

# Driving Results for You and Your Company

- Improve Outcomes
- Increase ROI
- Improve Risk Management
- Help Recruit, Retain, and Retrain



## Certified Rehabilitation Counselors—CRCs

### Improve Outcomes

CRCs employ methods and practices based on evidence and demonstrated effectiveness—what's known to work.

### Increase ROI

CRCs focus on the most effective return to work—what's best for the company and the individual in the shortest time with the fewest dollars.

CRCs help maintain your workforce, reduce lost work days, and minimize return-to-work recovery costs.

### Improve Risk Management

CRCs know and understand current regulations associated with employment law, including ADA, workers' comp, FMLA, and EEO, which reduces legal liability and exposure.

CRCs practice under strict ethical guidelines, with mandatory adherence to CRCC's Code of Professional Ethics for Rehabilitation Counselors.

### Help Recruit, Retain, and Retrain

CRCs help train staff in disability awareness, employment-related laws, and diversity strategies.

CRCs provide skilled service delivery through a case management process with a holistic approach that includes adjustment to disability, medical and adaptive equipment, assistive technology, transportation services, and facility/housing/home accessibility.

CRCs facilitate the most effective return to work, including employee assessment, job analysis, and recommendations for successful placement.

**CRCs make a difference. They are the bridges that make disability work in the workplace.**

Through a comprehensive counseling process, from assessment through implementation, CRCs focus on eliminating barriers affecting workplace performance, enabling individuals with disabilities to efficiently and effectively secure, or return to, productive, meaningful work.

## CRCs and Disability

# CRC Certification: A Higher Level of Qualification

- Advanced Education & Training Specific to Disability
- Accredited National Certification
- Ongoing Continuing Education



## CRCs Are Expertly Skilled and Nationally Certified to Work with Individuals with Disabilities.

### Experts in Disability

CRCs are trained and educated at the graduate level in all aspects of disability across all types of disabling conditions.

**Cognitive**—traumatic brain injury, stroke, ADHD, autism spectrum, learning disorders

**Intellectual**—Down syndrome, fragile X syndrome

**Mental Health**—substance use, depression, anxiety, mood disorders, PTSD

**Physical**—mobility impairment, amputation, repetitive stress injury

**Sensory**—visual impairment, deaf, blind, hard of hearing

**Other Health Conditions**—cardiac, pulmonary, cancer, diabetes, chronic pain and illness, autoimmune disease

### Competent and Current

CRCs demonstrate core competencies through rigorous, national credentialing standards and maintaining their CRC certification.

**CRC Certification.** To become certified, candidates must meet stringent eligibility requirements, including advanced education and qualifying work experience. They must then pass the rigorous CRC Examination.

**Continuing Education.** CRCs are committed to lifelong learning, as required by their certification, ensuring they continue to expand their skills and stay current in critical areas such as medical advancements, assistive technology applications, changes in employment law, and workplace and communications advancements.

**Code of Ethics.** CRCs are required to practice in accordance with the Code of Professional Ethics for Rehabilitation Counselors.

**NCCA Accreditation.** The CRC certification process is accredited by the National Commission for Certifying Agencies (NCCA).



"As a hiring manager, when someone has that CRC, I know that they are seasoned. Whether they're fresh from school or not, just the criteria it takes to get the CRC—600 hours of internship, 100 hours of practicum. So you have to have that hands-on experience, in addition to all of the core coursework."



Kristi Dalby-Jones, CRC  
Director  
CIGNA

## CRCs and Disability

# A Comprehensive, Holistic Approach

- Assessment
- Job Analysis
- Assistive Technology
- Workplace & Home Accommodations



## CRCs Assess, Develop the Plan, Engineer the Solution, and Build the Bridge.

With comprehensive knowledge, expert skill, and hands-on experience specific to disability, CRCs collaborate with employers, employees, and medical professionals to **develop and implement the best plan** based on the unique circumstances and needs in each and every situation.

### Holistic Approach

CRCs are educated and trained in disability-related delivery systems and resources with a holistic approach that includes adjustment to disability, medical and adaptive equipment, assistive technology, transportation services, and facility/housing/home accessibility.

CRCs perform individualized job assessment and in-depth job analysis, and then provide job accommodations based on breaking down mental and physical tasks and detailing the associated skill requirements to perform them.

Through accommodations and support, CRCs remove barriers to restore functionality, **ensuring the most productive return to work.**

CRCs work with businesses and clients in both the private and public sector. They understand the business case and assist in accessing the talent pool and employment services available for any and every candidate with a disability.

### CRC Areas of Specialty Include:

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

"We are the only profession that specifically addresses how to help individuals with disabilities fit into the workplace, and how to make a workplace more receptive to people with disabilities."

**Ken Weber, CRC**  
Program Director of  
Compensated Work Therapy  
Edward Hines Jr. VA Hospital