

# 米国における職リハの人材育成 と資格認定に係る現状と課題

岩永可奈子, Ph.D., CRC, LPC  
Assistant Professor  
Department of Rehabilitation Counseling  
Virginia Commonwealth University



# Agenda

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- Background
  - Certification/Licensure of Rehabilitation Counseling
  - In-service Training
  - Evidence Based Practice

# Rehabilitation Counseling

A process in which the counselor works collaboratively with the client to understand existing problems, barriers, and potentials to facilitate the client's effective use of personal and environmental resources for career, personal, social, and community adjustment following disability (CRC, 2018).

# Rehabilitation Counselor

## Rehabilitation counselor

- ▶ Assist people in adapting to the environment
- ▶ Assist environments in accommodating the needs of the people
- ▶ Work toward the full participation of people in all aspects of society, with a particular focus on independent living and work (CRC, 2018)

e.g.,

- Rehabilitation counselor
- Job placement specialist
- Clinical rehabilitation counselor
- Mental health counselor
- Disability management specialist
- Life care planning specialist
- Vocational expert
- Rehabilitation researcher

# History and Background

The state-federal VR program is the oldest and most successful public program supporting the employment and independence of individuals with disabilities

(Martin et al., 2010)

- ▶ **The Smith-Fess Act;** Rehabilitation counseling, the state-federal vocational rehabilitation (VR) program
- ▶ **The Vocational Rehabilitation Act Amendments of 1954 (PL 565);** Development of master's level rehabilitation counseling training programs.
- ▶ Counselors with master's degrees in rehabilitation counseling (or closely related fields) produce better outcomes for clients with severe disabilities as compared to counselors without such educational preparation

(Cook & Bolton, 1992; Szymanski, 1991; Szymanski & Danek, 1992; Szymanski & Parker, 1989).

# History and Background

## The Vocational Rehabilitation Act Amendments of 1973

Before 1973 “mild and moderate disability” (Economic Return Philosophy)

After 1973 “severe disability” (Human right/ Disability right philosophy)

### The goal of Vocational Rehabilitation

- Inclusion
- Opportunity
- Independence
- Empowerment
- Rehabilitation
- Quality of life

# History and Background

## The Rehabilitation Act Amendments of 1997

- ▶ The Comprehensive System of Personnel Development (CSPD)  
(See The Comprehensive System of Personnel Development A Practical Guide)
- ▶ This mandate required all new hires as well as currently employed rehabilitation counselors to have or obtain a master's degree in rehabilitation counseling and/or being able to obtain the national Certified Rehabilitation Counselor (CRC) certificate.  
(The 1992 Rehabilitation Act Amendment :VR services must be provided by qualified personnel.)

CSPD provided funding for VR counselors without a master's degree to pursue a MS in RC through online programs or in-person programs

# History and Background

Graduate training programs have shaped the professionalization of rehabilitation counseling

- ▶ This trend has been changing as the scope of disability groups broaden and the professional practice of rehabilitation counseling is no longer restricted to federal-state VR programs.

Rehabilitation counselors work in various settings

- ▶ State VR agencies
- ▶ Proprietary rehabilitation companies
- ▶ Private practice
- ▶ Private non-profit rehabilitation facilities/organizations
- ▶ Community mental health centers
- ▶ Insurance companies
- ▶ Medical centers or general hospitals
- ▶ Businesses/corporations



## Workforce Innovation and Opportunity Act (WIOA)/Rehabilitation Act Amendments of 2014

- ▶ Labor market analysis
- ▶ Employer Engagement
- ▶ Job-driven training
- ▶ Postsecondary education
- ▶ Transition
- ▶ Competitive integrated employment

### Transition-aged youth

(U.S. Department of Education, 2014)

The state-federal VR program must continue to adopt initiatives that will improve not only employment outcomes, but also increase the **quality** of employment outcomes (O'Neil et al., 2015).

\* The minimum education requirement was lowered from a master's degree to a baccalaureate in a field of study related to VR

# The State-Federal VR Program

The state-federal vocational rehabilitation (VR) program  
--helping people with disabilities achieve their independent living  
and employment goals

- ▶ 1.2 million
- ▶ 3.26 billion

(U.S. Department of Education, Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration, 2020)

# The State-Federal VR program

The employment rates of PWDs + VR services → **55%**  
(RSA, 2016)

- VR services had helped VR consumers become employed (55%)
- They had obtained the job they wanted as a result of VR services (63%)

VR can play an important role in enhancing psychosocial, vocational, and independent living outcomes of people with disabilities.

(Kaye, 1998; Research Triangle Institute, 2002; Rosenthal, Chan, Won, Kundu, & Dutta, 2006)<sup>1</sup>

# Vocational Rehabilitation Services

## Pre-employment Transition Services

- A. Job Exploration Counseling
- B. Work Based Learning Experiences
- C. Counseling on Enrollment Opportunities
- D. Workplace Readiness Training
- E. Instruction in Self Advocacy

# Vocational Rehabilitation Services

## Training Services

- A. Graduate College or University
- B. Four-Year College or University Training
- C. Junior or Community College Training
- D. Occupational or Vocational Training
- E. On The Job Training**
- F. Registered Apprenticeship Training
- G. Basic Academic Remedial or Literacy Training
- H. Job Readiness Training
- I. Disability Related Skills Training
- J. Miscellaneous Training**
- K. Randolph-Sheppard Entrepreneurial Training
- L. Customized Training**

# Vocational Rehabilitation Services

## Career Services

- A. Assessment
- B. Diagnosis and Treatment of Impairments
- C. Vocational Rehabilitation Counseling and Guidance
- D. Job Search Assistance
- E. Job Placement Assistance
- F. Short Term Job Supports
- G. **Supported Employment Services**
- H. Information and Referral Services
- I. **Benefits Counseling**
- J. Customized Employment Services
- K. Extended Services

# Vocational Rehabilitation Services

## Other Services

- A. Transportation
- B. Maintenance
- C. Rehabilitation Technology
- D. Personal Assistance Services
- E. Technical Assistance Services Including Self-Employment
- F. Reader Services
- G. Interpreter Services
- H. Other Services

# Agenda





# Rehabilitation Counselors Training

## Receiving CRC

Pre-service  
training

Inservice training



# Certification of Rehabilitation Counselors

Over 80 accredited master's programs in rehabilitation counseling in the United States (National Council on Rehabilitation Education, 2019).

- ▶ Certified rehabilitation counselor (CRC) credential= “gold standard” for VR professionals
- ▶ Nearly 15,000 CRCs are practicing in the United States and in several other countries

# RCs with Master Degree Create Better Outcomes

- ▶ The 1973 Rehabilitation Act Amendment of 1992
  - ▶ RC service should be provided by personnel whose qualifications are “consistent with any national or State-approved or recognized certification, licensing, or registration requirements.”
- ▶ The WIOA in 2014
  - ▶ The minimum education requirement was lowered from a master’s degree to a baccalaureate in a field of study related to VR, including related fields such as “social work, psychology, disability studies, business administration, human resources, special education, supported education, customized employment, and economics”

Significant concerns about individuals with a bachelor's degree

- 1) They will not be sufficiently prepared to perform counseling
- 2) Knowledge about specific disability populations and rehabilitation is essential for rehabilitation counselors.

(Beveridge, Durant, & Penrod, 2019; McClanahan & Sligar, 2015)

# RCs with Master Degree Create Better Outcomes

Rehabilitation counselors with a master's degree in rehabilitation counseling are associated with better rehabilitation outcomes.

(Cook & Bolton, 1992; Szymanski, 1991; Szymanski & Danek, 1992; Szymanski & Parker, 1989).

- ▶ The average VR consumer who is served by a counselor with a master's degree in rehabilitation counseling was better off than 58% of those in the comparison group who were treated by a counselor without a master's degree in rehabilitation counseling (Frain et al., 2006)
- ▶ Following completion of a rehabilitation counselor training program, average total expenditures were reduced by 47%, average weekly gross earnings were 53% higher, and the average number of months in service was reduced from 22 to 9—over a year reduction in service time—for VR customers served (Van Houtte, 2013)
- ▶ Counselors who had rehabilitation counseling degrees were more likely to secure high quality case closures for their customers. (Mackay et al., 2018)

# Certification vs Licensure

## Certified Rehabilitation Counselor (CRC)

The Commission on Rehabilitation Counselor Certification (CRCC) was officially incorporated in January 1974 to conduct certification activities on a nationwide basis.

## Licensed Professional Counselor (LPC)

- ▶ **Certification:** Certification is a voluntary credential representing to members of the public and potential employers that the rehabilitation counselor has met national standards set by the rehabilitation counseling profession
- ▶ **Licensure:** Licensure legislations serve to legally protect the title and regulate the professional practice of counseling.

## Key Agencies of Accreditation and Certification

**Council for Accreditation of Counseling and Related Educational Programs (CACREP)** [www.cacrep.org](http://www.cacrep.org)

The accreditation body for master's level professional counseling programs

**Council on Rehabilitation Education (CORE)** <http://www.core-rehab.org>

The accreditation body for master's level rehabilitation counseling programs

**Commission on Rehabilitation Counselor Certification (CRCC)**  
<https://www.crc certification.com/>

The a national certifying organization for professional Rehabilitation Counselor

CORE has completely merged into CACREP in 2017

# Eligibility CRC Exam

## **Category 1 - Student in or Graduate of an CACREP Accredited Program**

- ▶ Student in or graduate of a master's level rehabilitation counseling or clinical rehabilitation counseling program accredited by CACREP. If graduation occurred prior to July 1, 2017, the program must have been accredited by CORE. In addition, evidence of the completion of an internship of 600 hours supervised by an on-site CRC or a faculty member who is a CRC.

## **Category 2 - Student in or Graduate of a Non-CACREP Accredited Program**

- ▶ Student in or graduate of a master's level rehabilitation counseling or clinical rehabilitation counseling program that is not or was not accredited by CACREP or CORE at the time the degree is or was conferred.

## **Category 3 - Graduate of a Master's or Doctoral Program in a Related Field of Study**

- ▶ Graduate of a master's or doctoral program in a related field of study with course content that emphasizes rehabilitation, counseling, disability, therapy, health, employment, wellness, or human development. Candidates must submit evidence of having taken or taught each of the following foundational disability courses:
  - ▶ Professional Orientation and Ethics in Rehabilitation Counseling
  - ▶ Medical and Psychosocial Aspects of Disabilities
  - ▶ Assessment
  - ▶ Career Development Theories and Job Development and Placement Techniques
  - ▶ Case Management and Community Partnerships
  - ▶ Theories and Techniques of Counseling
  - ▶ Research, Methodology, and Performance Management
- ▶ There is also a work requirement for Category 3 applicants. All academic and work requirements must be completed prior to submitting the CRC Category 3 application.

# Required area for CACREP Accredited Program

- Professional Orientation and Ethical Practice/ Professional Identity
- Social and Cultural Diversity Issues
- Human Growth and Development
- Employment and Career Development
- Counseling and Helping Relationship
- Group Counseling and Group Work
- Assessment
- Research and Program Evaluation

+practicum (3 credits) + internships (9 credits)




# The certification examination

- ▶ The certification exam is a computer-based exam and consists of 175 multiple-choice questions drawn from CRCC's item pool.
- ▶ Each exam includes 150 scored items and 25 field test questions that will not be used in the scoring of the exam.
- ▶ The exam is constructed to ensure that it is consistent with minimal competency requirements and criteria-referenced testing concepts.
- ▶ The exam is scored using a conjunctive scoring model whereby the exam is divided into two parts. One-part tests knowledge with regard to counseling and the other part tests knowledge with regard to rehabilitation and disability issues. Applicants must achieve a passing score on both parts on a single exam administration in order to pass the examination as a whole.
- ▶ March, July, October: one week range

Need to renewal every 5year or 2year

# **Empirically Derived Test Specifications for the Certified Rehabilitation Counselor Examination: Revisiting the Essential Competencies of Rehabilitation Counselors**

**Michael J. Leahy, PhD<sup>1</sup>, Fong Chan, PhD<sup>2</sup>, Kanako Iwanaga, PhD<sup>3</sup>,  
Emre Umucu, PhD<sup>4</sup>, Connie Sung, PhD<sup>1</sup>, Malachy Bishop, PhD<sup>2</sup>,  
and David Strauser, PhD<sup>5</sup>**

Rehabilitation Counseling Bulletin  
1–15  
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 SAGE

# Rehabilitation Counselor's Knowledge and Skills

## Rehabilitation Counselor's Knowledge and Skills

(Leahy et al., 2019)

- (a) Rehabilitation and mental health counseling
- (b) Employer engagement and job placement
- (c) Case management
- (d) Medical and psychosocial aspects of chronic illness and disability
- (e) Research methodology and evidence-based practice
- (f) Group and family counseling.

# Rehabilitation Counselor's Knowledge and Skills in the public sector

- ▶ Career development and planning
- ▶ WIOA and the rehabilitation act amendments
- ▶ Pre-employment transition services
- ▶ Employer relations and engagement
- ▶ Work incentives and benefits counseling
- ▶ Job placement

(Leahy et al., 2019)

# Agenda



## In-service training

### Regional rehabilitation continuing education center (RRCEP)

(In the 80s and 90s and early 2000s)

- RSA funds 10 regional rehabilitation continuing education center to provide in-service training for counselors in state VR agencies.



### Vocational Rehabilitation Technical Assistance Center for Quality Employment (since 2015)

- A mega-center for training for counselors in VR agencies all over the country.

# Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE)

- ▶ A five-year, \$16.7 million grant award.
- ▶ University of Wisconsin - Madison



## Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE)

1. Provide a state-of-the-art, accessible website and IT platform for communicating with State VR agencies and universal technical assistance
2. Conduct a comprehensive review of effective strategies and practice identifying best practices leading to quality employment for individuals with disabilities
3. Provide intensive, targeted, and universal training and technical assistance to State VR agencies (e.g., internships, customized training approaches, specific employment outcomes, business engagement and support, career pathways, and other areas critical to the transition to employment)
4. Coordinate training and technical assistance with other technical assistance centers
5. Disseminate VRTAC-QE summative findings and results
6. Conduct a rigorous evaluation of the project to assess the effectiveness of VRTAC-QE employment strategies and supporting activities.



## VRTAC-QE Outcome Measures

1. To increase federal, state, or local organizations coordination and collaboration with state VR agencies.
2. To increase the number and percentage of VR agency personnel reporting that the training and technical assistance is high in quality, relevant, and useful to their work
3. To increase the percentage of consumers achieving an employment outcome
4. To increase the number and percentage of state VR agencies that receive training and TA who achieve their negotiated level of performance for the measurable skill gains indicator
5. To increase in the number and percentage of participating state VR agencies that adopt quality employment strategies and practices as a result of training and TA.

# Federal Budget for State VR Services

Activity	2020 Authorized	2020 Estimate	2021 Authorized	2021 Request
Vocational rehabilitation (VR) State grants:				
Grants to States (RA-I A, B-110 and 111)	\$3,610,040 <sup>1</sup>	\$3,351,798 <sup>2</sup>	\$3,667,801 <sup>3</sup>	\$3,622,551
Grants for Indians (RA-I-C)	(1,4) 45,250	45,250 <sup>2</sup>	(3,4) 45,250	45,250
Client assistance State grants (RA-I-112)	14,098	13,000	14,098 <sup>5</sup>	13,000
Supported employment State grants (RA-VI)	32,363	22,548	32,363 <sup>5</sup>	0
Training (RA-III-302)	39,540	29,388	39,540 <sup>5</sup>	29,388
Demonstration and training programs (RA-III-303)	6,809	5,796	6,809 <sup>5</sup>	5,796
Services for older blind individuals (RA-VII-2)	39,141	33,317	39,141 <sup>5</sup>	33,317
Protection and advocacy of individual rights (RA-V-509)	20,735	17,650	20,735 <sup>5</sup>	17,650
Helen Keller National Center for Deaf-Blind Youths and Adults (HKNCA)	0 <sup>6</sup>	16,000	0 <sup>6</sup>	16,000
Total definite authorization	3,762,726		3,820,487	
Total discretionary appropriation		137,699		115,151
Total mandatory appropriation		3,610,040		3,667,801
Total appropriation		3,747,739		3,782,952
Portion of request not authorized				16,000
Total appropriation including required mandatory reduction		3,534,747 <sup>2</sup>		

## e.g. Vocational Rehabilitation Training Opportunities and Resources

<p>Project E3: Educate Empower Employ <a href="https://projecte3.com/">https://projecte3.com/</a> This has expired but this is the previous program of VRTA-QE</p>	<p>Project E3 was the Vocational Rehabilitation Technical Assistance Center for Targeted Communities. We worked with state vocational rehabilitation agencies and their partners across the United States to help people with disabilities from underserved communities achieve their independent living and employment goals.</p>
<p>Workforce Innovation Technical Assistance Center (WINTAC) <a href="http://www.wintac.org/">http://www.wintac.org/</a></p>	<p>Offers both live online trainings and recorded sessions, along with reading material (briefs, white papers, etc.) on VR services and WIOA information.</p>
<p>The Job Accommodation Network (JAN) <a href="https://askjan.org/">https://askjan.org/</a></p>	<p>Offers live and recorded webinars that are more practical for counselors. Topics include rehab technology, evidence based accommodation practices and more. The publications on the site are excellent for learning about specific disabilities or educating businesses/employers</p>
<p>Explore VR <a href="https://www.explorevr.org/">https://www.explorevr.org/</a></p>	<p>ExploreVR offers vocational rehabilitation (VR) agencies easy and convenient access to a range of VR research, related data, and tools for planning, evaluation, and decision-making</p>

## e.g. Vocational Rehabilitation Training Opportunities and Resources

Vocational Rehabilitation Youth Technical Assistance Center <a href="https://y-tac.org/">https://y-tac.org/</a>	Y-TAC is a U.S. Department of Education's Rehabilitation Services Administration-funded Technical Assistance Center that is charged with providing State Vocational Rehabilitation Agencies and related rehabilitation and youth service professionals with technical assistance to help more effectively serve students and youth with disabilities.
National Clearinghouse of Rehabilitation Training Materials <a href="https://ncrtm.ed.gov/">https://ncrtm.ed.gov/</a>	The NCRTM offers the vocational rehabilitation and education communities an opportunity to contribute new knowledge to their specific fields and gain visibility for their work.
VCU- Rehabilitation Research & Training Center <a href="https://vcurrtc.org/">https://vcurrtc.org/</a>	RRTC provides resources for professionals, individuals with disabilities, and their representatives. Our team of nationally and internationally renowned researchers is committed to developing and advancing evidence-based practices to increase the hiring and retention for individuals with disabilities.

# Agenda



# Evidence-Based Practice-Vocational Rehabilitation



What are the most promising and relevant VR practices ?

# Evidence-Based Practice-Vocational Rehabilitation

Journal of Vocational Rehabilitation 48 (2018) 37–48  
DOI:10.3233/JVR-170914  
IOS Press

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## Promising and evidence-based practices in vocational rehabilitation: Results of a national Delphi study

Michael J. Leahy<sup>a</sup>, Roy J. Del Valle<sup>a</sup>, Trenton J. Landon<sup>b</sup>, Kanako Iwanaga<sup>c</sup>, Susan G. Sherman<sup>d</sup>, Antonio Reyes<sup>c</sup> and Fong Chan<sup>c,\*</sup>

<sup>a</sup>*Michigan State University, East Lansing, MI, USA*

<sup>b</sup>*Utah State University, Logan, UT, USA*

<sup>c</sup>*University of Wisconsin-Madison, Madison, WI, USA*

<sup>d</sup>*East Carolina University, Greenville, NC, USA*

Relevance and level of evidence ratings for VR practices

VR Practices	Relevance			Level of Evidence		
	Rank	<i>M</i>	<i>SD</i>	Rank	<i>M</i>	<i>SD</i>
Secondary Transition Services	1	4.77	0.43	12	2.50	1.06
Assistive Technology	2	4.54	0.65	14	2.46	0.93
IPS Supported Employment	3	4.46	0.71	3	3.39	1.27
On-the-Job Training	4	4.42	0.50	15.5	2.35	0.90
Demand-Side Employment Strategies	5	4.31	0.68	21	2.00	0.85
Benefits Counseling	6	4.23	0.77	19	2.14	0.97
Motivational Interviewing	7	4.19	0.69	4	3.17	1.19
Customized Employment	8	4.19	0.63	20	2.08	1.06
Community Based Work Program	9	4.19	0.63	18	2.30	0.97
Working Alliance	10	4.15	0.83	6	3.11	0.74
Person Centered Planning (PCP)	11	4.04	0.60	22.5	1.96	0.86
Soft Skills Training	12	4.00	0.76	22.5	1.96	0.81
Dual Customer Approach	13	4.00	0.57	26	1.45	0.74
Job Club	14	3.88	0.86	15.5	2.35	1.03
Family Involvement & Support	15	3.88	0.82	17	2.32	0.89
Social Skills Training	16	3.73	0.78	13	2.48	0.90
Cognitive Behavioral Therapy	17	3.58	0.64	1	3.54	1.22
Assertive Community Treatment (ACT)	18	3.54	0.65	2	3.50	1.01
Positive Psychology Interventions	19	3.42	0.64	8	2.86	1.13
Project Search	20	3.42	0.90	11	2.52	1.29
Solution-Focused Brief Therapy	21	3.19	0.75	5	3.15	1.04
Health Promotion Interventions	22	3.12	0.77	10	2.60	1.14
Person Centered Therapy	23	3.08	0.89	7	2.99	1.12
Online Community of Practice	24	3.04	0.82	25	1.57	1.16
Social Media	25	2.92	0.85	24	1.61	1.04
Tele-Health/Tele-Rehabilitation	26	2.62	0.80	9	2.83	1.34
Mean of VR Practice		3.80	0.72		2.51	1.02

Note. For the relevance scale, 1 = not relevant and 5 = highly relevant; for the level of evidence rating, 1 = lowest level of evidence, and 5 = highest level of evidence.



# Supported Employment

Competitive employment in an integrated setting with ongoing support services for individuals with the most severe disabilities (Wehman et al., 2014).

- ▶ Supported employment intervention had a moderate effect size on employment outcomes for people who received special education in high school and for individuals with intellectual disabilities/developmental disabilities, particularly those who were Social Security beneficiaries. (Wehman et al., 2014)
- ▶ A meta-analysis to compare the effect of the IPS model of supported employment with traditional vocational interventions for people with severe mental illness, found large effect sizes favoring the use of IPS in job acquisition ( $d = 0.90$ ), total weeks worked ( $d = 0.79$ ), and job tenure ( $d = 0.74$ ). (Campbell, Bond, & Drake, 2011)

# Vocational Rehabilitation Services

J Occup Rehabil (2008) 18:326–334  
DOI 10.1007/s10926-008-9154-z

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## **Vocational Rehabilitation Services and Employment Outcomes for People with Disabilities: A United States Study**

Alo Dutta · Robert Gervy · Fong Chan ·  
Chih-Chin Chou · Nicole Ditchman

Dutta, A., Gervy, R., Chan, F., Chou, C. C., & Ditchman, N. (2008). Vocational rehabilitation services and employment outcomes for people with disabilities: A United States study. *Journal of occupational rehabilitation*, 18(4), 326-334.

# Vocational Rehabilitation Services

Job placement, on-the-job support, maintenance, and other services (e.g., medical care for acute conditions) were significant predictors of employment success for consumers served. (RSA-911 data)

- Diagnostic and treatment (D&T) services and rehabilitation technology services  
→ consumers with sensory impairments , consumers with physical impairments
- Counseling  
→ consumers with physical and mental impairments.
- Vocational training and miscellaneous training  
→ consumers with mental impairments

(Dutta et al., 2008)

# Pre-transition employment services PROMISE project

- ▶ Health literacy training
- ▶ Financial capital building
- ▶ Family advocacy training
- ▶ Savings account
- ▶ Social skills training
- ▶ Self-Advocacy training
- ▶ Benefits counseling
- ▶ Tablets/iPads

Wisconsin PROMISE five years  
project (2014-2018)



Thank you.