



THE CRC EXAMINATION STRUCTURE

The certification exam is a computer-based exam and consists of 175 multiple-choice questions drawn from CRCC's item pool. Anyone seeking certification must take this exam, which is based on a body of knowledge encompassing the laws, public regulations, and existing delivery systems for rehabilitation services in the U.S.

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.

Examination Content

The certification examination is comprised of questions across twelve (12) knowledge domains underlying rehabilitation counseling as outlined in the 2017 Role and Function Study. Additionally, each of the twelve domains are further defined into subdomains. The titles of the domains and subdomains are as follows:

CRC Exam Knowledge Domains	% of Questions
<p>Professional Orientation and Ethical Practice</p> <ul style="list-style-type: none"> • Risk management and professional ethical standards for rehabilitation counselors • Laws and public policy affecting individuals with disabilities • Ethical decision-making models and processes • Diversity and multicultural counseling issues • Rehabilitation terminology and concepts • Professional roles, functions, and relationships with other human service providers • Credentialing issues related to the rehabilitation counseling profession • Organizational structure of rehabilitation counseling practice settings (e.g., public, private-for-profit, and not-for-profit service delivery systems) • Historical and philosophical foundations of rehabilitation counseling 	9%
<p>Counseling Theories, Techniques, and Evidence-Based Practice</p> <ul style="list-style-type: none"> • Clinical problem-solving and critical-thinking skills • Rehabilitation techniques for individuals with psychological disabilities • Individual counseling practices and interventions • Establishing and maintaining effective working alliances with the clients we serve • Individual counseling theories • Behavior and personality theory • Substance use and treatment • Counseling/training to help clients develop workplace socialization skills • Motivational Interviewing • Treatment planning for clinical problems (e.g., depression, anxiety) 	16%

- Human growth and development
- Evidence-based psychosocial and vocational interventions in rehabilitation counseling practice
- Evidence-based psychiatric rehabilitation practices
- Evidence-based counseling/therapy for clients with PTSD
- Evidence-based counseling/therapy for clients with alcohol and other drug use problems
- Theories and techniques of clinical supervision
- Evidence-based practice and research utilization

Group and Family Counseling **3%**

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

Crisis and Trauma Counseling and Interventions **4%**

- Assessment of client risk and development of a safety plan
- Effective rehabilitation counseling services for individuals with polytrauma injuries
- Impact of crises, disasters, and other trauma-causing events on people with disabilities
- Use of principles of crisis intervention for people with disabilities during crises, disasters, and other trauma-causing events
- The emergency management system within rehabilitation agencies and in the community

Medical and Psychosocial Aspects of Chronic Illness and Disability **11%**

- The psychosocial and cultural impact of disability on the individual
- Medical aspects and implications of various disabilities
- Environmental and attitudinal barriers for individuals with disabilities
- Medical terminology
- Implications of medications as they apply to individuals with disabilities
- The psychosocial and cultural impact of disability on the family
- Individual and family adjustment to disability
- Human sexuality and disability issues

Assessment, Occupational Analysis, and Service Implementation **15%**

- Vocational implications of functional limitations associated with disabilities
- The functional capacities of individuals with disabilities
- Interpretation of assessment results for rehabilitation planning purposes
- Occupational and labor market information
- The tests and evaluation techniques available for assessing clients' needs
- Ergonomics, job accommodations, and assistive technology
- Transferable skills analysis
- Job modification and restructuring techniques
- Job analysis
- Diagnostic and Statistical Manual of Mental Disorders 5 (DSM-5)
- Computer-based job-matching systems
- Methods and techniques used to conduct labor market surveys

Career Development and Job Placement **9%**

- Career development and job placement strategies

- Job readiness including seeking and retention skills development
- School to work transition for students with disabilities
- Employer development for job placement
- Supported employment strategies and services
- Dual diagnosis and the workplace
- Theories of career development and work adjustment
- Work conditioning or work hardening resources and strategies
- Individual Placement and Support (IPS) model – evidence-based supported employment
- Social media as a networking tool

Demand-Side Employer Engagement

6%

- Assisting employers with job accommodation issues for their employees with disabilities (e.g., assistive technology, workspace modifications)
- Consultation process with employers related to management of disability issues in the workplace
- Educating employers on disability-related issues (e.g., ADA, compliance, disability law)
- Human resource practices, diversity in the workplace, and workplace supports for people with disabilities
- Diversity training related to disability issues for employers
- Demand-side employment issues related to hiring, return to work, and retention
- Marketing strategies and techniques for rehabilitation services

Community Resources and Partnerships

9%

- The services available for a variety of rehabilitation populations, including persons with multiple disabilities
- Community resources and services for rehabilitation planning
- Social Security programs, benefits, work incentives, and disincentives
- Financial resources for rehabilitation services
- Programs and services for specialty populations (e.g., school-to-work transition, SCI, TBI, mental health, ID/DD, substance abuse, corrections)
- Independent living services
- Financial literacy and benefits counseling and linkages to asset development resources
- Services available through client advocacy programs (e.g., Client Assistance Programs [CAP], legal aid)
- Services available from one-stop career centers
- Life-care planning and life-care planning services

Case Management

7%

- The case management process, including case finding, planning, service coordination, referral to and utilization of other disciplines, and client advocacy
- Case recording and documentation
- Negotiation, mediation, and conflict resolution strategies
- Principles of caseload management
- Techniques for working effectively in teams and across disciplines

- Advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients
- Techniques for working with individuals with limited English proficiency
- Principles, models, and documentation formats for biopsychosocial case conceptualization and treatment planning

Health Care and Disability Management

5%

- Appropriate medical intervention resources
- Healthcare benefits and delivery systems
- Health promotion and wellness concepts and strategies for people with chronic illness and disability
- Insurance programs (e.g., Medicare, Medicaid, group and individual, short- and long-term disability, personal injury no-fault liability)
- Disability prevention and management strategies
- Workers' compensation laws and practices
- Managed care concepts

Research, Methodology, and Performance Management

6%

- Program evaluation procedures for assessing the effectiveness of rehabilitation services and outcomes
- Rehabilitation research literature related to evidence-based practice
- Effective management of rehabilitation services and programs, including areas such as administration, finance, benefit systems, and accountability
- Psychometric concepts related to measurement (e.g., reliability, validity, standard error of measurement)
- Strategic planning techniques and budget planning
- Research methods and statistics
- Systematic review, meta-analysis
- Research databases (e.g., Cochrane Collaboration, PsycINFO, MEDLINE)
- Concepts and principles of organizational development and stakeholder management