



Indiana  
**VOCATIONAL  
REHABILITATION**  
Empowering People. Changing Lives.

# Indiana Vocational Rehabilitation Trial Work Experience

Family And Social Services Administration  
Division Of Disabilities And Rehabilitative Services  
Bureau Of Rehabilitation Services

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# Perspective and Purpose

- It is the position of Indiana Vocational Rehabilitation (VR) that every individual with a disability who wants to work can work with the right support, accommodations, and opportunities.
- The primary purpose of a TWE is to find a way the participant could benefit in terms of employment from VR services.
- TWE is an opportunity for the participant to demonstrate that they can benefit from services in terms of employment when afforded the appropriate and necessary supports.

# VR Counselor Responsibilities

A Counselor should explore all approaches, including new or unconventional ideas and innovative techniques, in an effort to uncover the participant's vocational potential.

VR Counselors should deliver services according to the presumption that any individual with a disability who seeks a competitive, integrated employment outcome can benefit from the provision of VR services.

# Limited Circumstances

TWE should be considered when there is...

- Serious concern for the **safety** of the participant or others due to the participant's disability.
- A persistent pattern of unproductive VR service delivery in the **current, open case**, and the counselor has exhausted all conventional efforts to deliver services and the participant has not made progress towards an employment outcome, due to participant's disability.

# Community Employment Provider Responsibilities

TWEs should be:

- Of sufficient variety and sufficient duration to make a determination;
- Guided by an individualized, flexible, adaptable and innovative approach;
- Narrowly focused on the specific concerns that prompted the TWE; and
- Provided in the most integrated work setting possible, and includes on-the-job training or other realistic work experiences with appropriate supports or coaching.

# Community Employment Provider Expectations for Report Completion

- Provide clear, concise, and concrete documentation for report.
- Address information gathered to answer the questions posed by the VRC.
- This documentation can be done in any format (there is no template).
- Address supports needed to be successful (the client did not have to be proficient on the job).
- Identify improvements made throughout the experience.

# VRC Expectations for Conclusion

- TWEs should be concluded as soon as the Counselor has determined the participant's ability or inability to benefit from VR services in terms of an employment outcome.
- If the Counselor determines that the participant can benefit from VR services in terms of an employment outcome, the Counselor will continue with the regularly planned services such as Discovery, Job Readiness Training or other services.
- If the Counselor determines the participant is unable to benefit from VR services due to the severity of the participant's disability, the Counselor will close the case.

# The Purpose of a Trial Work Experience is NOT...

- Determination of a vocational goal.
- A tool to discourage a person from services.
- A work experience used for Discovery.
- A guaranteed referral for future employment services.
- Employment (as it is an evaluation).
- A proficiency test (as it is used to identify supports).
- Long lasting in duration.