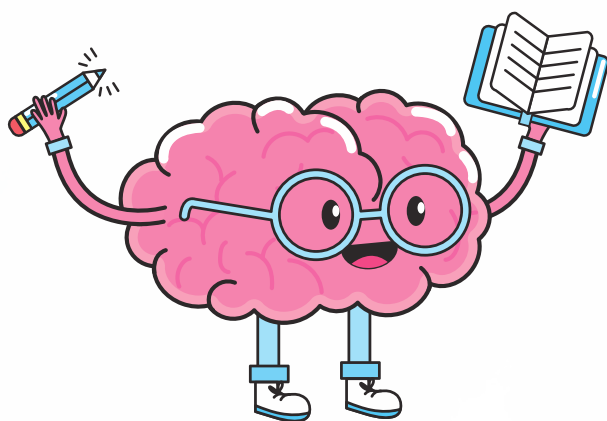


SECTION 6

RETURNING TO WORK



Returning to Work

[TN Department of Vocational Rehabilitation](#)

For adults seeking competitive employment. English/ Español

- **TN Vocational Rehabilitation:** The Vocational Rehabilitation Program (VR) provides a variety of individualized services to persons with disabilities in preparation for their employment in the competitive labor market. [English](#) & [Español](#).
- [TN Transition School to Work Program \(TSW\)](#) and the [TN Pre-Employment Transition Services \(Pre-ETS\)](#)

[Symptom Tracker](#)

Track symptoms, pain level changes, what provokes and what helps. Good information to take back to the healthcare provider.

[Job Accommodation Network Brain Injury \(askjan.org\)](#)

[Returning to a Program After a Concussion Letter](#)

This letter is modeled after the CDC's Return to School Letter and was designed by Brain Links to help adults return to residential facilities, adult day care, etc. to help the staff understand your loved one's symptoms and what to do. As most physicians are aware of the form, it is recommended you take it with you if you suspect your loved one has had a brain injury.

[WorkAbleTN](#)

WorkAbleTN offers confidential one-on-one benefits counseling to empower you to make choices about your goals and chosen lifestyle. We provide information about how working may (or may not) impact your benefits. We have a passion for possibilities and will think creatively with you about ways to do more than just get by. WorkAbleTN will guide you to appropriate resources and help boost your confidence to advocate for what you want.

- [Families of Transitioning Youth](#)
- [Employment Resources and Website Links](#)

[The Business Side of Things: Employment and Brain Injury:](#)

Podcast: NASHIA moderates this podcast from the Disability Employment TA Center.



We want to hear from you!
Complete our short survey to let us know how we're doing.



Vocational Rehabilitation Program

The Vocational Rehabilitation Program (VR) provides a variety of individualized services to persons with disabilities in preparation for their employment in the competitive labor market.

VR advocates employment outcomes for clients that are consistent with their individual strengths, resources, abilities, capabilities and informed choice.

Services:

- Counseling & Guidance
- Training
- Maintenance & Transportation
- Transition Services from School to Work
- Personal Care Assistance
- Rehabilitation Technology Services
- Job Placement
- Post-Employment Services
- Supported Employment
- Independent Living Services

Special Emphasis Services:

Tennessee Rehabilitation Center at Smyrna

State operated comprehensive rehabilitation facility offers a variety of vocational programs on campus with residential housing available.

Community Tennessee Rehabilitation Centers

Centers offer comprehensive vocational evaluation services, employee development services, job readiness training and placement.

Services for the Deaf and Hard of Hearing

The unique needs of individuals who are deaf and hard of hearing are served through this specialized unit.

Services for the Blind and Visually Impaired

The unique needs of individuals who are blind and visually impaired are served through this specialized unit.

For More Information: <https://www.tn.gov/humanservices/disability-services.html>

Phone: (615) 313-4891

The Tennessee Department of Human Services mission is to build strong families by connecting Tennesseans to employment, education and support services.



Programa de Rehabilitación Vocacional

El Programa de Rehabilitación Vocacional (VR) proporciona una variedad de servicios individualizados a las personas con discapacidades, a fin de prepararlas para el empleo en un mercado laboral competitivo.

VR propicia soluciones de empleo para los clientes que están en consonancia con sus atributos individuales, recursos, habilidades, capacidades y elecciones informadas.

Servicios:

- Asesoramiento y orientación
- Entrenamiento
- Mantenimiento y Transporte
- Servicios de transición de la escuela al trabajo
- Asistencia de cuidado personal
- Servicios de tecnología de rehabilitación
- Colocación laboral
- Servicios Post-Empleo
- Empleo apoyado
- Servicios de vida independiente

Servicios de especial importancia:

Centro de Rehabilitación de Tennessee en Smyrna

Este centro integral de rehabilitación operado por el estado ofrece una variedad de programas de capacitación profesional en el complejo con viviendas disponibles.

Centros de Rehabilitación Comunitaria de Tennessee

Estos centros ofrecen servicios integrales de evaluación profesional, servicios de mejoramiento de empleados, entrenamiento y colocación de preparación laboral.

Servicios para Sordos y Personas con Dificultades Auditivas

Esta unidad especializada atiende las necesidades únicas de las personas sordas y con dificultades auditivas.

Servicios para Ciegos y Deficientes Visuales

Esta unidad especializada atiende las necesidades únicas de las personas ciegas y deficientes visuales.

Para mayor información: <http://www.tn.gov/humanservices/section/disability-services>

Teléfono: (615) 313-4891

TTY: (615) 313-5695

TTY (Larga distancia): 1-800-270-1349

La misión del Departamento de Servicios Humanos de Tennessee es proveer asistencia económica temporal, oportunidades de trabajo, y servicios de protección para mejorar las vidas de los residentes de Tennessee.

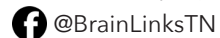


SYMPTOM TRACKER

Date	Time	Symptoms + Intensity 1-10 (Ex. Headache and intensity rating 0-10)	Conditions (Ex. Group activity, lots of noise)	What Was Done (Ex: head down, headphones on)	Outcome + Intensity 1-10 (Ex: head down, headphones on)	



<https://www.tndisability.org/brain>



Brain Links is supported by the Administration for Community Living (ACL) of the U.S. Department of Health and Human Services under Grant No. 90TBSG0024-01-00 and in part by the TN Department of Health, Traumatic Brain Injury Program.

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

Have questions about
workplace accommodations
or the Americans with
Disabilities Act (ADA)?

Ask JAN. We can help!

**Office of Disability
Employment Policy**



Connect with JAN

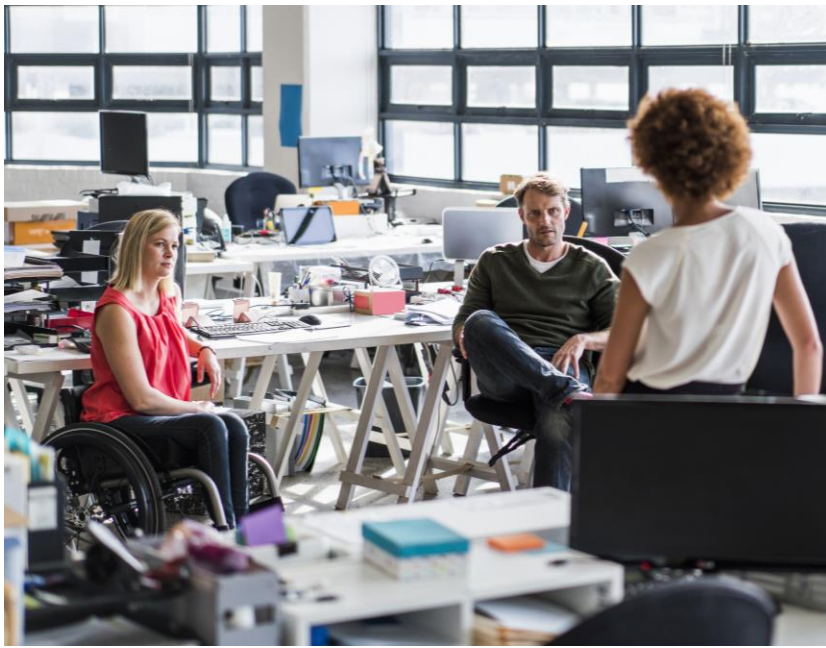
Email: jan@AskJAN.org

Online chat at AskJAN.org

Phone: 800.526.7234 (voice) • 877.781.9403 (TTY)

JAN is funded by a contract with the Office of Disability
Employment Policy, U.S. Department of Labor.





Under the Americans with Disabilities Act (ADA), an accommodation is considered any modification or adjustment to a job or work environment that enables a qualified person with a disability to apply for or perform a job.

Accommodations are highly cost effective.

Data collected by JAN reveal that **59 percent of accommodations cost nothing**, while the median, one-time expenditure for those that do is \$500—an expense that most employers report pays for itself many times over through reduced insurance and training costs and increased productivity.

JAN is the leading source of free, expert, and confidential guidance on workplace accommodations and the ADA.

Ask us.

We can help!

AskJAN.org

RETURNING TO A PROGRAM AFTER A CONCUSSION

Return to Home, Community-Based & Residential Services

DEAR PROGRAM STAFF:

This letter offers input from a healthcare provider with experience in treating concussion, a type of traumatic brain injury. This letter helps program providers and their caregivers support people **returning to an adult program after a concussion**. Use these recommendations to make decisions about support for your person based on his or her specific needs. Most people will only need short-term support as they recover from a concussion.

_____ was seen for a concussion on _____
Name Date
In _____ office or clinic.
Healthcare Provider's Name

The person is currently reporting the following symptoms:



Physical

- ☐ Bothered by light or noise
- ☐ Dizziness or balance problems
- ☐ Feeling tired, no energy
- ☐ Headaches
- ☐ Nausea or vomiting
- ☐ Vision problems



Thinking or Remembering

- ☐ Attention or concentration problems
- ☐ Feeling slowed down
- ☐ Foggy or groggy
- ☐ Problems with short or long-term memory
- ☐ Trouble thinking clearly



Social or Emotional

- ☐ Anxiety or nervousness
- ☐ Irritability or easily angered
- ☐ Feeling more emotional
- ☐ Sadness



Sleep

- ☐ Sleeping less than usual
- ☐ Sleeping more than usual
- ☐ Trouble falling asleep

The person also reported these symptoms:

- ❑ Based on their current symptoms, the person is **cleared to return to program** activities while the person is closely monitored by program providers.
 - Observe and check in with the person for the first two weeks, and note if symptoms worsen.
 - If symptoms do not worsen during the activity, then this activity is okay for the person.
 - If symptoms worsen, the person should cut back on time spent engaging in that activity.
- Tell the person to update program providers and caregivers if symptoms worsen.

The following changes may be helpful until symptoms improve:

(NOTE: Making short-term changes can help people with concussion return to their regular routine more quickly. As the person begins to feel better, you can slowly remove these changes)

- ❑ Shorten the program day or time spent in activities
- ❑ Allow for more frequent breaks
- ❑ Provide extended time to complete tasks
- ❑ Allow for a quiet place to take rest breaks throughout the day
- ❑ Give _____ as needed for headaches/pain
- ❑ Allow person to wear sunglasses or hat if bothered by light
- ❑ Allow person to wear earplugs or headphones if bothered by noise
- ❑ Other: _____

Most people with concussion feel better within a couple of weeks. However, for some, symptoms can last a month or longer. **If there are any symptoms that are concerning or are getting worse, notify the caregivers that a healthcare provider should see the person as soon as possible.**

If you see any of the following Danger Signs, call 911 immediately:

- ❑ One pupil (the black part in the middle of the eye) larger than the other
- ❑ Drowsiness or cannot be awakened
- ❑ A headache that gets worse and does not go away
- ❑ Weakness, numbness, or decreased coordination
- ❑ Repeated vomiting or nausea
- ❑ Slurred speech
- ❑ Convulsions or seizures
- ❑ Difficulty recognizing people or places
- ❑ Unusual behavior (for this individual)
- ❑ Loss of consciousness (even a brief loss of consciousness should be taken seriously)

Healthcare Provider's Name (printed)

Healthcare Provider's Signature

Date

For additional questions, you can reach me at: _____



<https://www.tndisability.org/brain>



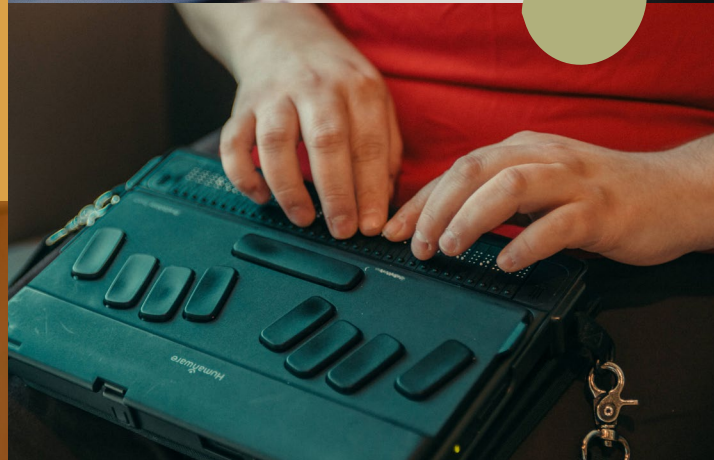
Brain Links is supported by the Administration for Community Living (ACL) by the U.S. Department of Health and Human Services under Grant NO 90TBSG0024-01-11 and in part by the TN Department of Health, Traumatic Brain Injury Program.

WE CAN PROVIDE:

A personalized roadmap to help you make an informed decision about how working affects benefits including:

- A better understanding of your current and possible benefits
- A description of the work incentives that will apply in your circumstances
- Show how working will increase your income
- Discussion of problem areas and solutions
- Information about other resources and programs that may be of assistance to you
- Help end fears about working
- Answers to questions
- Help prevent problems with benefits in the future
- Next steps for you

We'll provide a summary of our work together in writing, when appropriate.



The content of this publication is the sole responsibility of the authors and does not represent the official views of the Social Security Administration and the Tennessee Department of Human Services Division of Rehabilitation Services.

*955 Woodland Street
Nashville, Tennessee 37206*

Work ABLE TN
A PASSION FOR POSSIBILITIES



Our Services are FREE!
615.383.9442 or 888.643.7811

www.tndisability.org/WorkAbleTN

*A Program of the
Tennessee Disability Coalition*



WHY WORK?

Individuals with disabilities can *make more money*, find economic stability, purpose, meaning and fulfillment through working.

It's not only about finding a job. It's about self-empowerment, gaining independence and building relationships in the community.

WHY WORK WITH US?

We provide accurate information based upon extensive training and decades of experience.

We make this complex process easier and help you make decisions to avoid problems with your benefits.

“ *I lived in public housing. I could not make ends meet with social security disability benefits (SSDI). I explored every possibility and even landed a job offer I was afraid to accept. I got help from WorkAbleTN counselors. They were always professional and kind people. They walked with me (and my family) through all of my concerns about losing benefits. They helped me with the confidence to take the job.*

Now, I am working full-time earning a substantial salary, living in a new home, bought a new car, have traveled across the country and been on five cruises. I have a full and rewarding life. I am thankful for WorkAbleTN counselors who continue to provide assistance, direct me to resources and have done so for thirteen (13) years! **”**

— Michael H.

WHO WE ARE

If knowledge is power, WorkAbleTN is a powerful partner.

WHAT WE DO

WorkAbleTN offers confidential one-on-one benefits counseling to empower you to make choices about your goals and chosen lifestyle.

We provide information about how working may (or may not) impact your benefits.

We have a passion for possibilities and will think creatively with you about ways to do more than just get by.

WorkAbleTN will guide you to appropriate resources and help boost your confidence to advocate for what you want.

Come to us with questions about working and we'll brainstorm with you. We will be with you step-by-step on your journey.



People drawing SSI are typically much better off working!

For more info, visit:
tndisability.org/upcoming-presentations

WE ALSO HELP YOUTH AND YOUNG ADULTS.

We conduct free regularly occurring presentations to share information about our services, available resources and work incentives.

Here's an Example of a Work Incentive:

You can work and earn up to \$2,040* per month with no change in your Supplemental Security Income (SSI) if you are:

**Under Age 22 and
Regularly Attending School**

If you qualify, Social Security does not count the first \$2,040* of your earned income up to a calendar year max of \$8,230*. This is called, "Student Earned Income Exclusion" (SEIE).

**These figures are subject to change on an annual basis.*

WE CREATE SELF ADVOCATES.



- WorkAbleTN is a program of the Tennessee Disability Coalition (TDC).
- With programs, policy, and purpose, the Tennessee Disability Coalition helps Tennesseans learn how to influence the laws and policies that govern us through self-advocacy, civic engagement and much more. To learn more about the TDC, please follow us on:

- > Facebook, Twitter, & Instagram:
@TNDisability
- > Text TEAMWORK to 72690*

**Msg & Data rates may apply. Avg. 1-4/msg per week.*

Thank You!

We're here to help.

Our mission is to bring together professionals to recognize the far-reaching and unique nature of brain injury and to improve services for survivors. If we can help you, please feel free to reach out!



Contact us:

tbi@tndisability.org

Check out our website:

www.tndisability.org/brain

Follow us on social media:

