

HOMEMAKERS

I. LEGAL AUTHORITY:

Rehabilitation Act of 1973, as amended, in Title IV of the Workforce Development Act of 1998: 34 CFR 361.1, 361.24D, 361.25, 361.28, 361.31, 361.38, 361.41, 361.42, 361.43, 361.45, 361.46, 361.47, 361.48, 361.5, 361.52, 361.53, 361.54, 361.56, 361.57.

II. POLICY STATEMENT AND PURPOSE:

This agency regards homemaker as a viable vocational goal and provides services and supports to those who choose to pursue homemaking as their objective. Homemaking is not restricted to those individuals who had previously functioned as homemakers, but also includes individuals whose change in goal to homemaking is determined to be the most suitable outcome based on their interests and informed choice.

A. Definitions

1. Homemaker - any individual who performs the majority of the following tasks central to maintaining a home for oneself and/or others. These activities include cooking, cleaning, Laundry, child or adult care, budgeting and bill paying, shopping and communication.
2. Substantial Impediment to Employment – means that a physical or mental impairment (in light of attendant medical, psychological, vocational, educational, communication and other related factors) hinders an individual from preparing for, entering into or engaging in, or retaining employment consistent with the individual's abilities and capabilities.

III. PROCEDURES:

Eligibility determination is outlined in Section 115.2, *Eligibility and Ineligibility*. Further clarification is provided below.

A. Eligibility

1. Impairments and Functional Limitations
All physical, sensory and mental impairments which an individual may experience must be assessed to determine what, if any, effect they have on functional capacity for primary activities (e.g. work skills, self-direction, mobility, self-care, work tolerance, communications, inter-personal skills). Although individuals may present to the agency with a request for services related to one impairment, the VR counselor must view the individual holistically. Other impairments can have a profound effect upon the

rehabilitation plan, on the outcome, and on the classification of the individual as severely disabled.

2. Substantial Impediment to Employment

An applicant must demonstrate why s/he is unable to perform effectively as a homemaker. The counselor along with the individual with a disability will utilize the Agency's Homemaker Checklist to help identify and document employment barriers. The counselor must carefully analyze each situation. It is critical for the counselor to consider the individual and his/her circumstances and weigh both the number and the type or importance of the homemaking tasks which are compromised as a result of the disabling condition.

Another measure the counselor can use in determining whether an employment barrier is substantial is the level of direct impact it has on the relationship between the functional limitation and the employment barrier.

B. Identification of Services

The identification of needed services for successful homemaking depends on the thoroughness of the evaluations. Counselors can make good use of other specialists such as occupational therapists, ophthalmologists, low vision specialists, rehabilitation teachers, mobility instructors and audiologists to identify what services and devices would enhance the individual's capacity to perform homemaker tasks. Successful rehabilitation may entail a number of services over an extended period, especially for the individual with multiple impediments.

All services (other than evaluation) provided to the individual must be included in the employment plan. During service delivery, counselors periodically assess improvement in functioning, in accordance with the schedule on the IPE. In this way, counselors can identify any need for additional service and plan modifications.

C. Closure

All homemaker case closures must meet the criteria outlined in Section 115.18 *Criteria for Case Closure*.

For successful rehabilitation to have occurred, VR services must have been provided within a guidance and counseling relationship and have contributed in an identifiably positive way to the individual's functioning as a homemaker as indicated on the Homemaker Checklist. The person must be performing homemaking activities. It is not necessary to demonstrate that VR services have freed another family member to go to work in order to justify a homemaker rehabilitation but it is necessary to demonstrate that the client is performing substantial homemaker duties.

To document this, counselors must ensure that the case record includes the following information:

1. All planned services have been provided and the ways in which those services led to improved homemaking and/or an explanation indicating why some have not been provided;
2. In any case where the client changes the vocational objective to homemaker, the client record should reflect that the client has made this choice and his/her reasons;
3. The individual is satisfied with services and demonstrates the ability to function as a homemaker and no other VR services are currently needed;
4. For a minimum of 90 days, the individual reports continued homemaker capability; and
5. The individual has been made aware of the availability of post-employment services.