

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

REHABILITATION SPECIALIST FOR THE BLIND
CLASSIFICATION SERIES

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future professional positions located within the Department of Health and Family Services, Division of Supportive Living, Bureau for the Blind, which are responsible for coordinating the provision of regional outreach services for blind and visually impaired persons, as defined in s. 46.293, Wis. Stats. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision making in this occupational area. Classification decisions must be based on the "best fit" of the duties within the existing classification structure. The "best fit" is determined by the majority (i.e., more than 50% of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This series encompasses professional positions located within the Department of Health and Family Services, Division of Supportive Living, Bureau for the Blind, which perform duties specific to assisting visually impaired individuals.

C. Exclusions

Excluded from this series are the following types of positions:

1. Positions that meet the statutory definitions of supervisor or management as defined in s. 111.81(19) and (13), Wis. Stats., as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are engaged in vocational rehabilitation counseling a majority of the time and require a certification as a Professional Counselor by the State of Wisconsin, and are more appropriately classified as Vocational Rehabilitation Counselor.
3. Positions that are engaged in the performance of social work as defined in s. 457, Wis. Stats., a majority of the time and are more appropriately classified as Social Worker.

4. Positions that are engaged in the provision of psychotherapeutic counseling activities a majority of the time and are more appropriately classified as Psychologist.
5. Positions that are engaged in the provision of physical, occupational, speech/language, recreational, music, or pre-vocational therapy activities a majority of the time and are more appropriately classified as Physical Therapist, Occupational Therapist, Speech/Language Pathologist, Audiologist or Therapist.
6. All other positions which are more appropriately identified by other classification specifications.

D. Entrance into and Progression Through This Classification Series

Employes enter positions within this classification series by competitive examination. Progression to the Rehabilitation Specialist For The Blind-Senior level is through reclassification as the employe satisfactorily attains the specified training, education, and experience.

II. DEFINITION

REHABILITATION SPECIALIST FOR THE BLIND

This series encompasses professional positions responsible for assisting visually impaired individuals by providing a "fixed point of referral." Job duties include assessing client's service needs and developing individual service plans to allow for independent living through physical orientation and personal adjustment. Positions assess skills in the areas of activities of daily living, use of optical aids, communications, and leisure activities; provide direct services to client and family and referrals to resources; and provide low vision and/or orientation and mobility evaluations to determine the individual's visual functioning and ability to travel independently. Positions provide direct instruction to clients based on their individual plan; determine the need for and coordinate referrals to others; work cooperatively with the Older Blind Grant Project, public, and private agencies; educate regional service organizations concerning the needs and capabilities of blind and visually impaired persons; and plan and provide continuing education and training opportunities.

REHABILITATION SPECIALIST FOR THE BLIND-ENTRY

Positions allocated to this level perform the duties described in the definition statement under close supervision.

REHABILITATION SPECIALIST FOR THE BLIND-INTERMEDIATE

Positions allocated to this level perform the duties described in the definition statement under limited supervision.

REHABILITATION SPECIALIST FOR THE BLIND-SENIOR

Positions allocated to this level perform the duties described in the definition statement under general supervision. Positions at this level may also mentor Rehabilitation Specialist For The Blind-Entry and Intermediate positions in addition to performing the core duties described in the definition statement. Rehabilitation Specialist for the Blind Page 3

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the

education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

IV. ADMINISTRATIVE INFORMATION

This classification series was created effective August 13, 2000 in Bulletin CLRISC-116 in order to reflect a difference between the job duties and credentialing requirements of the Vocational Rehabilitation Counselor and the Rehabilitation Specialist for the Blind positions. These positions were formerly classified as Vocational Rehabilitation Counselor.

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