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Class Specifications  
for the Classes:

ORIENTATION AND MOBILITY THERAPIST II and III

**Distinguishing Characteristics**

Orientation and Mobility Therapists perform professional work in the training of blind and visually impaired persons to orient themselves to physical surroundings and travel independently.

Orientation and mobility therapy is concerned with the encouragement, development and sustaining of blind persons to attain and continue in travel and other physical movement in common places and usual circumstances, as well as in unfamiliar places and unusual circumstances with confidence and in a safe manner. Exercise, muscle re-education, and improved sensitivity to kinesthetic, aural and other environmental cues are required, as well as training in mobility techniques including the use of long canes, orientation to specific routes to be traversed regularly, planned independent travel in new, unusual and unfamiliar places, the use of elevators, escalators and public transportation carriers/facilities, etc.

Orientation and mobility therapists serve as members of rehabilitation teams consisting of social workers, rehabilitation teachers, vocational rehabilitation specialists, and others. They participate in the review and evaluation of clients, and the development and integration of plans and activities for improving the physical, emotional, social and economic condition of blind and visually impaired persons.

Class levels are distinguished on the basis of the purpose and scope of work, the nature and extent of supervision received; the nature and scope of recommendations, commitments and decisions; personal work contacts, and knowledge and abilities required.

**II LEVEL:** Receives on-the-job training in techniques and methods of orientation and mobility assessment and training. Plans and conducts training in orientation and mobility procedures and techniques under close supervision of the supervisor. Work is assigned and performed under the guidance of the supervisor in order to gain experience for fully independent professional performance. As experience is gained, routine orientation and mobility training procedures are performed under more relaxed supervision.

**III LEVEL:** Independently plans and conducts training in orientation and mobility to blind and visually impaired persons. Work is performed independently in accordance with standard mobility and specialized orientation

techniques, and the general instructions of the supervisor. Periodic evaluation is made of quality and quantity of work through review of progress and other work reports.

**Examples of Duties:** *(Positions may not be assigned all of the duties listed, nor do the examples necessarily include all of the duties that may be assigned. This does not preclude the assignment of duties which are not listed.)*

1. Assesses the abilities and needs of individuals for orientation and mobility services by interviewing, observing and evaluating clients for coordination, balance, gait and posture; attitude, physical condition, emotional tolerance, use of sensory systems and cognitive abilities; and interviewing family members and others.
2. Develops individualized orientation and mobility training plans in collaboration with clients and rehabilitation team members.
3. Provides instruction, guidance and training to clients through a variety of lessons, exercises and experiences to travel safely and independently, either on foot or via public carrier, by use of sensory cues, long cane and other assistive technology as may be available. Instruction and training is normally conducted on a group basis.
4. Plans and provides various lessons, exercises, drills and tests to develop coordination, conditioning, body posture, muscle senses and hearing, the use of general environmental information and directional and spatial concepts.
5. Observes, evaluates and prepares records and reports of client progress. Discusses progress with client and others. Modifies individualized training plans as necessary.
6. Participates as a member of a rehabilitation team in evaluating clients, consults with medical professionals relative to client needs and works cooperatively to achieve the maximum rehabilitation of such clients.
7. Provides consultation and assistance to other staff members in orientation techniques and procedures.
8. Demonstrates orientation and mobility procedures and techniques and explains activities to other staff members, interested groups and individuals (e.g., public carrier personnel).

9. May assist in developing community resources, such as promoting use of facilities and volunteers.
10. Requisitions and maintains equipment and supplies.
11. Keeps abreast of new mobility and orientation therapy trends and developments, and learns new mobility and orientation therapy methods and techniques.

**Knowledge and Abilities Required:** The knowledge and abilities required in order to effectively perform the key duties for each of these classes are indicated in the following table. The degree of each knowledge and ability required is commensurate with the scope and level of complexity of the duties and responsibilities that are reflected in each class.

*“P” indicates prerequisite knowledge and abilities, which must be brought to the job. “A” indicates knowledge and abilities that are required for full performance but may be acquired on the job, within the probationary period.*

	ORIENTATION & MOBILITY THERAPIST	
	II	III
<b>KNOWLEDGE OF:</b>		
1. Human anatomy	P	P
2. Physiology	P	P
3. Psychology/human behavior.	P	P
4. Effect of physical disability on the behavior and personality of individuals.	P	P
5. Etiology (cause/origin) and implications of disabling conditions.	P	P
6. Effects of medical conditions on vision, hearing and balance.	A	P
7. Implications of blindness and dynamics of rehabilitation.	A	P
8. Principles, methods and techniques in orientation and mobility assessment and training.	A	P
9. Laws pertaining to the provision of services and rights and accommodations afforded to blind and visually impaired persons.	A	P
10. Rules, policies and procedures pertinent to the provision of services to blind and visually impaired persons.	A	A

<b>ABILITY TO:</b>		
1. Plan and conduct assessment and instruction in orientation and mobility training methods and techniques.	A	P
2. Conduct in-service training sessions/demonstrate orientation and mobility techniques and procedures to staff members and others.	A	P
3. Deal effectively with clients and work well with staff members and others.	P	P
4. Communicate effectively, orally and in writing; speak clearly with individuals and before groups.	P	P
5. Maintain written records and charts relating to treatment plans and progress of clients.	P	P
6. Read and comprehend medical reports and other complex material.	P	P
7. Prepare written reports and correspondence.	P	P
8. Organize and plan work effectively.	P	P
9. Secure the cooperation and assistance of other agencies, groups and volunteers.	P	P
10. Keep abreast of/learn new mobility and orientation trends, developments, methods and techniques.	P	P
11. Maintain equipment and supplies.	P	P

**MINIMUM QUALIFICATION REQUIREMENTS**

**Basic Education/Experience Requirements**

Graduation from an accredited four (4) year college or university with a bachelor's degree which included coursework in human anatomy, physiology or human behavior.

Excess work experience as described under the General or Specialized Experience, below, or any other responsible administrative, professional or analytical work experience that provided knowledge, skills and abilities comparable to those acquired in four (4) years of successful study while completing a college or university curriculum leading to a baccalaureate degree, including the coursework indicated above, may be substituted on a year-for-year basis. To be acceptable, the experience must have been of such scope, level and quality as to assure the possession of comparable knowledge, skills and abilities.

The education or experience background must also demonstrate the ability to write clear and comprehensive reports and other documents; read and interpret complex written material; and solve complex problems logically and systematically.

**Experience Requirements**

Applicants must have had progressively responsible experience of the kind, quality and quantity described in the following paragraphs and in the amounts shown in the following table, or any equivalent combination of training and experience:

Class Title	General Experience (Yrs)	Spclzd Experience (Yrs)	Total Experience (Yrs)
Orientation and Mobility Therapist II	1	0	1
Orientation and Mobility Therapist III	1	1	2

General Experience: Work experience which involved providing professional health care/social services to individuals with disabilities and provided knowledge and understanding of the cause, origin and implications of disabling conditions and the effect of physical disability on the behavior and personality of individuals.

Specialized Experience: Progressively responsible professional work experience which involved the provision of orientation and mobility assessment and training services to blind and visually impaired individuals.

**Substitutions Allowed**

1. Applicants who graduated with a bachelor's degree in nursing, occupational therapy, physical therapy, special education or other related major which included coursework that provided knowledge of human anatomy, physiology and human behavior; and knowledge and understanding of the cause, origin and implications of disabling conditions and the effect of physical disability on the behavior and personality of individuals, will be deemed to have met the Education and Experience requirements for the Orientation and Mobility Therapist II level.
2. Excess Specialized Experience may be substituted for the General Experience on a month-for-month basis.
3. Applicants who have satisfactorily completed an Orientation and Mobility program approved, or deemed to meet criteria specified by the Association for Education and Rehabilitation of the Blind and Visually

Impaired, for Certification as an Orientation and Mobility Specialist, will be deemed to have met the Education and Experience requirements for the Orientation and Mobility Therapist III level.

**Quality of Experience**

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

**Selective Certification**

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

**Tests**

Applicants may be required to qualify on an appropriate examination.

**Physical and Medical Requirements**

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

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This is an amendment to the class specifications for the classes ORIENTATION and MOBILITY THERAPIST II & III, which were approved on August 11, 2006.

Date Approved: 12/12/14

Lisa M. G. Hodges  
for JAMES K. NISHIMOTO, Director  
Department of Human Resources Development