

New Directions in Vocational Rehabilitation: A "Career Development" Perspective On "Closure"

Phillip D. Rumrill Jr. and Richard T. Roessler

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Abstract: This article calls for reforms in the state-federal vocational rehabilitation (VR) program that enable counselors to provide career development services to people with severe disabilities. The thesis is that current VR policies regarding case planning and closure criteria are incompatible with the ongoing career development needs of Americans with disabilities. Recommendations include evaluating client employment outcomes on qualitative criteria, expanding the minimum 90-day time frame between initial job placement and Status 26 case closure, and providing on-the-job consultation regarding productivity barriers and reasonable accommodations.

When leaders in the field of vocational rehabilitation discuss issues that must be addressed in future Amendments of the Rehabilitation Act of 1973, they continue to emphasize competitive employment as an end goal of vocational rehabilitation (VR) services for people with severe disabilities. The emphasis on competitive employment represents strong continuity with VR's past. Hershenson (1988, p. 207) illustrated that continuity in a quote he selected from a 1955 publication on the role of the rehabilitation counselor. In the mid-1950's, Hall and Warren (1956) stressed the importance of both competitive employment and career development for people with disabilities: "The counselor is responsible for aiding the disabled individual in securing employment consistent with his capacities and preparation. The counselor also assists the individual in meeting the problem of adjustment and makes follow-up visits as necessary for the vocational adjustment of the individual" (p. 13; as cited in Hershenson, 1988).

The definition of the role of the counselor, circa 1955, is compatible with contemporary themes. The VR counselor must help people with disabilities secure and maintain employment that accords with their aptitudes, interests, and education. But, discussions about employment services for the future reflect a shift in thinking about rehabilitation outcomes from occupational choice to career development. Occupational choice refers to choosing a job at one point in time, whereas career development refers to a life-long process of preparing to choose, choosing, and continuing to choose vocational roles (Szymanski & Hershenson, 1998). The term "career development" and the related service of career counseling are focal points for a number of specific recommendations for changes that are needed in the VR program (Koch & Johnston-Rodriguez, in press; Merz & Harvey, in press; President's Committee on Employment of People with Disabilities, 1990; Roessler & Rumrill, 1995a).

The purpose of this article is to: (a) define "career development" in practical and theoretical terms; (b) identify barriers to career development within VR policies and practices; and (c) suggest changes in those policies to strengthen the career orientation of the VR process.

Placement In Rehabilitation A Career Development Perspective

Wolfgang Guggemos



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Table of Contents Placement In Rehabilitation A Career Development Perspective

1. Understanding the eBook Placement In Rehabilitation A Career Development Perspective
 - The Rise of Digital Reading Placement In Rehabilitation A Career Development Perspective
 - Advantages of eBooks Over Traditional Books
2. Identifying Placement In Rehabilitation A Career Development Perspective
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Placement In Rehabilitation A Career Development Perspective
 - User-Friendly Interface
4. Exploring eBook Recommendations from Placement In Rehabilitation A Career Development Perspective
 - Personalized Recommendations
 - Placement In Rehabilitation A Career Development Perspective User Reviews and Ratings
 - Placement In Rehabilitation A Career Development Perspective and Bestseller Lists
5. Accessing Placement In Rehabilitation A Career Development Perspective Free and Paid eBooks
 - Placement In Rehabilitation A Career Development Perspective Public Domain eBooks
 - Placement In Rehabilitation A Career Development Perspective eBook Subscription Services

- Placement In Rehabilitation A Career Development Perspective Budget-Friendly Options
- 6. Navigating Placement In Rehabilitation A Career Development Perspective eBook Formats
 - ePub, PDF, MOBI, and More
 - Placement In Rehabilitation A Career Development Perspective Compatibility with Devices
 - Placement In Rehabilitation A Career Development Perspective Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Placement In Rehabilitation A Career Development Perspective
 - Highlighting and Note-Taking Placement In Rehabilitation A Career Development Perspective
 - Interactive Elements Placement In Rehabilitation A Career Development Perspective
- 8. Staying Engaged with Placement In Rehabilitation A Career Development Perspective
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Placement In Rehabilitation A Career Development Perspective
- 9. Balancing eBooks and Physical Books Placement In Rehabilitation A Career Development Perspective
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Placement In Rehabilitation A Career Development Perspective
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Placement In Rehabilitation A Career Development Perspective
 - Setting Reading Goals Placement In Rehabilitation A Career Development Perspective
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Placement In Rehabilitation A Career Development Perspective
 - Fact-Checking eBook Content of Placement In Rehabilitation A Career Development Perspective
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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