

## About Bancroft NeuroRehab

Bancroft NeuroRehab is a premier provider of neurorehabilitation services in the region, helping individuals reclaim their lives following a brain injury or other neurological condition. At each of our three New Jersey locations, an expert team of clinicians works to build on each client's success toward the most independent life possible.

**Let us help you rebound, recover and reconnect.**

*All Bancroft NeuroRehab programs are accredited by the Commission on the Accreditation of Rehabilitation Facilities (CARF), an international, nonprofit evaluator of consistent quality and effectiveness of health and human services.*



## Meaningful Work Enriches the Lives of People with Brain Injuries and Neurological Conditions

After a brain injury, survivors want to increase their quality of life. For most people, that means regaining abilities and returning to activities they find fulfilling.

Work is often essential to achieving these goals. It provides meaning and purpose, builds skills, and enhances self-worth. It enables social and community interactions, offers opportunities to develop new relationships, and provides chances to give back to society.

Bancroft NeuroRehab's vocational and employment experts help survivors succeed, step-by-step, in their return to meaningful work – from volunteering in the community to holding a paid position.

## Skill Development and Volunteering

Day Treatment Programs help people develop work-related skills, such as communication, organization, time management, interpersonal skills, attention to detail, motivation, and flexibility.

We provide many volunteer opportunities that allow our clients to practice their skills in the community, via small group settings. This can be a first step in enabling people to reconnect to the world, build self-confidence, and close the gap on their resume.



# A Path to Employment

For people who are ready to begin the process of going back to work, Bancroft NeuroRehab provides individualized vocational rehabilitation and employment services.



This program encompasses up to 5 steps, depending on the person's needs.

## 1 Pre-Vocational Cognitive Evaluation (PVE)

Bancroft NeuroRehab (BNR) performs a series of assessments to identify a person's physical, emotional, behavioral, cognitive and vocational strengths and any barriers to employment. We look at work history, identify skills that are transferable to other types of jobs, and determine preferences. We also incorporate any work restrictions from the person's doctor.

Conducted over 10 to 20 days, the PVE includes:

- **Paper/pencil or computerized testing** that evaluates academic level, memory, attention, concentration, and other thinking abilities.
- **Questionnaires about interests and work preferences.**
- **Community-based work trials.** Based on a client's preferences, they will sample various jobs in the community, with one-on-one support from a Bancroft vocational therapist. Work trials help us determine if someone has the skills needed for particular jobs and/or any barriers to such positions. We offer work trials at about 50 job sites – from supermarkets to bike repair shops, marketing firms to IT departments, among many others.
- **A written report.** At the end of the PVE, the BNR team presents this report at a meeting with the client and their New Jersey DVRS counselor. It includes a specific job goal and recommendations on how to achieve that goal, including any needs for additional therapy or assistive technology (devices to help the person function).

## 2 Cognitive Rehabilitation Therapy

Based on the PVE (Step 1), Bancroft NeuroRehab's team will help the person increase their work skills, stamina and strategies needed to return to work. If the PVE determines the client is ready to work, they will skip this step and proceed to Step 3: Pre-Placement Coaching.

In this step, a vocational therapist will guide the person through practice work sessions called "work trials." These sessions may be paired with physical, occupational, and/or speech therapy as needed.

Our therapists will teach "compensatory strategies" – techniques that enable a person to compensate for their deficits. For example, if someone has limited use of one hand, we may recommend a one-handed keyboard. If a client has difficulty taking notes during meetings, they can use a voice-recording pen that uploads notes to their computer. If someone has vision problems, they can get software that reads text to them. Our therapists are well-versed in a wide range of such assistive technology and other compensatory strategies.



### 3 Pre-Placement Coaching

Once a person is ready for competitive employment, we work to find them the right job. Our job coaches help identify positions that match the individual's skills, needs and interests. We assist them in developing their resume and cover letters, train them in interviewing skills, and assist them with job applications and networking.

We also advocate for our clients with prospective employers. We help people determine what (if any) private health information to disclose, and how/when to request any accommodations, such as a shortened work schedule or assistive technology.

In addition, we educate employers about the benefits of hiring people with neurological challenges – which typically include high work quality, dedication, job loyalty, and positive impact on staff morale.

### 4 Job Coaching

Once a client has landed a position, Bancroft NeuroRehab will help them learn to perform their job independently. Their BNR job coach will help teach the job's duties, orient them to the work environment, develop any compensatory strategies or accommodations they may need, and help them understand the "work culture."

The coach will also help develop "natural supports," such as processes or colleagues who can address any work-related questions or needs. And Bancroft NeuroRehab will teach the employer best practices for working with people with disabilities, so that the client, their employer, co-workers, and customers all benefit from the arrangement.

Once the person has mastered their duties, the job coach will fade away from the workplace.

### 5 Long Term Follow Along (LTFA)

LTFA starts once a person needs only minimal support at their job. During this final phase, their BNR job coach will periodically check in with the client and their employer to make sure there are no problems and that they're continuing to be successful. The coach may provide less-intensive job coaching, such as two or three hours a month.

If the person's job duties, schedule, or management changes, their job coach will help them adapt and provide additional support. If the job ends, the job coach can help them find a new position.

## Funding Options

**People who require skill development services,** including unpaid volunteer work, may receive funding for these services from insurance (the same insurance that covers other care for the person's brain injury or condition, such as worker's comp, auto, or health insurance).

**People who are ready to pursue paid employment in** New Jersey can receive funding from the N.J. Division of Vocational Rehabilitation Services (DVRS). Once DVRS determines you are eligible for funding, you may select Bancroft NeuroRehab as your program of choice.

Most people enrolled in Bancroft NeuroRehab's Employment Services receive DVRS funding for all or some of the services we provide. If you wish to augment DVRS-funded services or if you do not qualify for DVRS funding, you may pay for Bancroft's services directly.

**Will my SSD or SSI benefits be affected if I work?** If you receive Social Security Disability or Supplemental Security Income, you can work part-time without jeopardizing these benefits.

## Outpatient Center Locations

### MT. LAUREL

Resnick Center, 3900 Church Road  
Mt. Laurel, NJ 08054

### PLAINSBORO

666 Plainsboro Road, Suite 2000-C  
Plainsboro, NJ 08536

### TOMS RIVER

1433 Hooper Avenue, Suite 131  
Toms River, NJ 08753