



Information on how Vocational Rehabilitation determines Priority Category Placement for Order of Selection (OOS).

The Arizona Rehabilitation Services Administration's Vocational Rehabilitation Program does not currently have enough money to help everyone who is eligible for their services. When this happens, VR uses an OOS to provide VR services to people with the most significant disabilities. Here is a description of each category:

Priority Category 1 - A person with the most significant disability that seriously limits the person in 3 or more functional limitation areas and requires multiple VR services. The services are expected to last more than 6 months.

Priority Category 2 – A person with a significant disability that seriously limits the person in 1 or more functional limitation areas and requires multiple VR services. The services are expected to last more than 6 months.

Priority Category 3 – A person with a disability but who does not otherwise meet the criteria for functional limitations and service need for either Priority Category 2 or Priority Category 3.

Arizona VR is currently only serving Priority Category 1. Priority Category 2 and 3 are on a waiting list for service.

VR staff determines how many functional limitations an applicant has. Staff then determines how many service needs the applicant has related to each functional limitation.

The 7 Areas of Functional Limitations VR considers are:

1. Communication
2. Interpersonal Skills
3. Mobility
4. Self Care and Home Care
5. Self Direction
6. Work Skills
7. Work Tolerance

1. Examples of Communication Limitations:

- Needs assistive technology, accommodations, and/or training to read/write sufficiently for a job.
- Unable to hear or converse without accommodation or assistive technology (augmentative communication device, interpreter, TDD, hearing aid, etc.)
- Unintelligible to non-family members or general public due to difficulty with expressive communication.
- Minimal expressive and/or receptive communication skills.
- Unable to access printed/visual information without assistive technology and/or accommodation.
- Unable to convey information about his or her own impairments and its functional effects on employment tasks and possible adaptations which would accommodate the individual to the job.
- Other communication functional limitations.

Examples of VR Service Needs available for Communication limitations:

- Training in SSL
- Training in Braille
- Assistive Technology Aids
- Interpreter Services
- Note Takers or Readers
- Cognitive Retraining
- Speech Therapy
- Corrective Surgery
- Reading/Writing Training

2. Examples of Limitations in Interpersonal Skills:

- Has not acquired cultural, age appropriate skills.
- Has disfigurement, deformity, or behaviors so pronounced as to cause social rejection.
- Has significant difficulty interpreting, responding to behavior, and communicating with others.
- Shows evidence of work adjustment problems such as frequent conflict with co-workers or supervisors.
- Other Interpersonal Skills functional limitations.

Examples of Service Needs available for limitations in Interpersonal Skills:

- Psychological Services
- Job Placement Assistance
- Assistive Technology
- Self-Employment Assistance

3. Examples of Mobility Limitations:

- Lacks the skills to travel independently or safely.
- Unable to travel reliably to/from work and in the community due to lack of transportation resources.
- Lacks the knowledge of or access to assistive devices (cane, visual aids, crutches, prosthesis, walker, wheelchair) to be more mobile.
- Other Mobility functional limitations.

Examples of Service Needs available for Mobility Limitations:

- Corrective Surgery
- Personal Care Attendant
- Sighted Guide
- Mobility Training
- Adaptive Driving Devices/Training
- Self-Employment Assistance
- Personal Mobility Devices

4. Examples of Self-Care and Home Care Limitations:

- Places self or others at risk due to deficits in decision making, reasoning, or judgment.
- Unable to perform prevocational skills such as grooming, eating, dressing, or money management without assistance.
- Unable to get ready for work each day without assistance.
- Unable to manage personal health at a level to prepare for or maintain employment.
- Lacks adaptive equipment techniques for monitor diabetes.
- Other Self-Care functional limitations.

Examples of Service Needs available for Self-Care and Home Care Limitations:

- Assistive Technology/Training
- Personal Care Attendant
- Home Care Assistance
- Adjustment to Disability Counseling (Professional)
- Prosthetic/Orthopedic Aids
- Home Modification

5. Examples of Self-Direction Limitations:

- Unable to provide informed consent for life issues without the assistance of a court-appointed legal representative or guardian; or has been declared legally incompetent.
- Loss of self-confidence and/or lack of positive psychological adjustment to impairments.
- Unable to identify logical steps necessary to reach goals due to emotional/mental health problems, severe learning disabilities, serious head injury, or other cognitive impairments.
- Unable to independently seek employment and/or convey information to an employer about his/her impairments and possible job adaptations needed.
- Other Self-Direction functional limitations.

Examples of Service Needs available for Self Direction Limitations:

- Assistive Technology
- Professional Counseling
- Self- Monitoring Training

6. Examples of Work Skills Limitations:

- Increased difficulty in performing critical job tasks.
- Unable to remember, understand instructions, or process information effectively.
- Unable to learn new tasks without intensive and/or specialized instruction.
- Unable to follow written/verbal instructions due to cognitive problems.
- Significantly reduced speed in performing basic work tasks (not due to stamina problems).
- Unable to perform household activities such as cooking, cleaning, laundry, shopping, etc., to prepare for work or to perform homemaker job tasks.
- Reading, writing, or math skills below industry standards for the client's vocational goal.
- Needs to change vocations and is unable to identify any significant transferable marketable skills.
- Unable to identify or select a vocational goal consistent with the individual's unique strengths, resources, priorities, concerns, abilities, and capabilities.
- Work history includes recent negative references, firings, or multiple short-term jobs.
- Minimal work history not typical for someone of client's age.
- History of poor attendance, lack of follow through, or unacceptable work behaviors due to physical or mental health problems.
- Other Work Skills functional limitations.

Examples of Service Needs available for Work Skills Limitations:

- Specialized Courses/Assistive Technology
- Create Special Work Environment

7. Examples of Work Tolerance Limitations:

- Requires frequent or extended periods of time from work due to necessary treatments or medical problems.
- Unable to perform work requiring frequent lifting and carrying of objects weighing 10 lbs. or more and/or occasionally lift objects weighing 20 lbs. or more.
- Unable to sit/stand for more than 2 hours.

- Unable to work for an 8 hour day with breaks every two hours due to limitations in mental or physical stamina.
- Other Work Tolerance functional limitations.

Examples of Service Needs for Work Tolerance limitations:

- Assistive Technology/Modified Worksite
- PT/OT Strength/Endurance Training
- Special Medications or Treatment
- Adjustment Services

The purpose of this guide is to provide general legal information to individuals regarding Arizona's Order of Selection. It is not intended as a substitute for legal advice. You may wish to contact the Arizona Center for Disability Law or consult with a private attorney if you require additional information.