counseling
 - job coaching
 - employer education

Vocational specialists are skilled in:

- Employment training
- Job analysis
- Job-seeking assistance
- Coordination of benefits
- CPR and first aid
- Interviewing skills
- Résumé writing
- Government programs
- Crisis prevention
- Job coaching, mentoring, shadowing and fading



A Continuum of Care

Testing & Evaluation

Not sure what your vocational goals are? Upon entering Rainbow's Vocational Program, our specialists perform an evaluation which includes administering a reading and math test. These assessments help ascertain skills, abilities and interests to determine vocational strengths and competencies.

We also administer a work-readiness evaluation to identify whether or not an individual is prepared to take on the responsibilities that accompany a recommended job placement.



Performance Factors

	Poor	Good	Excellent
Quality of Work	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Quantity of Work	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Adaptability / Versatility	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Cooperation/Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Communication Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Supervision / Leadership Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Factor % x Performance Level number = rating
Add ratings for all eight factors to determine overall rating

Individual care plans are designed to manage the ongoing vocational objectives of each person. The plans help vocational specialists monitor progress by outlining measurable goals that are assessed on a regular basis. For individuals who continue to advance through the Vocational Program, more challenging opportunities that afford greater responsibility and autonomy are sought by the vocational team.

A Continuum of Care

Job Training & Placement

Rainbow offers varying degrees of vocational opportunities based on capabilities, skills and an individual's level of independence. Vocational specialists handle placements ranging from community-based employment and volunteer work to educational training needed for job preparation.

Prevocational Training

Prevocational training is designed for individuals who need additional preparation before they are ready to participate in the Vocational Program. Our vocational specialists identify skills needed to perform the job and collaborate with therapists to help the individual accomplish these goals. Physical, occupational and speech therapists may work on a variety of exercises designed to enhance skills involving problem-solving, attention, following directions and awareness of one's surroundings.

Sheltered Workshops

Rainbow has a strong affiliation with non-profit organizations that provide employment opportunities for people with brain injuries. These sheltered workshops complete work for local businesses with job tasks such as light assembly, car detailing, outdoor furniture manufacturing, packaging and office work.



Enclave Training

Enclave training is coordinated by Rainbow's vocational team and provides in-house and community-based job opportunities. This training helps participants increase self confidence and build valuable job skills while under the supervision of Rainbow's supportive staff. Enclave training includes opportunities such as working at the Corner Café, (pictured above) located at Rainbow's Ypsilanti Treatment Center. Clients running the café are responsible for cashier and customer service duties, as well as pricing and stocking an assortment of snacks and beverages available for purchase.



A Continuum of Care

Community Placement

For individuals who are ready to re-enter the workforce following a brain injury, Rainbow's vocational team helps make the transition possible. Individuals are placed in community settings appropriate to their skill set. The settings and job responsibilities vary based on each person's abilities.

For individuals able to return to their previous place of employment, Rainbow provides supports to help clients succeed. This can involve job coaching, training or workplace assessments designed to help the employer structure the work environment to accommodate an individual's physical or cognitive limitations.



Vocational Supports

Once placement is determined, vocational specialists monitor how an individual is progressing in his or her current job. Sometimes clients need coaching and follow-along services once they are placed. In these instances, vocational specialists maintain ongoing communication with employers to ensure a good fit. By working corroboratively, employers and specialists can facilitate an environment in which the client can grow.

When appropriate, a mentor is identified in the workplace. This individual serves a vital role in encouraging and cueing the client when necessary so that he or she can achieve maximum success.

Young Adult Voc Program

For individuals who were injured as children, a different approach to vocational therapy is often needed. Because most young adults transitioning from high school into the workforce have had minimal employment experience, Rainbow's vocational staff takes a habilitation approach providing additional guidance. Designed to be a gateway program into competitive employment, this approach helps young people gain prevocational and vocational skills.

Attention is given to basic work skills such as:

- using a time clock
- attending work consistently
- taking reasonable breaks
- accepting feedback
- identifying hours an individual can work each day
- attaining quality/productivity levels

Following an evaluation period, participants have the opportunity to move into a community enclave with job coach assistance. The vocational team can then coordinate assistance to competitive employment. Feedback is provided through the use of a point system, which includes rewards for exceeding work performance. This program teaches skills for long-term employment and increased self-esteem.

*To restore self-confidence and self-respect,
nothing compares to a paycheck and
a job well done!*



The Commission on Accreditation of Rehabilitation Facilities (CARF) is a private, not-for-profit third party accreditation system. Receiving accreditation demonstrates that Rainbow has completed an in-depth review of programs and services — meeting rigorous, internationally recognized service standards for care and quality services.

Rainbow Rehabilitation Centers Inc. has been accredited by CARF in the following Medical Rehabilitation and Brain Injury Programs ...

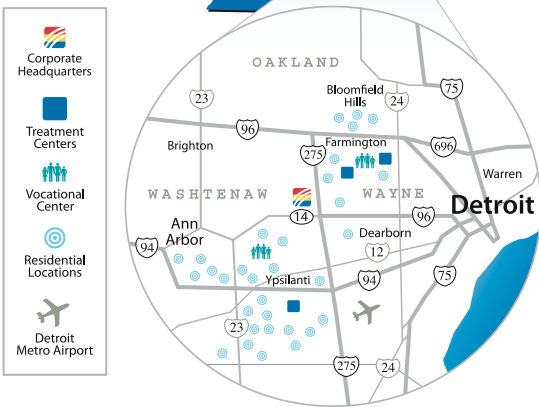
- Residential Rehabilitation Program
- Pediatric Family-Centered Residential Rehabilitation
- Long-Term Residential Services
- Pediatric Family-Centered Long-Term Residential Services
- **Vocational Services**
- Outpatient Rehabilitation Program
- Home and Community-Based Rehabilitation Programs



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*Serving People Across
the Nation with Brain and
Spinal Cord Injuries Since 1983.*

Rainbow Facility Locations



RAINBOW
REHABILITATION CENTERS®

Vocational
Rehabilitation Programs

For more information call: **1.800.968.6644**

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