# Vocational Rehabilitation Services Manual A-100: Introduction to Vocational Rehabilitation

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Texas Workforce Commission Vocational Rehabilitation (TWC-VR) has developed both the [VR Standards for Providers Manual (VR-SFP)](https://twc.texas.gov/partners/vocational-rehabilitation-standards-providers-manual) and the [Vocational Rehabilitation Services Manual (VRSM)](https://twc.texas.gov/vr-services-manual/vrsm-toc) to comply with federal and state laws, statutes, and rules or regulations while allowing for the use of professional judgment and sensitivity in administering the VR program to meet the individual needs of VR customers. For more information about requesting exceptions to policies and procedures, see VRSM E-200: Summary Table of Approvals, Consultations, and Notifications. For more information about the roles and responsibilities of VR staff in the VR process, see [VRSM B-100: Vocational Rehabilitation Process, Roles, and Responsibilities](https://twc.texas.gov/vr-services-manual/vrsm-b-100).

Links to other information throughout these manuals provide examples, tools, and practical application guides that support existing policies and procedures. Links also are provided to other policies, procedures, rules, regulations, and forms that must be applied. All links in the VR-SFP are available to anyone who is accessing the manual either externally or internally. However, in the VRSM, there are links that are intended to provide additional decision-making supports to VR staff that may not be available to individuals who are accessing the VRSM outside of TWC's firewall. Copies of materials that cannot be accessed directly through links can be made available upon request.

VR staff must be familiar with and apply both the VR-SFP and the VRSM in all decision making. Providers of VR services that are provided under contract must comply with content in the VR-SFP that is related to the services provided. Providers of VR services that are not provided through a contract are subject to the content in the VRSM that is related to the services provided.

All services and supports provided by TWC-VR are provided for the sole purpose of achieving a competitive integrated employment outcome, as defined in CFR 361.5(c)(1). For more information and resources about competitive integrated employment, VR staff can refer to the [Competitive Integrated Employment intranet page](http://intra.twc.state.tx.us/intranet/vrs/html/competitive-integrated-employment.html) or email [VR CIE Determinations](mailto:vr.cie@twc.state.tx.us) ([vr.cie@twc.state.tx.us](mailto:vr.cie@twc.state.tx.us)).

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