

# **The VR Process**

## **ASL Video Transcript**

### **ONSCREEN TITLE:**

**Maryland State Department of Education Division of Rehabilitation Services.  
About DORS in ASL.**

Title fades out. On the screen, against a blue background, is DORS Deaf & Hard-of-Hearing Specialist Noe Turcios. He is wearing a black t-shirt and glasses, and has short dark hair with a close-trimmed beard and mustache. He is signing the following message in ASL. The translation appears onscreen as captions beneath him.

### **NOE:**

Hello! The Maryland Division of Rehabilitation Services, also known as DORS or VR, can help people who are deaf find work or keep their jobs by providing services such as career assessment and counseling, assistive technology, job training, higher education and job placement.

DORS has VR counselors for the deaf, called RCD, who are specially trained to work with the deaf community. RCDs are some deaf and some hearing. All know ASL fluently.

### **ONSCREEN TITLE:**

**The VR Process**

### **NOE:**

The VR process begins when you fill out the online referral form on the DORS website.

### **ONSCREEN TITLE:**

**[www.dors.maryland.gov](http://www.dors.maryland.gov)**

### **NOE:**

Or you can also contact your nearest RCD by email or videophone. RCD's contact information can be found on the website. Click on the link on the homepage that says "Services for Job Seekers who are Deaf or Hard of Hearing." See and click "Rehabilitation Counselors." You will see different cities and pick one near your home.

### **ONSCREEN TITLE:**

**Your First Meeting**

### **NOE:**

When you fill out the referral form or contact an RCD, you will be sent an application packet to be completed and sent back to DORS. Once it is received, you will be scheduled for an appointment to meet with your RCD at the DORS office, or over video.

You are welcome to bring a support person, such as a family member, friend or advocate, to this appointment and to any other meeting with DORS staff. You'll also want to bring information about your employment history as well as any education, job training or medical records you might have.

**ONSCREEN TITLE:**  
**Eligibility**

**NOE:**

After your first meeting with your counselor, the RCD will gather information about you that will help determine if you are eligible for DORS services.

To be eligible for DORS services, you must have a physical or mental disability that seriously affects your ability to work, and you must need employment rehabilitation services to get or keep a job.

If you are found eligible, DORS will determine the severity of your disability and assign your case to one of three categories:

- Category 1: "Most Significantly Disabled."
- Category 2: "Significantly Disabled" and
- Category 3: "Not Significantly Disabled."

The category depends on how many functions of your daily life and work are impacted by your disability.

Because federal funding for the VR program is limited, DORS is required to prioritize who gets served and how quickly by the Category they are in.

Currently, people in Category 3 (not significantly disabled) cannot receive VR services in Maryland.

People who are in Category 1 – (most significantly disabled) – can be served right away.

People in Category 2 – significantly disabled – will likely have to wait for services.

You should know that the wait list for VR services is currently over three years.

People who are deaf automatically qualify for Category 2 – significantly disabled – and may have to wait on a waiting list for their turn. However, depending on how many functions of their daily and work life are impacted, they may be deemed eligible for Category 1 and receive services right away. Your RCD can explain this process to you in more detail.

**ONSCREEN TITLE:**  
**Goals and Services**

**NOE:**

If you are eligible for services, and not on the Waiting List, your RCD will work with you to help figure out your employment goals and what services you will need to reach these goals. These services might include career counseling, career assessment, college or career training, work-readiness training, assistive technology, job placement assistance and job coaching. Your RCD will help you figure out what your options are and the pros and cons of each option to help you decide how best to reach your goals.

Many VR services, such as career guidance and counseling, skills testing and job placement, are provided at no cost to you. However, due to funding limitations, you and your family may

be asked to help pay for some goods and services such as college books, transportation, hearing aids, etc. This is according to a sliding scale based on family income.

**ONSCREEN TITLE:**

**After You Are Employed**

**NOE:**

Once you obtain a job, your RCD will follow up to make sure you are successful on the job. DORS can also work with you and your employer to help you to adjust to the workplace.

Once you've been working successfully for 90 days, or three months, DORS will close your case. However, even when your DORS case is closed, you are still welcome to contact your DORS counselor for guidance or suggestions if you start having difficulties at work.

**ONSCREEN TITLE:**

**[www.dors.maryland.gov](http://www.dors.maryland.gov)**

**NOE:**

We welcome you to visit the DORS website. You can look at the website for more information, or find the name of your nearest RCD and to complete the online referral to begin your journey to successful employment.