

# EMPLOYMENT SERVICES FOR PEOPLE WITH DISABILITIES

## MI Rehabilitation Services

Michigan Rehabilitation Services (MRS) is part of the Michigan Department of Career Development and has offices throughout the state.

Each year, MRS assists more than 7,000 Michigan citizens with disabilities obtain employment.

If you have a permanent disability that makes working difficult, MRS might be the right solution for preparing, finding, and keeping a job.

Family members, hospitals, school counselors, mental health professionals, social workers, churches, and other community agencies may make referrals.

### Step One: The Decision

If you are thinking about applying for MRS services, ask yourself the following questions:

1. Am I interested in working?
2. Do I have a physical or mental disability? Some examples are amputation, learning problems, cerebral palsy, heart disease, deafness, emotional problems, spinal cord injury, and substance abuse.
3. Does my disability cause problems for me in preparing for a job, finding a job, or keeping a job?
4. Do I need MRS assistance to help me prepare for or find a job?

If you answered yes to all of these questions, you may be eligible for MRS services. To find out, you will need to schedule an orientation.

A friend, family member, or MRS representative can help you complete an application if you need assistance.

Afterward, you will be teamed up with a vocational rehabilitation counselor trained to assist people with disabilities. You will also receive a copy of the brochure, "Your Rights and Responsibilities as a Client of Michigan Rehabilitation Services."

### Step Two: The Initiation

You will meet with your counselor to discuss your abilities, interests, and needs. Your counselor may also gather information from other people about your disability and work capabilities. This additional information will help you and your counselor plan the services you will need to get and keep a job.

Assessments may also be needed to identify your interests, abilities, and barriers to employment. If so, these could include medical exams, vocational testing, work evaluations, or job try-outs.

### Step Three: Service Plan

After you have been determined eligible for MRS services, you will select a job goal that matches your interests and abilities. Your counselor will be able to work with you to develop a plan for reaching your job goal. This plan is known as your Individual Plan for Employment (IPE). It describes the steps, services, and service providers – including MRS – that you have chosen to achieve your job goal. Your counselor will need to approve your plan.

MRS Services may include:

1. Training, such as adult education; trade, technical, or business school; college; or on-the-job training.
2. Physical aids, such as hearing aids, artificial limbs, braces, and other medical services.
3. Job placement assistance, such as job leads, help with filling out an application, and interviewing.

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4. Accommodations and assistive technology to help you in training and at work.
5. Tools and equipment, including licenses, in order for you to go to work or work for yourself.
6. Support services, such as interpreters, readers, transportation, and personal assistance.

Your counselor may arrange for you to use the services of other agencies that can help in your rehabilitation. You may be asked to pay for some rehabilitation costs if you are able.

## **Step Four: Success**

How long your rehabilitation program will take depends on your disability, the job you are preparing for, and the type of services you will need. Your counselor will be available to provide you with information and guidance you need to make informed choices about your rehabilitation program.

You can help make sure your rehabilitation program is a success by:

1. Keeping all appointments and arriving on time.
2. Being honest about your concerns, interests, and needs.
3. Asking questions if you don't understand.
4. Carrying out your responsibilities as described in your IPE.
5. Letting your counselor know about any changes in your address, telephone number, or other circumstances.

## **Step Five: Employment**

Getting a job, of course, is the most important step in your rehabilitation program. Your

counselor, or others at the MRS office, will help by providing you with job leads and information on how to get and keep a job.

Your counselor will contact you after you have started work to help you and your employer make any necessary adjustments. Your counselor will want to be certain that everything is going well before closing out your case.

If you need more services to help you keep your job, your counselor will work with you to arrange them.

## **Step Six: Finding a Service Center Closest to You**

For a listing of the MRS office locations across the state, call toll free 1-800-605-6722 (voice) or 1-888-605-6722 (TTY).

## **ADA/Disability Information**

### **Americans with Disabilities Act**

The Americans with Disabilities Act was signed into law on July 26, 1990. ADA gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, State and local government services, & telecommunications.

[www.usdoj.gov/crt/ada/pubs/ada.txt](http://www.usdoj.gov/crt/ada/pubs/ada.txt)

### **Michigan Department of Career Development Disability and Rehabilitation**

This site contains information on Michigan Rehabilitation Services (MRS), Disability Assistance for Businesses, Independent Living Services, MRS Locations Across Michigan, Disability Legislation, Michigan Rehabilitation Council (MRC), and more.

[www.michigan.gov/mdcd](http://www.michigan.gov/mdcd)

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## **US Equal Employment Opportunity Commission (EEOC)**

This site contains information for employers as well as employees. It covers Laws, Regulations and Policy Guidance, Federal Sector Information, Statistics, Technical Assistance and Training Programs, and more.

[www.eeoc.gov](http://www.eeoc.gov)

## **US Department of Justice**

This site contains information for businesses, Media Materials including CD-ROM and Technical Specifications, Toll-Free ADA Information Line, Enforcement, Latest Status Report: Enforcing the ADA -- October - December 2001, Certification of State and Local Building Codes, ADA Mediation Program and ADA Resources.

[www.usdoj.gov/crt/ada/adahom1.htm](http://www.usdoj.gov/crt/ada/adahom1.htm)

## **The Michigan ADA Steering Committee**

The Michigan ADA Steering Committee operates as the State Steering Committee for the Great Lakes ADA Center. The Committee was formed in 1991 and is comprised of businesses, disability groups and government agencies all working together to increase the awareness and implementation of the Americans with Disabilities Act (ADA) throughout the State of Michigan.

[www.adamich.org](http://www.adamich.org)

## **National Institute on Disability and Rehabilitation Research (NIDRR)**

The National Institute on Disability and Rehabilitation Research (NIDRR) provides leadership and support for a comprehensive program of research related to the rehabilitation of individuals with disabilities. All of our programmatic efforts are aimed at improving the lives of individuals with disabilities from birth through adulthood.

[www.ed.gov/offices/OSERS/NIDRR](http://www.ed.gov/offices/OSERS/NIDRR)

## **US Commission on Civil Rights**

The United States Commission on Civil Rights (Commission) is an independent, bipartisan, fact-finding agency of the executive branch established under the Civil Rights Act of 1957. The Commission has the following mandate: Investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices and more.

[www.usccr.gov](http://www.usccr.gov)

## **Social Security Administration Office of Disability**

Program Information, Applying for Benefits, Benefits Issues, Health Insurance, Disability Report Form Guide, For Health Professionals Disability Evaluation Book Now On-line! And more.

[www.ssa.gov/disability](http://www.ssa.gov/disability)

## **Disability Direct**

The scope of DisabilityDirect.gov is comprehensive and currently includes, Children and Youth, Choice and Self-Determination, Civil Rights and Protections, College and Adult Education, Disability Statistics, Emergency Preparedness, Employers' Resource, Employment, Health, Housing, Income Support, Media Resource, Recreation and Travel, Self-Employment, Tax Credits and Deductions, Technology, Transportation and more.

[www.disabilityinfo.gov](http://www.disabilityinfo.gov)

## **The Work Site**

The Work Site Mission is to promote the employment of Social Security beneficiaries with disabilities by designing policies that make work pay, Promoting research and program innovation, Educating the public about programs and services that facilitate entry into the workforce, Partnering with other public and private groups to remove

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employment barriers for people with disabilities. Find out all about the ticket to work and work incentives improvement act of 1999. Learn about initiatives, activities, and programs in your state that can help people with disabilities who want to work.

[www.ssa.gov/work](http://www.ssa.gov/work)

## **Disability and Business Technical Assistance Center (DBTAC)**

The National Institute on Disability and Rehabilitation Research (NIDRR) has established ten regional centers to provide information, training, and technical assistance to employers, people with disabilities, and other entities with responsibilities under the ADA. The centers act as a "one-stop" central, comprehensive resource on ADA issues in employment, public services, public accommodations, and communications. Each center works closely with local business, disability, governmental, rehabilitation, and other professional networks to provide ADA information and assistance, placing special emphasis on meeting the needs of small businesses. Programs vary in each region, but all centers provide the following, Technical Assistance, Education and Training, Materials, Dissemination, Information and Referral, Public Awareness, Local Capacity Building, more...

[www.adata.org](http://www.adata.org)

## **Southeast Disability and Business Technical Assistance Center**

The Southeast Disability & Business Technical Assistance Center (Southeast DBTAC) is one of ten Regional Disability and Business Technical Assistance Centers (DBTACs) on the Americans with Disabilities Act (ADA) and accessible education information technology (EduIT). The Southeast DBTAC consists of a Regional Center, located in Atlanta, Georgia at the Georgia Tech Center for Assistive Technology and Environmental Access

(CATEA), as well as State and Local ADA Affiliates and EduIT Leaders from each of the following eight U.S. Southeast Region states: Alabama (AL), Florida (FL), Georgia (GA), Kentucky (KY), Mississippi (MS), North Carolina (NC), South Carolina (SC), Tennessee (TN).

[www.sedbtac.org](http://www.sedbtac.org)