



## Certified Rehabilitation Counselors

*Assisting individuals with disabilities to achieve their personal, career, and independent living goals.*

### ***Services for Individuals with Disabilities: A Growing Need***

#### **Did You Know ...**

- ▶ Over 56 million people in the United States today report having a disability.<sup>1</sup> *(That's 19% of the total population or roughly 1 out of every 5 people!)*
- ▶ Of this number, over two-thirds, or 38 million, report having a severe disability.<sup>1</sup>
- ▶ While individuals with disabilities account for 19% of the total population, they make up 4% of America's current labor force.<sup>2</sup>
- ▶ The unemployment rate for individuals with disabilities is 13.9% - significantly higher than the 8.0% rate for individuals with no disability.<sup>2</sup>
- ▶ The number of individuals with disabilities is expected to increase over the next 10 years.
  - ▶ Medical advances will increase the number of people surviving with disabilities.
  - ▶ Military service-related disabilities will increase.
  - ▶ Aging population, who are more likely to become injured or to acquire a disability than other age group, will increase.

***Consequently, the need and demand for services for individuals with disabilities is expected to grow significantly in the future.***

<sup>1</sup> U.S. Census Bureau, Survey of Income Participation, May-August 2010.

<sup>2</sup> Bureau of Labor Statistics, U.S. Department of Labor, Economic News Release, Sept. 7, 2012 reporting on August 2012 data.





## **Rehabilitation Counselors: A Unique Specialization**

**Rehabilitation counselors are the only professional counselors educated and trained at the graduate level specifically to serve individuals with disabilities.**

Through a comprehensive and unique counseling process, rehabilitation counselors help individuals with disabilities set and achieve their personal, career, and independent living goals. They are the bridge between the person and self-sufficiency, helping them to live on their own, which typically includes securing, or returning to, productive, meaningful work.

Rehabilitation counseling embodies highly specialized training and a unique counseling philosophy, and spans many areas of specialty, all of which **set it apart from all other counseling professions.**

### **Unique, Specialized Training**

- ▶ Understands the medical and psychosocial aspects of various disabilities and disabling conditions.
- ▶ Develops and maintains knowledge of assistive technology.
- ▶ Develops and maintains knowledge of employment laws.
- ▶ Provides skilled service delivery through a case management process.
- ▶ Assesses an individual's abilities and strengths to facilitate a return to work.

### **Philosophy and Counseling Approach**

- ▶ Values the relationship between the counselor and the individual with a disability.
- ▶ Values the rights of individuals with disabilities to live independent, integrated lives.
- ▶ Considers education and advocacy to be an essential part of the job.
- ▶ Strongly commits to the concepts of holistic counseling, full inclusion, and empowerment.

### **Areas of Specialty**

- ▶ Business Relations
- ▶ Career Counseling
- ▶ Cognitive Rehabilitation
- ▶ Employee Assistance Program
- ▶ Forensics
- ▶ Independent Living Services
- ▶ Job Development/Job Placement
- ▶ Life Care Planning
- ▶ Marriage & Family Counseling
- ▶ Mental Health Counseling
- ▶ Return-To-Work Coordination
- ▶ Student Disability Services
- ▶ Substance Abuse/Addictions Counseling
- ▶ Teaching, or Rehabilitation Counseling Education
- ▶ Transition from School to Work
- ▶ Veteran's Vocational Rehabilitation
- ▶ Vocational Evaluation
- ▶ Vocational Rehabilitation





## ***The CRC Credential: An Important Distinction***

***Certification as a CRC (Certified Rehabilitation Counselor) demonstrates a higher level of qualification, to both clients and employers, while providing significant additional benefits for CRCs.***

The credentialing process for rehabilitation counselors establishes a nationwide measure of professionalism to be used by any agency, employer, or interest group with regard to rehabilitation counseling services. Persons who earn the designation of Certified Rehabilitation Counselor (CRC) must demonstrate that they are of good moral character, meet acceptable standards of quality in their practice, and have the requisite education and professional background. In addition, CRCs are required to practice in accordance with the Code of Professional Ethics for Rehabilitation Counselors.

To become certified, rehabilitation counselors must meet stringent eligibility requirements, including advanced education, qualifying work experience, and passing the CRC Examination. To maintain their CRC designation, certificants must renew their certification every five years via continuing education or re-examination, thus ensuring they continue to expand their skills and stay current on leading edge changes within the field such as medical advancements, assistive technology applications, changes in employment law, and workplace and communications advancements.

### ***The benefits of certification are significant.***

#### **For Individuals with Disabilities**

- ▶ Promotes consumer protection through ethical practice.
- ▶ Provides a standard level of competency counselors should provide.
- ▶ Signifies a higher level of qualification.
- ▶ Assures that CRCs are maintaining and updating their knowledge base and skills.

#### **For CRCs**

- ▶ Establishes a professional identity.
- ▶ Provides a marketable credential that distinguishes CRCs from other counseling professionals.
- ▶ Indicates a higher level of qualification.
- ▶ Promulgates a code of ethical practice.
- ▶ Demonstrates a commitment to an ongoing upgrading of skills.
- ▶ Increases professional flexibility and mobility.
- ▶ Fosters faster career advancement with greater earnings potential.
- ▶ Provides access to a network of fellow CRCs.

#### **For Employers**

- ▶ Demonstrates that certified individuals meet acceptable national standards.
- ▶ Establishes a standard level of competency for employee hiring and evaluation.
- ▶ Ensures counselors have been educated and trained specifically in working with individuals across a full range of disabling conditions.
- ▶ Acknowledges a higher level of counselor preparation and education to provide quality vocational, personal, or mental health counseling to employees with disabilities.
- ▶ Provides significant business advantages including increased ROI through productivity/profitability and better risk management through reduced legal liability/exposure.





## CRCC

The Commission on Rehabilitation Counselor Certification (CRCC) is an independent, not-for-profit organization dedicated to advancing quality services for individuals with disabilities through the certification of rehabilitation counselors and by providing leadership in advocating for the rehabilitation counseling profession.

CRCC's internationally recognized CRC Certification Program is accredited by the National Commission for Certifying Agencies (NCCA). The Program ensures that Certified Rehabilitation Counselors (CRCs) have the appropriate education and professional experience, meet nationally accepted competency levels, and maintain ethical and current practices. In representing CRCs and the rehabilitation counseling profession, CRCC proactively advocates on both national and state levels. CRCC also works closely with fellow organizations and key government agencies to communicate and educate about the rehabilitation counseling profession.

CRCC is the world's largest rehabilitation counseling organization with over 16,500 active CRCs - over 35,000 rehabilitation counselors certified in total since its incorporation in 1974. While the vast majority of CRCs practice in the United States, Certified Rehabilitation Counselors also practice in numerous other countries worldwide and in Canada as Canadian Certified Rehabilitation Counselors (CCRCs). In addition, CRCC maintains several designations for vocational assessment professionals - CVE (Certified Vocational Evaluation Specialist), CWA (Certified Work Adjustment Specialist), and CCAA (Certified Career Assessment Associate).



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To learn more, visit the CRCC website.  
*(scan this code with your Smart Phone)*

