1. Professional Orientation and Ethical Practice  

A. Uphold professional ethical standards for rehabilitation counselors and manage risk. [C]  
   a) Conceptualize and articulate the counseling relationship  
   b) Adhere to and ensure confidentiality, privileged communication, and privacy  
   c) Understand how to promote and participate in advocacy and ensure accessibility  
   d) Maintain professional roles to ensure appropriate service provision  
   e) Maintain appropriate relationships with other professionals  
   f) Understand the differing professional relationships in forensic and indirect services  
   g) Understand the ethical requirements of evaluation, assessment, and interpretation  
   h) Understand the ethical requirements in the roles of teaching, supervising, and training  
   i) Understand the ethical implications of research and publication  
   j) Understand the limits and ethical implications of the use of technology and distance counseling  
   k) Understand and ensure appropriate business practices  
   l) Understand and apply ethical decision-making models and processes.

B. Understand and apply laws and public policy affecting individuals with disabilities. [R]  
   b) Summarize and synthesize the impacts of Title V of the Rehabilitation Act of 1973 – Sections 501-504.  
   c) Summarize and synthesize the impacts of the Rehabilitation Act of 1973, as Amended.  
   d) Understand the impact of SSI/SSDI on employment, independent living and economic self-sufficiency.  
   e) Understand the impact of veteran benefits (e.g., service-connected disability compensation and non-service-connected pension) on employment, independent living and economic self-sufficiency. NEW  
   f) Summarize and synthesize the impacts of the Fair Labor Standards Act.  
   g) Understand the definition of a disability in ADA, the uses of the definition, and how the definition relates to the rights guaranteed by the ADA.  
   h) Understand the rights guaranteed by the ADA in an employment setting.  
   i) Understand the definition of a reasonable accommodation as defined by the ADA.  
   j) Understand the rights guaranteed by the ADA on public transportation.  
   k) Understand the changes to the definition of disability in the ADAAA, the changes to the interactive process, and the implications for employees and employers. NEW  
   l) Understand the role of the EEOC in relation to discrimination.  
   m) Summarize and synthesize the impacts of IDEA.  
   n) Summarize and synthesize the historical impacts of WIA.
o) Understand the rights and limits guaranteed by FMLA.
p) Understand the confidentiality and technology requirements of HIPAA.
q) Understand the impact of TWWIIA (Ticket to Work) on employment, independent living, and economic self-sufficiency.
r) Understand the impact and implications of WIOA on employment outcomes, independent living, and economic self-sufficiency. NEW

C. Advocate for diversity, understand, and apply appropriate services that address multicultural counseling issues. [C]

D. Understand and apply appropriate rehabilitation terminology and concepts. [R]

E. Understand and identify the differing professional roles, functions, and effective relationships with other providers and professionals. [C]

F. Understand the credentialing issues related to the rehabilitation counseling profession and advocate for appropriate solutions. [C]

G. Understand the differing organizational structures of rehabilitation counseling practice settings (e.g., public, private-for-profit, and not-for-profit service delivery systems). [R]

H. Understand, synthesize, and apply knowledge of historical and philosophical foundations of rehabilitation counseling. [R]

2. Counseling Theories, Techniques, and Evidence-Based Practice 11.3%

A. Apply clinical problem-solving and critical-thinking skills. [C]

B. Understand rehabilitation techniques for individuals with disabilities. [R]

C. Understand individual counseling theories. [C]
   a) Integrated/Eclectic
   b) Rational-Emotive Behavior Therapy
   c) Reality Therapy
   d) Person-Centered
   e) Psychoanalytic
   f) Gestalt
   g) Trait-factor/Person Environment Fit
   h) Behavioral
   i) Cognitive/Behavioral
   j) Adlerian
   k) Solution-Focused
   l) Narrative
m) Feminist
n) Existential

D. Utilize individual counseling practices, interventions, and techniques. [C]
   a) Systematic Desensitization
   b) Behavior Analysis and Therapy
   c) Social Skills
   d) Time Management
   e) Stress Management
   f) Restructuring
   g) Anger Management NEW
   h) Problem Solving Therapy NEW
   i) Person-centered practices NEW
   j) Mindfulness-based practices NEW

E. Understand substance use and treatment. [C]

F. Establish and maintain effective working alliances with clients. [C]

G. Understand dual diagnosis and co-occurring disorders. [C] NEW

H. Understand counseling/training to help clients develop workplace socialization skills. [R]

I. Demonstrate motivational interviewing use and skills. [C]

J. Facilitate treatment planning for clinical conditions (e.g., depression, anxiety, PTSD). [C]

K. Understand human growth and development. [C]

L. Apply evidence-based psychosocial/psychiatric rehabilitation interventions in rehabilitation counseling practice. [R]

M. Apply evidence-based vocational interventions in rehabilitation counseling practice. [R]

N. Apply or facilitate evidence-based counseling/therapy for clients with clinical diagnoses (e.g., depression, anxiety, PTSD). [C]

O. Apply or facilitate evidence-based counseling/therapy for clients with substance use disorders. [C]

P. Understand theories and techniques of clinical supervision. [C]

Q. Recognize and utilize evidence and research-based practices. [C]
### 3. Group and Family Counseling 4.7%

- A. Understand family counseling theories. [C]
- B. Incorporate family counseling practices and interventions. [C]
- C. Understand group counseling theories. [C]
- D. Incorporate group counseling practices and interventions. [C]

### 4. Crisis and Trauma Counseling and Interventions 6.0%

- A. Conduct assessment of client risk and development of a safety plan. [C]
- B. Provide effective rehabilitation counseling services for individuals with polytrauma injuries. [C]
- C. Understand the impact of crises, disasters, and other trauma-causing events on people with disabilities. [C]
- D. Use principles of crisis intervention for people with disabilities during crises, disasters, and other trauma-causing events. [C]
- E. Understand the emergency management system within rehabilitation agencies and in the community. [C]

### 5. Medical and Psychosocial Aspects of Chronic Illness and Disability 9.3%

- A. Evaluate the psychosocial and cultural impact of disability. [R]
  - a) Individual adjustment to disability
  - b) Human sexuality and disability issues
  - c) Family or support system adjustment to disability
- B. Understand medical terminology. [R]
- C. Apply knowledge of the medical aspects and implications of various disabilities. [R]
  - a) Mental Functions
  - b) Sensory Functions and Pain
  - c) Voice and Speech Functions and Structures
  - d) Cardiovascular, Hematological, Immunological, and Respiratory Functions and Structures
  - e) Digestive, Metabolic, and Endocrine Systems and Structures
D. Review the implications of medications as they apply to individuals with disabilities. [R]

E. Address environmental and attitudinal barriers for individuals with disabilities. [R]

6. Assessment/Evaluation, Occupational Analysis, and Service Implementation 10.7%

A. Understand the vocational implications of functional limitations associated with disabilities. [R]
   a) Mental Functions
   b) Sensory Functions and Pain
   c) Voice and Speech Functions and Structures
   d) Cardiovascular, Hematological, Immunological, and Respiratory Functions and Structures
   e) Digestive, Metabolic, and Endocrine Systems and Structures
   f) Genitourinary and Reproductive Functions and Structures
   g) Neuromusculoskeletal and Movement Related Functions and Structures
   h) Skin and Related Functions and Structures
   i) Nervous System Structures
   j) Eye, Ear, and Related Structures
   k) Learning and Applying Knowledge
   l) Interpersonal Interactions and Relationships
   m) General Tasks and Demands NEW
   n) Communication NEW
   o) Mobility NEW
   p) Self-Care NEW
   q) Domestic-Life NEW
   r) Major Life Areas NEW
   s) Community, Social, and Civic Life NEW
s) Community, Social, and Civic Life NEW

B. Access and review resources for the assessment process. [C] NEW
   a) Review of case materials for pertinent information NEW
   b) Diagnostic and Statistical Manual of Mental Disorders (DSM)
   c) International Classification of Diseases (ICD) NEW

C. Refer or conduct informal assessments. [C] NEW
   a) Interviews and initial assessments NEW
   b) Situational assessment/job shadowing/community-based work assessment

D. Refer or conduct formal assessments. [C] NEW
   a) Achievement Tests
   b) Aptitude Tests
   c) Intelligence Tests
   d) Interest Inventories
   e) Career, Work Values, and Maturity Tests
   f) Personality Tests
   g) Psychological/Neuropsychological Tests
   h) Adaptive Behavior/Behavioral Observations
   i) Mental Health Screeners NEW
   j) Learning Styles Tests
   k) Ecological/Functional Capacity Evaluations
   l) Dexterity Tests
   m) Work Samples
   n) Non-Cognitive Tests NEW

E. Refer or perform Transferable Skills Analysis (e.g., VDARE). [C] NEW

F. Interpret assessment results for rehabilitation planning purposes. [C]

G. Perform job analysis. [R]

H. Assess ergonomic, job accommodation, and assistive technology needs. [R]

I. Advise on job modification and restructuring techniques. [R]

J. Perform labor market analysis. [R] NEW
   a) Occupational and labor market information (e.g., DOT, ORS, O*NET, OOH, other
tenational, regional, or local government labor market sources, private salary surveys)
   b) Methods and techniques used to conduct labor market surveys

K. Use computer-based job matching systems.[C]
7. Career Development and Job Placement 9.3%

A. Understand, identify, and apply career development and job placement strategies. [R]

B. Understand, identify, and apply job readiness, seeking, and retention skills. [C]

C. Understand the unique needs of specialized populations in relation to job development and placement. [R] NEW

D. Understand techniques to develop and retain relationships with employers to assist with job development and placement. [R]

E. Understand and identify evidence-based employment models and services tailored to individuals with significant disabilities and/or barriers to competitive employment. [R]
   a. Supported Employment (SE)
   b. Customized Employment (CE)
   c. Individual Placement and Support (IPS)
   d. Self-Employment

F. Understand the unique needs of individuals with a dual diagnosis in the workplace and apply appropriate strategies. [R]

G. Understand and apply theories of career development and work adjustment. [C]
   a. Trait-Factor/Person Environment Fit theories.
   b. Personality theories
   c. Developmental/Self-Concept theories
   d. Sociological/Self-Concept theories
   e. Behavioral theories

H. Understand, identify, and facilitate the appropriate use of work conditioning or work hardening resources and strategies. [R]

I. Understand the effective use of and risks of social media as a networking tool. [C]

8. Business Engagement 7.6%

A. Assist employers with job accommodations for their employees with disabilities (e.g., assistive technology, workspace modifications). [R]

B. Provide consultation services and training to employers / businesses concerning disability concepts, best practices, and applicable laws (e.g., hiring, return to work, reasonable accommodations, and retention). [R]
C. Partner with employers/businesses to address needs and concerns related to hiring and retaining individuals with disabilities. [R]

D. Understand, communicate, and apply business-focused strategies, techniques, and terminology to improve employment outcomes for individuals with disabilities. 
   a. [R]

E. Work with employers to develop pipelines for employing individuals with disabilities using work-based learning and training methods. [R] NEW
   a) Apprenticeships NEW
   b) Internships NEW
   c) On-the-job training (OJT) NEW

F. Understand the dual customer role (e.g., employer and person with a disability). [R] NEW

### 9. Community Resources and Partnerships 8.0%

A. Understand the programs and services available for specific and underserved populations. [R]

B. Understand Social Security programs, benefits, work incentives, and disincentives. [R]

C. Possess knowledge of funding sources and community resources for rehabilitation services. [R]

D. Provide or facilitate skills development and independent living services. [R]

E. Provide or facilitate financial literacy training. [R]

F. Understand and refer to services available through client advocacy programs (e.g., Client Assistance Program [CAP], legal aid). [R]

G. Refer to and partner with one-stop career centers and 
   a. other community stakeholders. [R]

H. Understand and facilitate life care planning and life care planning services. [R]

I. Advocate with community partners for full community inclusion for people with disabilities. [R] NEW

J. Provide or facilitate counseling on the impact of employment on community services and benefits. [R] NEW
10. Case Management 10.0%

A. Understand and apply the case management process. [C]
   a) Case finding
   b) Planning
   c) Service coordination
   d) Referral to and utilization of other disciplines
   e) Advocacy

B. Complete case recording and documentation. [C]

C. Understand and apply negotiation, mediation, and conflict resolution strategies. [C]

D. Understand and apply the principles of caseload management. [C]

E. Understand and address institutional and social barriers that impede access, equity, and success for clients. [C]

F. Apply techniques for working with individuals with limited English proficiency or varied communication methods. [C]

G. Understand and apply principles, models, and documentation formats for biopsychosocial case conceptualization and treatment planning. [C]

11. Health Care and Disability Management 7.3%

A. Understand and provide appropriate medical intervention resources. [R]

B. Understand the diversity of healthcare benefits, delivery systems, and the impact of services on individuals with disabilities. [R]

C. Understand and collaborate with health promotion and
   a. wellness providers regarding strategies for people with chronic illness and disability. [R]

D. Understand different insurance programs (e.g., Medicare, Medicaid, group and individual, short-and
   a. long-term disability, personal injury no-fault liability). [R]

E. Understand and apply disability prevention and management strategies. [R]

F. Understand the variability of workers' compensation laws and practices. [R] NEW
A. Understand statistics and psychometric concepts related to measurement. [C]
   a. Validity
   b. Reliability/Standard Error of Measurement
   c. Norms
   d. Scaled and Standard Scores
   e. Percentiles
   f. Distributions/Bell Curve
   g. Norm- and Criterion-Referenced Measurement NEW

B. Understand research methods (e.g., surveys, case studies) and data analysis. [C]

C. Assess research literature related to evidence-based practice. [C]
   a. Research databases (e.g., EBSCO, PsycINFO, MEDLINE)
   b. Ability to select between various levels of evidence-based research (e.g., subject matter experts to the systematic reviews and meta-analyses gold standard) NEW

D. Comprehend concepts and principles of organizational development and stakeholder management. [C]
   a) Effective management of services and programs, including areas such as administration, finance, benefit systems, and
   b) accountability
   c) Strategic planning techniques and budget planning

E. Understand program evaluation procedures for assessing the effectiveness of rehabilitation services and outcomes. [R]