

10.01 EMPLOYMENT OUTCOME: HOMEMAKER

Definition of Homemaker as an Employment Outcome

A homemaker is an individual who has the skills and abilities to maintain a home and actively functions in that capacity.

Identifying Homemaker as an Employment Outcome

An individual with the goal of homemaker must have:

- substantial training needs in and primary responsibility for the activities specified in three of the four core areas.

This means that the individual must:

1. have an interest in performing homemaker activities.
2. have significant limitations in functioning that require substantial vocational rehabilitation services in three or more core areas.
3. have the responsibility to do the homemaker functions.

Homemaker Functions in Core Areas

Homemaker functions have been grouped into the following four core areas:

1. Financial Management: primary responsibility for writing checks, balancing checkbook, developing and maintaining a budget, banking, record keeping and paying bills.
2. Meal Management: primary responsibility for planning and preparing meals for self or self and others.
3. Home Management: primary responsibility for cleaning and maintaining the household including but not limited to: minor household repairs, interior home cleaning, exterior home maintenance, cleaning and mending clothing, preparation of shopping lists, medication identification and organization.
4. Family Care: primary responsibility for a dependent child(ren) or incapacitated adult living in close enough proximity to allow for daily care. The consumer must be involved in providing regular physical care to the family member however, the family member can live in a separate setting nearby.

Scope of Service Provision

Service provision (i.e. orientation and mobility, adaptive equipment purchases) will be limited to those areas in which the individual has significant responsibility and rehabilitation needs related to vision loss or other secondary disability.

Service Provision: Foundation Skills

Foundation skills refer to a set of skills (prerequisite skills) an individual may need to master prior to being able to achieve competency in the core areas. Training in foundation skills can be provided to support competency in the core areas in order to enable the individual to have the ability to assume primary responsibility in the core areas. Training to improve an individual's functioning in foundation skills areas must be included on the IPE.

Having needs in foundation skill areas, by itself, does not enable an individual to meet the qualifications for becoming a homemaker. Examples of foundation skills are: clothing identification, telling time, signature writing, setting a thermostat, personal grooming. The individual must also have training needs and responsibility for Homemaker functions in the CORE areas as described above.

Audiological Services

CBVH will only provide hearing aids to individuals who meet the definition of deafness below as documented by an audiologist. Many individuals lose hearing as they age. This is considered to be a medical issue that must be addressed by the consumer's medical care provider. It is presumed that hearing loss becomes a rehabilitation issue when it meets the definition of deafness.

Definition: Deafness

Deafness is defined as at least a 55 db loss in the better ear, aided or unaided, measured as an average loss in the speech range of 500, 1000 and 2000HZ or a speech discrimination score of 40% or less.

Comparable Benefits

Comparable benefits must be sought when providing diabetic education, audiological services, low vision services and other services in accordance with the CBVH Comparable Services and Benefits policy.

Record of Service Documentation

The record of service must describe the individual's limitations in functioning in the identified core areas and the vocational rehabilitation services to be provided to address the identified needs. The record of service must also include documentation to support that the individual has an interest in performing homemaker activities and that the individual will perform the homemaker functions for which training has been provided. This documentation must be sufficiently specific to support that the individual meets the criteria established for identifying homemaker as an employment outcome.

Individualized Plan for Employment (IPE)

A separate IPE has been designed specifically for the goal of homemaker and is included in the ALP Intake Packet.

Case Closure: Achievement of the Employment Outcome

It can be determined that the employment outcome of homemaker has been successfully achieved when an individual has demonstrated, for a minimum of 90 days, that he or she has primary responsibility for and is regularly performing those activities needed to manage his or her home.

Adaptive Living Program

Many individuals with the goal of homemaker will be served through the Comprehensive Services Contract Adaptive Living Program #3 (ALP3). The specific standards governing the implementation of ALP3 are located in the Comprehensive Services Contract Manual. This policy (Employment Outcome: Homemaker) applies to all individuals with the goal of homemaker: those individuals served by CBVH directly and those individuals served through the ALP3 Program.

Role of the CBVH Counselor

When an individual with the goal of homemaker is served directly by CBVH, the CBVH counselor maintains responsibility for all aspects of service coordination.

When an individual with the goal of homemaker is served through the ALP3 Program, CBVH is responsible for:

1. determining eligibility for services.
2. approving the IPE based on complete and accurate information related to the individual's needs as presented by the Homemaker Coordinator at a meeting with

CBVH. The IPE is not considered to be finalized until the CBVH counselor has determined eligibility for services and has approved the IPE.

3. entering documentation into the record of services as needed.
4. determining that individual's case is ready for closure based on a personal contact with the individual, three months following completion of services, to verify that the IPE goal and objectives have been met.
5. monitoring that the Contractor is coordinating consumer services. This is to be accomplished through reviews of records of services (noting their review in the record of services); contact with consumer and periodic staffings. Any problems identified will be discussed with contract agency staff. Concerns, issues and problems will be reported to the CBVH senior counselor.