# Vocational Rehabilitation Services Manual B-300: Determining Eligibility

Revised July 3, 2023

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## **B-305: Second Eligibility Criterion: Substantial Impediment to Employment**

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### **B-305-1: Establishing a Substantial Impediment to Employment**

Although a customer may have an impairment that limits certain functions, there may not be an associated substantial impediment to employment.

A substantial impediment to employment exists when the impairment and resultant functional limitations:

* prevent the customer from obtaining a job consistent with the customer's abilities;
* significantly interfere with preparing for employment consistent with the customer's abilities;
* cause the customer to need special help to perform job duties; or
* interfere with job retention or job advancement.

For additional information about the customer's condition and treatment and the condition's possible impact on employment, consult the [Medical Disability Guidelines](http://www.mdguidelines.com/).

If a customer's physical or mental impairment constitutes or results in a substantial impediment to employment, the customer has a disability for purposes of the VR services.

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