Iowa Department of Administrative Services – Human Resources Enterprise
Classification Series Guidelines

# Rehabilitation Counselors

## Classes in the Series

| Class Code | Class Title |
|---|---|
| 02569 | Rehabilitation Counselor |
| 02572 | Rehabilitation Counselor Specialist |

## Series Concept

This series is designed for those classifications where employees are expected to work with physically and/or mentally disabled persons to assist them in gaining suitable employment.

## Exclusions

Positions that are not involved in rehabilitation counseling that includes assisting disabled individuals in finding and retaining suitable employment should be classified in a different series.

## Class Distinctions

**Rehabilitation Counselor**

At this level positions are responsible for providing counseling and comprehensive rehabilitation services for individuals which assist mentally/physically disabled citizens in finding and retaining suitable employment.

**Rehabilitation Counselor Specialist**

This level is designed for positions which, on an ongoing basis, perform a significant amount (twenty-five percent or more) of program development work for new programs which address specialized groups of disabled citizens such as closed head injured, spinal cord injured, learning disabled, chronically mentally ill, deaf, drug addicted, etc. There will be a specified and limited number of positions classified at this level of the Rehabilitation Counselor class series. The program specialties of these exclusive positions must be recognized and given parameters by management of the Vocational Rehabilitation Services Division. At the current time, approved program development areas include transition and supported employment. These programs may not always be in the development or implementation stage. The current needs of the agency must be identified before attempting to classify a position to this class.

These positions are filled with counselors who are assigned responsibility for program development to meet special needs of priority target groups. The Rehabilitation Counseling Specialist serves as a consultant to other counselors who may work with members of the same populations but who are not assigned responsibility for development of special programming.

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