



The Future of Rehabilitation: Perspectives from the CRCC Job Analysis Report

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Rehabilitation Professionals: Forging New Alliances
National Council on Rehabilitation Education
23 February 2007 • San Diego, CA

developed and published by the
Commission on Rehabilitation Counselor Certification
300 N. Martingale Road, Ste. 460 • Schaumburg, Illinois 60173
(847) 944-1325 • www.crc certification.com

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The Timeline

- February – April, '06
 - Knowledge subdomains updated
 - External feedback
- May, '06
 - Web-based Validation Survey
- October, '06
 - Professional Examination Service Provides final report

The CRC Participants

- Sample size 2,400
- Total delivered 1,671
- Completed surveys 648
- Response rate 39%

The CRC Participants

- Gender - 73% female, 27% male
- Age
 - 45-54 36%
 - 55-64 28%
 - 35-44 19%
 - Other 7%

The CRC Participants

- Experience - 17.7 years (mean)
- Education
 - Master's 88%
 - Doctorate 7%
 - Bachelor's 4%
 - Other 1%

The CRC Participants

- Practice Setting
 - State/Federal Agency 33%
 - Private/Proprietary 17%
 - Private Practice 10%
 - Private Non-Profit 7%
 - College/University 6%
 - Other 27%

The CRC Participants

- Type of organization
 - Government 42%
 - For Profit 34%
 - Not for Profit 15%
 - Other 7%

The Projective Question

- Reason ~ trends in the environment may affect rehabilitation counseling between Job Analyses
- Planning and educational outreach purposes
- Respondents ~ 529 (US-Only), 32%

The Question

What changes do you anticipate in the practice of rehabilitation counseling during the next five years?

Domains

- Career Counseling & Assessment
- Job Development & Placement Services
- Vocational Consultation & Services for Employers
- Case & Caseload Management
- Individual Counseling
- Group & Family Counseling

Domains

- Mental Health Counseling
- Psychosocial & Cultural Issues in Counseling
- Medical, Functional & Environmental Aspects of Disabilities
- Foundations, Ethics & Professional Issues
- Rehabilitation Services & Resources
- Healthcare & Disability Systems

Socio-Political Environment

Funding

“Do more with less”

Legal

- Rehabilitation Act
- Workers' Compensation
- Disability (ADA, FMLA, etc.) case law

Aging

Disability Awareness

Socio-Political Environment

- Image (weakness)
 - Perception by employers, government agencies, other professions, and the public that other professionals, or those with less/no credentials, can perform the rehabilitation counselor's scope of practice
- Difficulty
 - Recruiting into the field
 - Job opportunities among certain sectors

Socio-Political Environment

- Call for greater
 - Awareness, recognition, and respect for the credential among therapy, rehabilitation, legal, and medical communities; licensing bodies; employers; and, government agencies
 - Professional identity

General Trends in the Profession

- Credentialing
 - Current weakness for employment and image
 - Perceived opportunity to increase professional image and employment opportunities
 - Perceived threat for lowering professional standards bar by encroachment of other professions (e.g., SW, OT, PT, etc.) or paraprofessionals into rehabilitation counseling scope of practice

General Trends in the Profession

- Less
 - Consumer and counselor choices or options
 - Ability to support educational opportunities for clients
 - One-on-one counseling
 - Experienced professionals

General Trends in the Profession

- More
 - Clients and higher caseloads
 - Complex cases
 - Privatization and contract work
 - Focus on job development and placement
 - Need for creative solutions

General Trends in the Profession

- Awareness of ethics
- Focus on accountability and outcomes
- Litigation
- Technology
- Working in teams and forging partnerships with other service providers

General Trends in the Profession

- Technology (mixed)
 - Electronic assessments (threats)
 - Less specialized or personalized
- Clients (opportunities)
 - Assistive/Rehabilitation technology
 - Increased career options
 - Training opportunities
 - More employer acceptance of disabilities
- Clients (threats)
 - Inability to use technology due to function

General Trends in the Profession

- Counselors (mixed)
 - Dehumanizing the client-counselor, or team relationship (threat)
 - Paperless systems (opportunity)
 - Video conferencing to rural sites
 - Ethical issues

The Public Sector

- Shrinkage (threat)
 - Resources
 - Retirement
 - Recruitment
- Wages (weakness and threat)

The Public Sector

- Less
 - Counseling
 - Opportunities for client-counselor relationship development
- More
 - Use of paraprofessionals
 - One-stops
 - Potential for use of order of selection
 - Focus on successful outcomes
 - Paperwork

The Private Sector (FP/NFP)

- Mixed bag
 - Regional
 - Different funding bases
 - Varied markets
- Wage opportunities
- General growth anticipated
 - Contracting
- Less
 - Experienced professionals

The Private Sector (FP/NFP)

- More
 - Expert witness/forensics work
 - Disability prevention and management
 - Early return to work
 - Employer education, contacts, and relationships
 - Life care planning
 - Wages
 - Job development and placement

Clients in the Waiting Room

- Complex
- Older
 - Financially need to work
 - Work beyond retirement age
 - Disability with aging issues
- Multicultural
 - Ethnic
 - Linguistic
 - Impacts on individual and family counseling

Clients in the Waiting Room

- Veterans
 - Younger
 - Psychological/mental health needs combined with orthopedic (e.g., amputation) and/or cognitive (e.g., TBI) needs
- Corrections/legal records

Counselors Will Need

- Credentials
- Training
 - Assistive technology
 - Technology in the counselor's workplace (e.g., communication, records retention, etc.)
 - Ethics
 - Medical, psychiatric, psychosocial, and mental health aspects of disabilities

Counselors Will Need

- Skills
 - Working with clients
 - Older, Multi-cultural, Veteran, Corrections populations
 - Who will have complex disabilities
 - Co-morbid or multiple disabilities, Psychiatric and Mental Health Disabilities, Psycho-social conditions and or functional limitation

Counselors Will Need

- To delegate more work to other groups
- Creativity in resource acquisition & coordination
- Forensic analysis and vocational expert testimony experience
- Job placement and employer relations skills
- To work in teams and groups
- Disability prevention & management skills