

Examination Content

The certification examination is comprised of questions across ten (10) knowledge domains underlying rehabilitation counseling. Additionally, each of the ten domains are further defined into subdomains. The titles of the domains and subdomains are as follows:

Assessment, Appraisal, and Vocational Evaluation

- The tests and evaluation techniques available for assessing clients' needs
- Psychometric concepts related to measurement
- Interpretation of assessment results for rehabilitation planning purposes
- Computer-based job-matching systems
- Computer-based and on-line assessment tools

Job Development, Job Placement, and Career and Lifestyle Development

- Theories of career development and work adjustment
- Vocational implications of functional limitations associated with disabilities
- Methods and techniques used to conduct labor market surveys
- Transferable skills analysis
- Occupational and labor market information
- Job analysis
- Ergonomics, job accommodations, and assistive technology
- Job readiness including seeking and retention skills development
- Job placement and job development strategies
- Job modification and restructuring techniques
- Demand-side employment issues related to hiring, return to work, and retention
- Services available from one-stop career centers

Vocational Consultation and Services for Employers

- The workplace culture, environment, and business terminology
- Marketing strategies and techniques for rehabilitation services
- Employer development for job placement
- Consultation process with employers related to management of disability issues in the workplace
- Educating employers on disability-related issues

Case Management, Professional Roles and Practices, and Utilization of Community Resources

- Principles of caseload management
- Case management tools
- The case management process, including case finding, planning, service coordination, referral to and utilization of other disciplines, and client advocacy
- Case recording and documentation
- Professional roles, functions, and relationships with other human service providers
- Techniques for working effectively in teams and across disciplines
- Health promotion and wellness concepts and strategies for people with chronic illness and disability
- The services available for a variety of rehabilitation populations, including people with multiple disabilities
- Techniques for working with individuals with limited English proficiency
- Negotiation, mediation, and conflict resolution strategies
- Advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients
- Human resource practices, diversity in the workplace, and workplace supports for people with disabilities

- Programs and services for specialty populations
- Organizational structure of rehabilitation counseling practice settings
- Social Security programs, benefits, work incentives, and disincentives
- Services available through client advocacy programs
- Community resources and services for rehabilitation planning
- Supported employment strategies and services
- School to work transition for students with disabilities
- Financial resources for rehabilitation services
- Independent living services
- Healthcare benefits and delivery systems
- Laws and public policy affecting individuals with disabilities

Foundations of Counseling, Professional Orientation and Ethical Practice, Theories, Social and Cultural Issues, and Human Growth and Development

- Individual counseling theories
- Individual counseling practices and interventions
- Human growth and development
- Societal issues, trends, and developments
- Diversity and multicultural counseling issues
- Theories and techniques of clinical supervision
- Clinical problem-solving and critical-thinking skills
- Internet-based counseling tools and resources
- Risk management and professional ethical standards
- Ethical decision-making models and processes

Group and Family Counseling

- Family counseling theories
- Family counseling practices and interventions
- Group counseling theories
- Group counseling practices and interventions

Mental Health Counseling

- Behavior and personality theory
- Techniques for individuals with psychological disabilities
- Dual diagnosis and the workplace
- Human sexuality and disability issues
- Substance abuse and treatment
- Treatment planning for clinical problems
- Diagnostic and Statistical Manual of Mental Disorders

Medical, Functional, and Psychosocial Aspects of Disability

- Medical aspects and implications of various disabilities
- Medical terminology
- Rehabilitation terminology and concepts
- The psychosocial and cultural impact of disability on the individual
- The psychosocial and cultural impact of disability on the family
- Environmental and attitudinal barriers for individuals with disabilities
- The functional capacities of individuals with disabilities
- Implications of medications as they apply to individuals with disabilities
- Individual and family adjustment to disability
- Appropriate medical intervention resources
- Work conditioning or work hardening resources and strategies

Disability Management

- Disability prevention and management strategies
- Managed care concepts
- Insurance programs
- Workers' compensation laws and practices
- Forensic rehabilitation

Research, Program Evaluation, and Evidence-Based Practice

- Historical and philosophical foundations of rehabilitation counseling
- Program evaluation procedures for assessing the effectiveness of rehabilitation services and outcomes
- Research databases for locating empirically validated interventions
- Rehabilitation research literature related to evidence-based practice
- Research methods and statistics
- Evidence-based practice and research utilization
- Evidence-based psychiatric rehabilitation practices
- Systematic review/meta-analysis