



## Division of Rehabilitation Services

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To: Community Rehabilitation Programs and Career Assessment Providers

From: Kate Drake & Toni Cobb-Cannon  
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Regarding: The Continued Provision of Career Assessment Services

Recently the Division of Rehabilitation Services (DORS) Executive Team reviewed four years of data regarding the correlation of Career Assessment Services (CAS) and employment outcomes. The result of the study was that employment outcomes do not closely correlate with the provision of Career Assessment Services.

DORS has a long history of permitting our providers to offer Career Assessment Services, even those providers who do not have credentialed staff.

Over time DORS has noticed that the reports produced by non-credentialed providers do not provide the level of detail in comparison to what is available from providers who have achieved the International Certification for Vocational Evaluators (ICVE) credential. The quality of the information contained in the reports is of utmost importance when advising DORS consumers about their vocational direction. Even when recurring feedback is provided from the CAS review committee to the non-credentialed provider, the reports seldom rise to the level of our ICVE providers.

Based on this and the overall CAS study, **DORS has decided at this time to discontinue CAS services provided by CRPs where there is no credentialed individual on staff.** This decision was not made lightly. As federal reporting requirements and expectations have changed, DORS is forced to examine all services provided and make necessary changes. Over time, DORS will continue to fine tune the provision of Career Assessment Services.

Until further notice, DORS will not be accepting additional applications from credentialed (ICVE) providers for the provision of Career Assessment Services.

If you are a provider without a CAS credentialed staff person, you will receive notification of the removal of CAS services from your fee schedule effective March 1, 2022.

Providers who have an ICVE on staff or are CARF accredited for the provision of Career Assessment Services will not be impacted and will continue to be able to provide that service.

Additionally, the decision was made to disallow subcontracting to provide CAS services. Therefore, a provider without a CAS-credentialed staff person will no longer be able to subcontract with a credentialed provider to provide CAS. Subcontracting creates a management issue for the service and DORS is not willing to relinquish control of this service through the use of subcontractors.

Questions or concerns may be directed to Kate Drake ([Catherine.Drake@maryland.gov](mailto:Catherine.Drake@maryland.gov)) or Toni Cobb-Cannon ([Latonya.Cannon@maryland.gov](mailto:Latonya.Cannon@maryland.gov)).