

ral by their chain of command.

VR&E Services: Veterans work with a VRC to select one of the five tracks to employment based on their individualized needs. The Five Tracks to Employment provide greater emphasis on exploring employment options early in the rehabilitation planning process, better informed choices for the Veteran regarding occupational and employment options, faster access to employment for Veterans who have identifiable and transferable skills for direct placement into suitable employment, and an option for Veterans who are not able to work, but need assistance to lead a more independent life. If a program of training is selected, VA pays the cost of the approved training and services (except those coordinated through other providers) that are outlined in the Veteran's rehabilitation plan, including subsistence allowance.

The Five Tracks to Employment are: Reemployment with previous employer, Rapid access to employment, Self-employment, Employment through long-term services, and Independent living services.

Period of a Rehabilitation Program: The basic period of eligibility in which VR&E benefits may be used is 12 years from the latter of the following: 1) A Veteran's date of separation from active military service, or 2) The date VA first notified a Veteran that he/she has been granted a compensable service-connected disability. Veterans may be provided up to 48 months of full-time services or the part-time equivalent based on the extent of services needed to complete the rehabilitation program. Rehabilitation plans that provide services to achieve the maximum level of independence cannot exceed 24 months which may be extended in certain circumstances.

Employment Services: In partnership with the Department of Labor, VA provides support to Veterans and transitioning service members at all stages of their job search, including career advice, resume building, and access to employers who want to hire Veterans and military spouses. Additional information and access to services are available at <https://www.vets.gov/employment/>

VR&E also establishes partnerships with Federal, state, and private agencies that help facilitate direct placement of Veterans or service members into civilian careers. VR&E can assist with placement using the following resources:

On the Job Training (OJT) Program: Employers hire Veterans at an ap-

prentice wage, and VR&E supplements the salary at the journey-man wage (up to the maximum amount allowable under OJT). As the Veterans progress through training, the employers begin to increase the salary until the Veterans reach journeyman level and the employers pay the entire salary. VR&E may also pay for any necessary tools.

Non-Paid Work Experience (NPWE): The NPWE program provides eligible Veterans the opportunity to obtain training and practical job experience concurrently. This program is ideal for Veterans or service members who have a clearly established vocational goal and who learn easily in a hands-on environment. This program is also well suited for Veterans who are having difficulties obtaining employment due to lack of work experience. The NPWE program may be established in a federal, state, or local (i.e. city, town, school district) government agencies only. The employer may hire the Veteran at any point during the NPWE program.

Special Employer Incentive (SEI): The SEI program is for eligible Veterans who face challenges in obtaining employment. Veterans approved to participate in the SEI program are hired by participating employers and employment is expected to continue following successful completion of the program. Employers are provided this incentive to hire Veterans. If approved, the employer will receive reimbursement for up to 50 percent of the Veteran's salary during the SEI program, which can last up to six months.

VetSuccess on Campus (VSOC): The VSOC program aims to help Veterans, service members, and eligible dependents succeed through a coordinated delivery of on-campus benefits assistance and counseling, leading to successful completion of their education and preparing them to enter the labor market in viable careers. For additional information on the VSOC program please visit: <http://www.benefits.va.gov/vocrehab/vsoc.asp>.

Chapter 36 Education and Career Counseling: VA's Education and Career Counseling Program (Title 38 U.S.C. Chapter 36) offers a great opportunity for transitioning Veterans, service members, and dependents to get personalized counseling and support to guide their career paths, ensure the most effective use of their VA benefits, and help them achieve their goals. For additional information please visit: http://www.benefits.va.gov/VOCREHAB/edu_voc_counseling.asp. To apply for this program, visit: <https://www.ebenefits.va.gov>

VA Pension: VA helps Veterans and their families cope with financial challenges by providing supplemental income through the Veterans Pension