



COMMISSION ON REHABILITATION  
COUNSELOR CERTIFICATION

OPENING PATHWAYS—CHANGING LIVES

# Certified Rehabilitation Counselor<sup>®</sup>

## Career Pathways

The career of a rehabilitation counselor offers **a world of professional opportunities**. Use this Career Pathways chart to explore the options available to you!



# CRC

## Career Pathways



### *Education - \$72,000\**

#### **Work Setting**

- Colleges & Universities
- K-12 Schools

#### **Areas of Specialty**

- Student Disability Services
- Teaching
- Transition Services
- Job Development/Job Placement
- Career Counseling

### *Health Sector - \$67,500\**

#### **Work Setting**

- Independent Living Services
- Life Care Planning
- Substance Use/Addictions Counseling
- Cognitive Rehabilitation
- Case Manager
- Crisis and Trauma Counselor
- Mental Health Counseling

#### **Areas of Specialty**

- Nursing & Residential Care Facilities
- Rehabilitation Hospitals
- Medical & Rehabilitation Centers
- Mental Health Centers
- Psychiatric Facilities
- Hospice Facilities

### *Community Rehabilitation Programs - \$62,500\**

#### **Work Setting**

- Independent Living Facilities
- Centers for Individuals with Developmental Disabilities
- Not-for-profit Agencies

#### **Areas of Specialty**

- Independent Living Services
- Life Care Planning
- Marriage & Family Counseling
- Cognitive Rehabilitation
- Case Manager
- Job Development/Job Placement
- Mental Health Counseling

\*Average salary according to 2021 CRCC Salary Survey

## Government Agencies - \$67,500\*

### Work Setting

- Rehabilitation Services Administration
- Social Security Administration
- State Rehabilitation Agencies
- Veteran Benefits Admin
- Veterans Health Admin
- Workforce Development Centers
- Correction Facilities
- Department of Mental Health
- Department of Youth Services
- Department of Veteran Affairs
- Native American & Alaskan Community Work Programs

### Areas of Specialty

- Vocational Rehabilitation
- Vocational Evaluation
- Employee Assistance Program
- Veteran's Vocational Rehabilitation
- Mental Health Counseling
- Job Development/Job Placement
- Return-to-Work Coordinator



## Private Sector - \$87,500\*

### Work Setting

- Private Rehabilitation Companies (for profit and not-for-profit)
- Private Practice/Self-Employed
- Workers' Compensation Agencies
- Insurance Companies
- Business & Industry

### Areas of Specialty

- Business Relations
- Career Counselor
- Return-to-Work Coordinator
- Forensics
- Marriage & Family Counseling
- Job Placement/Job Development
- Mental Health Counseling

\*Average salary according to 2021 CRCC Salary Survey

**\$73,851**  
*average salary  
of a CRC*

2021 CRCC Salary Survey



# Areas of Specialty

View detailed sample areas of specialty for each work setting.

## Education

**Student Disability Services:** Remove accessibility and environmental barriers in school environments to facilitate student success.

**Teaching:** Train professional rehabilitation counselors to assist persons with disabilities using counseling, advocacy, and assistive technology to optimize individual functioning, self-direction, participation, economic self-sufficiency, and quality of life.

**Transition Services:** Work closely with the school, the student, and their family to provide support to students who are transitioning from secondary and post-secondary schools, including high school to college and high school or college to work. Services may include transition support coordination, training programs, job tryouts, interest evaluations, counseling, and development of sustainability plans.

**Job Development/Job Placement:** Assist in finding appropriate work environments based on skills and interests; work with employers to understand an applicant's strengths; and work to eliminate barriers through accommodation and consultation.

**Career Counseling:** Counsel people with disabilities on career choices, accommodations, and their rights as employees.

## Health Sector

**Independent Living Services:** Provide a range of services that support an individual living as independently as possible within their community. This includes keeping someone in their home and transitioning them from an institutional setting or care facility into the community. Areas of service and support include advocacy, housing, transportation, medical support, finances, benefits planning, etc.

**Life Care Planning:** Work with medical professionals to recommend supports, treatment, and protocol, with associated costs for disabled individuals with chronic or multiple severe disabilities so they may lead a productive life.

**Substance Use/Addictions Counseling:** Develop treatment plans to help individuals with abstinence, gain independence, and develop a sense of self-worth through employment.

**Cognitive Rehabilitation:** Remediate cognitive deficits and how best to manage in interpersonal situations. Cognitive disabilities include traumatic brain injuries (TBI), autism spectrum disorders, and learning disorders, and may cause impairments in the cognitive processes of attention, memory, self-awareness, and executive functioning.

**Case Manager:** Participate in planning to ensure continuity of services and incorporation of medical or vocational recommendations.

**Crisis and Trauma Counselor:** Disasters and trauma may increase stress and involve emotional, cognitive, behavioral, physiological, and religious/spiritual beliefs. Counselors provide counseling services supporting individuals with disabilities who are experiencing crisis and/or trauma situations.

**Mental Health Counseling:** Assist individuals to achieve greater independence and better quality of life through psychiatric rehabilitation services.

## Income Changes: 2019-2021

**28%** of respondents had an increase of 5% or more

of respondents had an increase by up to 5% **34%**



*"I make more money than if I did not have the CRC credential. I feel it makes me more qualified to do my job than if I did not have it" - 2021 CRCC Salary Survey Respondent*

## Community Rehabilitation Programs

**Independent Living Services:** Provide a range of services that support an individual living as independently as possible within their community. This includes keeping someone in their home and transitioning them from an institutional setting or care facility into the community. Areas of service and support include advocacy, housing, transportation, medical support, finances, benefits planning, etc.

**Life Care Planning:** Work with medical professionals to recommend supports, treatment, and protocol, with associated costs, for disabled individuals with chronic or multiple severe disabilities so they may lead a productive life.

**Marriage & Family Counseling:** Assist individuals, couples, and families in improving or enhancing interpersonal relationships.

**Cognitive Rehabilitation:** Remediate cognitive deficits and how best to manage in interpersonal situations. Cognitive disabilities include traumatic brain injuries (TBI), autism spectrum disorders, and learning disorders, and may cause impairments in the cognitive processes of attention, memory, self-awareness, and executive functioning.

**Case Manager:** Participate in planning to ensure continuity of services and incorporation of medical or vocational recommendations.

**Job Development/Job Placement:** Assist in finding appropriate work environments based on skills and interests; work with employers to understand an applicant's strengths; and work to eliminate barriers through accommodation and consultation. CRCs may also work with supported employment specialists and assistive technology specialists to match the client with the ideal job.

**Mental Health Counseling:** Assist individuals to achieve greater independence and better quality of life through psychiatric rehabilitation services.

## Government Agencies

**Vocational Rehabilitation:** Develop a comprehensive, holistic, individualized plan that reduces or eliminates disability-related barriers allowing the individual to achieve employment and independent living goals that support self-sufficiency.

**Vocational Evaluation:** Assess and administer appropriate assessment tools; evaluate interests, aptitudes, and barriers; and develop and summarize action plans through work, housing, and medical recommendations.

**Employee Assistance Program:** Program Partner employees with community members to help solve work-life issues, from counseling services to financial services.

**Veteran's Vocational Rehabilitation:** Develop a comprehensive, holistic, individualized plan that reduces or eliminates disability-related barriers allowing veterans to achieve employment and independent living goals that support a smooth transition into the community and self-sufficiency.

**Mental Health Counseling:** Assist individuals to achieve greater independence and better quality of life through psychiatric rehabilitation services.

**Job Development/Job Placement:** Assist in finding appropriate work environments based on skills and interests; work with employers to understand an applicant's strengths; and work to eliminate barriers through accommodation and consultation.

**Return-to-Work Coordinator:** Support the transition and adjustment of employees as they return to work after injury or illness through accommodations and counseling.

## Private Sector

**Business Relations:** Develop partnerships with businesses to meet employment needs with qualified candidates with disabilities; support retention of employees who acquire a disability; and provide disability awareness training overall.

**Career Counselor:** Counsel people with disabilities on career choices, accommodations, and their rights as employees.

**Return-to-Work Coordinator:** Support the transition and adjustment of employees as they return to work after injury or illness through accommodations and counseling.

**Forensics:** Develop cases that are based on injury, quality of life, and/or a person's ability to return to work in any capacity and/or providing expert testimony in cases where injury or disability is in question.

**Marriage & Family Counseling:** Assist individuals, couples, and families in improving or enhancing interpersonal relationships.

**Job Development/Job Placement:** Assist in finding appropriate work environments based on skills and interests; work with employers to understand an applicant's strengths; and work to eliminate barriers through accommodation and consultation. CRCs may also work with supported employment specialists and assistive technology specialists to match the client with the ideal job.

**Mental Health Counseling:** Assist individuals to achieve greater independence and better quality of life through psychiatric rehabilitation services.



## Benefits Provided by Employers of CRCs

- Medical Coverage
- Paid Time Off
- Employee Retirement Plan
- Dental Insurance
- Vision Insurance
- Life Insurance
- Professional Development Reimbursement
- Healthcare spending or reimbursement accounts
- Short-Term Disability
- Long-Term Disability
- Annual Raises
- Bonuses

2021 CRCC Salary Survey

