



# DVA rehabilitation:

## Vocational rehabilitation activities

**As part of your rehabilitation plan, DVA can connect you with a rehabilitation consultant in your community. Together, you'll explore your existing and transferable skills and identify the best approach to help you secure or maintain suitable employment.**

### What is vocational rehabilitation?

Vocational rehabilitation supports you to achieve your employment goals, whether you're starting fresh, changing direction or returning to work. To undertake vocational rehabilitation, your doctor must certify your capacity on a medical certificate.

### What can my DVA Rehabilitation Plan include?

If you have capacity for vocational rehabilitation, your plan may include:

**Vocational counselling & assessments**

**Recognition of Prior Learning (RPL)**

**Job-seeking support (resume help, interview preparation)**

**Short vocational courses or retraining**

**Worksite assessments**

**Work trials**

**Employer wage subsidies through the Employer Incentive Scheme (EIS).**

Your consultant will tailor a plan to suit your goals, address any skills gaps you may have, and help you build confidence and capacity for work.

If you already have the required skills and capacity to undertake suitable and sustainable work meaning work that is safe, enables you to be productive and engaged, and contributes to financial stability, independence and personal interaction the rehabilitation plan cannot support further training but can assist you with job seeking support.



### What is a vocational assessment?

A vocational assessment helps identify the best job options for you. It includes:

- Reviewing your work history, skills and qualifications
- Considering any medical or psychosocial challenges
- Recommending three realistic job options based on labour market trends
- Outlining pathways such as retraining or education if needed.

This assessment helps to guide the activities in your rehabilitation plan and is shared with DVA for approval.

### What if I already know what I want to do?

If you have an interest in a particular job or industry, your rehabilitation consultant will:

- Assess its suitability based on your current circumstances, and
- If appropriate, help organise relevant courses, work trials, or job search support.

If an employment pathway involves university study, a vocational assessment is required and DVA will consider if study can be included as part of your plan. University study is only supported when no other suitable employment options exist using your current skills and abilities.

### What if I have don't have capacity to work?

If you have nil or limited capacity for work:

- Your plan may focus on building skills over time that can increase your capacity for work
- All activities will align with your doctor's medical advice to ensure the support provided is appropriate and realistic.



## What supports have others accessed?



### Emma

Emma medically separated from the Army after sustaining several physical injuries that impacted her once-active lifestyle. Following support focused on healing from surgery, improving sleep hygiene and rebuilding social connections, Emma was assisted to commence casual work as a disability support worker. While the role reignited her passion for helping others, the physical demands were unsustainable long-term. Drawing on her lived experience, Emma was supported to find a new path as an Advocate.



### Sean

Sean transitioned medically from Defence to a DVA Rehabilitation Plan. He was supported through vocational counselling, a work trial in Rail and Construction and completion of two DVA-funded rail safety certificates. Following the work trial, he was offered ongoing employment with the same company. Now, Sean is enjoying the role and has strong relationships with his supervisors and co-workers.



### Marcus

Through identifying his transferrable skills and Recognised Prior Learning qualifications, Marcus was supported to undertake a work trial that led to an offer of employment as a Manufacturing Technician. Marcus expressed high job satisfaction and felt supported by the rehabilitation consultant for initially meeting with his managers, conducting a worksite assessment and arranging access to the Employer Incentive Scheme.

\*Names are changed for privacy.

## What is a work trial?

A work trial provides you with an opportunity to experience a real job environment for up to 12 weeks to help determine if it's the right fit for you. Your consultant will ensure:

- The role is suitable for your medical needs
- A worksite assessment is completed
- Both you and your host have support throughout the trial.

Work trials can lead to ongoing employment opportunities.

## What is the Employer Incentive Scheme (EIS)?

To support your job prospects, the EIS offers wage subsidies to employers who hire veterans. If eligible, your consultant will coordinate this offer to improve your chances of securing work.

## How do I access support?

If you are already on a DVA rehabilitation plan, your consultant will work with you to develop your vocational pathway. If you are not on a DVA rehabilitation plan you can send an email to

**rehabilitation@dva.gov.au**

requesting further information or call

**1800 VETERAN (1800 838 372)**

and ask to speak with the rehabilitation team.

For more information about DVA rehabilitation please visit the DVA website

**[www.dva.gov.au/dva-rehabilitation](http://www.dva.gov.au/dva-rehabilitation)**

