

1. NAME OF COUNSELEE (First name, middle initial, last name) «FullName»	2. CLAIM NUMBER «ClaimPayee»	3. SOCIAL SECURITY NUMBER «SSN»	4. REGIONAL OFFICE OR CENTER «ROStationNumber»
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PART I - CERTIFICATION OF ENTITLEMENT/CURRENT FEASIBILITY

(Complete as required for veterans applying for Chapter 31, Title 38 U.S.C.) (Check appropriate boxes below and take any action indicated)

5. DOES THE VETERAN HAVE AN IMPAIRMENT OF EMPLOYABILITY? <input type="checkbox"/> YES <input type="checkbox"/> NO	6. DOES THE VETERAN'S SERVICE-CONNECTED DISABILITY MATERIALLY CONTRIBUTE TO THIS IMPAIRMENT OF EMPLOYABILITY? <input type="checkbox"/> YES <input type="checkbox"/> NO	7. HAS THE VETERAN OVERCOME THE EFFECTS OF THE IMPAIRMENT OF EMPLOYABILITY? <input type="checkbox"/> YES <input type="checkbox"/> NO
8. DOES THE VETERAN HAVE AN EMPLOYMENT HANDICAP? <input type="checkbox"/> YES <input type="checkbox"/> NO	9. DOES THE VETERAN HAVE A SERIOUS EMPLOYMENT HANDICAP? <input type="checkbox"/> YES <input type="checkbox"/> NO	10. ACHIEVEMENT OF VOCATIONAL GOAL <input type="checkbox"/> IS CURRENTLY REASONABLY FEASIBLE <input type="checkbox"/> IS NOT CURRENTLY REASONABLY FEASIBLE <input type="checkbox"/> CANNOT CURRENTLY BE DETERMINED <i>(Extended evaluation is required if veteran has a serious employment handicap)</i>

THIS CERTIFIES THAT - The veteran has received evaluation services to determine his or her entitlement and feasibility for vocational rehabilitation

11. SIGNATURE OF COUNSELING PSYCHOLOGIST/ VOCATIONAL REHABILITATION COUNSELOR	12. DATE
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PART II - COUNSELING NARRATIVE

13. NAME OF COUNSELING PSYCHOLOGIST/VOCATIONAL REHABILITATION COUNSELOR «CaseMgrName»	14. DATE OF DETERMINATION «CurrentDate»
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15. TEXT OF NARRATIVE *(Continue on reserve as necessary)*

ELIGIBILITY & ENTITLEMENT DATA [M28.IV.iii.4.1.e-f]

<<VICKY VET>> was born on <<1/1/1965>> and served in the <<US Army>> from <<1/2005>> to <<12/2009>>, after receiving an honorable discharge. <<VICKY VET>>'s eligibility termination date is <<12/2021>> and the Veteran has ___ months of remaining entitlement. The Veteran has previously utilized the following vocational rehabilitation or VA education benefit programs: (prior Ch31 participation, Ch33, Ch30, state VR, etc.). The Veteran is requesting VA VR&E assistance for:

The Veteran's disability rating is <<%>> for <<disability>> (SC); [\(Refresh CWINRS to ensure accuracy of merged fields\)](#).

Non-service connected (NSC) disabilities include:

Veteran History:

Include information relevant to the Veteran's background (i.e. military history, civilian work history, wages earned, reasons for leaving jobs, gaps in employment, education, criminal convictions, transportation, family, housing, finances, assistance programs, or other pertinent information)

ASSESSMENT OF INTERESTS, APTITUDES, AND ABILITIES [38 CFR 21.50(c)(4), M28.IV.iii.3.1.c.3.G, Policy Bulletin 99-1, Circular 28-97-01, revised, Par 4]

List and describe all tests that were used to assess the Veteran's interests, aptitudes, and abilities. If tests were not administered, explain why and indicate what information was used.

What is the vocational significance of the test results, transferable skills analysis or other objective data?

VOCATIONAL IMPAIRMENT [38 CFR 21.51(a), M28.IV.iii.2.1.b-g]

List and describe each service-connected (SC) and non-service connected (NSC) disability (ies). Document all functional limitations associated with each disability and how it affects employment. Indicate if each limitation/disability is substantiated by medical documentation.

List and describe other impairments to employability (i.e. transportation, family issues, criminal history, finances, housing, willingness to relocate, etc.)

CONTRIBUTION OF SERVICE CONNECTED DISABILITY (IES) TO VOCATIONAL IMPAIRMENT [38 CFR 21.51(c), M28.IV.iii.2.1.h]

Describe how the service-connected disability (ies) does or does not impair the Veteran's ability to prepare for, obtain or retain employment.

OVERCOMING THE EFFECTS OF IMPAIRMENT [38 CFR 21.51(b), M28.IV.iii.2.1.i,k]

Select the Veteran's employment status and explain **how** the Veteran has or has not overcome the effect of impairment to employability:

Employed (Describe specifically how the employment impacts the Veteran having overcome or not overcome the impairment)

Unemployed (Significant justification required if Veteran is not employed yet found to have overcome the impairment)

EMPLOYMENT HANDICAP [38 CFR 21.51, M28.IV.iii.2.1]

Select the appropriate box below that synthesizes the employment handicap decision based on the components outlined above.

- The Veteran meets the criteria for an employment handicap due to the fact that the SCD(s) contribute in substantial part to the vocational impairment and the Veteran has not overcome the effects of the impairment through further education, transferable skills, or obtaining and maintaining suitable work.
- The Veteran does not meet the criteria for an employment handicap due to not presenting with any impairment(s) to employability.
- The Veteran does not meet the criteria for an employment handicap due to the SCD not contributing in substantial part to the impairment to employability.
- The Veteran does not meet the criteria for an employment handicap due to having overcome the impairments to employability as s/he is currently employed or qualifies for employment that is consistent with his/her abilities, aptitudes, and interests.

SERIOUS EMPLOYMENT HANDICAP [38 CFR 21.52, M28.IV.iii.2.2]

Select each circumstance that exists for the Veteran that could contribute to a significant impairment.

- | | |
|---|--|
| <input type="checkbox"/> Number of disabling condition(s) | <input type="checkbox"/> Extent and complexity of needed rehabilitation services |
| <input type="checkbox"/> Record of or current neuropsychiatric condition(s) | <input type="checkbox"/> Lack of education/training for suitable employment |
| <input type="checkbox"/> Alcohol/Substance abuse | <input type="checkbox"/> A pattern of reliance on government support programs (e.g. - welfare, worker's compensation, social security, etc.) |
| <input type="checkbox"/> Severity of disabling condition(s) | <input type="checkbox"/> Difficulties with communicating |
| <input type="checkbox"/> Negative attitudes towards the disabled | <input type="checkbox"/> Other evidence of significant restrictions to employability (e.g. - high unemployment; age, race, and gender discrimination issues; etc.) |
| <input type="checkbox"/> Frequent hospitalizations | <input type="checkbox"/> Criminal record |
| <input type="checkbox"/> Unstable work history | <input type="checkbox"/> Other (list) _____ |
| <input type="checkbox"/> Chronic pain | |
| <input type="checkbox"/> Long or substantial periods of unemployment | |
| <input type="checkbox"/> Withdrawal from society | |

If the Veteran was found to have a serious employment handicap, describe how each of the existing circumstances contribute. If the Veteran was not found to have a serious employment handicap, describe how the identified circumstances above did not contribute.

Section above did / did not contribute:

Does the Veteran have a serious employment handicap? Yes No

ENTITLEMENT DETERMINATION [38 CFR 21.40, Circular 28-97-1, revised, Par 4]

Select the entitlement determination below that synthesizes the components of the decision, as documented above, and indicate the date the Veteran was notified of the entitlement decision.

- Entitled**
- Not Entitled: No Employment Handicap**
- Not Entitled: No Serious Employment Handicap-10% SCD**
- Not Entitled: No Serious Employment Handicap-ETD expired**

Date Veteran notified of entitlement decision: _____ (match CWINRS claim processing tab)

Indicate the referrals to other resources the Veteran was provided, if found **not entitled**:

FEASIBILITY DETERMINATION [38 CFR 21.53, M28.IV.iii.2.3]

Is the achievement of a vocational goal currently reasonably feasible?

Yes No Uncertain

Describe the factors taken into account that support this decision:

Date of feasibility determination: _____

If Feasible: Proceed with Vocational Exploration

If Not Feasible: Proceed with Independent Living Needs assessments

If Uncertain: Proceed with Extended Evaluation Planning

Use VAF 28-8606, Notes from Counseling and Next Steps to document next steps.

Signature of Counseling Psychologist or
Vocational Rehabilitation Counselor

Date

GUIDANCE DOCUMENT FOR COMPLETION OF VA FORM 28-1902b

The VA Form 28-1902b is used to document the synthesis of the data collected during the initial evaluation and logically support the legal determinations and development of planned services. The following information provides guidance for the completion of the form.

Part I - Certification of Entitlement/Current Feasibility - Select the appropriate boxes to document the result of the determinations in Part II. Ensure that Part I is signed and dated.

Part II - Counseling Narrative - Provide a narrative summary of the initial evaluation and entitlement determination.

ELIGIBILITY & ENTITLEMENT DATA - Some demographic data will be merged from CWINRS. CWINRS should be refreshed to ensure accuracy. This section should contain basic demographic information, as well as any pertinent information that would be taken into consideration during the entitlement process and/or will affect the types of services VR&E will provide for the veteran's particular situation, i.e. civilian work history, military history, past wages, reasons for leaving employment. Sources of information include, but are not limited to:

- Medical records/rating decision • Rehabilitation Needs Inventory (RNI)
- Academic records • Employment and earnings records
- Counseling consultation • Prior Ch. 31 records
- Other information provided by the veteran

ASSESSMENT OF INTERESTS, APTITUDES, AND ABILITIES - Explain the veteran's overall pattern of interests, aptitudes, and abilities to include transferable skills and discuss the implications of the assessment results for rehabilitation planning. If vocational testing is not completed, document the justification and explain how the interests, aptitudes, and abilities were assessed.

VOCATIONAL IMPAIRMENTS FROM SCD/NSCD CONDITIONS - Describe the impairments or functional limitations resulting from *both* the veteran's SCD/NSCD conditions and residual capacities. Areas to explore include, but are not limited to: physical, psychosocial, cognitive, mobility, sensory limitations; chronic pain, deficits in education and/or training, lack of transportation, unstable work history, incarcerations, housing, financial issues, etc.

Sources of information include, but are not limited to:

- Medical records/rating decision
- Employment records or evaluations
- Records of prior training
- Rehabilitation Needs Inventory (RNI)
- Labor market information
- Veteran's self report
- VA Form 28-1902i, Counseling Record - Medical Information and Related Findings
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Remember: VA has a legal duty to assist the veteran in developing evidence for entitlement

CONTRIBUTION OF THE SERVICE CONNECTED DISABILITY(IES) - Explain how the effects from *only* the SCD conditions substantially contribute in an identifiable, measurable, and observable manner on the overall vocational impairment.

Note: The contribution from the SCD conditions need not be the sole or primary cause of an employment handicap.

OVERCOMING THE EFFECTS OF IMPAIRMENT - Explain whether the veteran has/has not overcome the effects of any presented impairment to employment

- If veteran is employed, address: employment stability, compatibility with veteran's disability conditions, and consistency with veteran's pattern of interests, aptitudes, and abilities.

- If veteran is unemployed, address: qualifications for suitable employment, efforts to seek employment, and whether the unemployment is outside of veteran's control. Significant justification is required if the veteran is not employed yet found to have overcome the impairment.

EMPLOYMENT HANDICAP - Taking into consideration the vocational impairment, contribution of the SCD conditions to the impairment, whether or not the veteran has overcome the impairment, and the results of vocational testing, choose the situation which explains the determination of whether or not the criteria for an employment handicap exists.

SERIOUS EMPLOYMENT HANDICAP - For *all* individuals found to have an Employment Handicap, a Serious Employment Handicap determination must be made and explained before plan development.

Below are some examples of possible significant impairments of the veteran's ability to prepare for, obtain, or retain employment.

- Number of disabling condition(s)
- Severity of disabling condition(s)
- Negative attitudes towards the disabled
- Unstable work history • Long or substantial periods of unemployment
- Extent and complexity of needed rehabilitation services
- A pattern of reliance on government support programs (e.g., welfare, worker's compensation, social security, etc.)
- Other evidence of significant restrictions on employability (e.g., high unemployment, age, race, and gender discrimination issues, etc.)
- Record of or current neuropsychiatric condition(s)
- Alcohol/Substance abuse
- Frequent hospitalizations
- Chronic pain
- Withdrawal from society
- Lack of education/training for suitable employment
- Difficulties with communicating
- Criminal record

Explain how each factor identified contributes significantly to the impairment of employability. If there is evidence of multiple or significant factors without a decision of SEH, clearly and comprehensively explain why the criteria of SEH were not met.

ENTITLEMENT DETERMINATION - Select the entitlement determination that resulted from a compilation of the above information and indicate the date the veteran was notified of the entitlement decision. Note: The VRC/CP must promptly provide the individual with a verbal and written notification explaining the determination indicating that they are:

- Entitled, *OR*
- Not Entitled

FEASIBILITY DETERMINATION - Explain whether achievement of a vocational goal is/is not considered to be reasonably feasible. Areas to address include: physical and mental stability, identification of suitable vocational goals, has or will receive educational skills to pursue a vocational goal, and use of reduced work tolerance will enable completion of a program.

- In every case in a VRC/CP has determined that an employment handicap exists, the VRC/CP must also determine whether achievement of a vocational goal is currently reasonably feasible.
- If the decision is deferred for additional evaluation, it must be documented on the VA Form 28-1902b once the feasibility determination is made.
- If current reasonable feasibility cannot be determined and the veteran meets the criteria for an SEH, an IEEP must be developed.

- If not currently reasonably feasible and meets the criteria for an SEH, there must be compelling evidence that establishes infeasibility beyond any reasonable doubt. Document infeasibility determination, provides due process, and evaluates IL services.

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Ensure the VR&E Officer or designee has reviewed the decision to overturn a prior declaration of rehabilitation.

Review the entitlement and feasibility determinations with the veteran. The VRC must sign and date the form.

NEXT STEPS: *Indicate the next steps in the plan development process on the VA Form 28-8606, Notes from Counseling and Next Steps prior to the conclusion of the initial interview*