

Vocational Rehabilitation Association Standards Extract

3.1 Educational Requirements

3.1.1. Standard:

Vocational Rehabilitation professionals require a University degree.

Guidance:

Post secondary education provides the individual with technical skills, transferable skills and personal characteristics to professionally and ethically provide service. Degrees in Vocational Rehabilitation, Counselling, Disability Management or Case Management are acknowledged. Other acceptable fields of study include Occupational Health, Rehabilitation Nursing, Occupational Therapy, Physical Therapy, Psychology, Psychiatry, Social Work, Cognitive Behaviour Therapy, and Education. These and other programmes that directly relate to the Vocational Rehabilitation Scope of Practice will be considered by the Vocational Rehabilitation Association based on specific curriculum.

3.1.2. Standard:

Individuals are given chartership status if they can demonstrate equivalency through other education, training or experience.

Guidance:

Where an individual lacks the educational requirements, the Vocational Rehabilitation Association will review other education, training and experience to determine and rule on equivalency.

The other means of satisfactorily developing educational requirements is through direct work related experience and supervision. Please refer to 3.2 Experiential Requirements.

3.1.3. Standard:

Vocational Rehabilitation professionals are required to:

- Demonstrate educational levels by providing certificates / documents / transcripts of courses, as required.
- Pursue specific educational levels if they are a requirement of the assigned position.

Guidance:

Vocational Rehabilitation professionals may be called upon at any time to demonstrate their right to practice in the field. Documentation should be maintained and available.

Should professional requirements change the individual will be required to engage in educational processes in order to comply with new requirements and to continue to practise in the field.

3.2 Experiential Requirements

Standard:

In the absence of a recognized and related diploma or degree in the field, Vocational Rehabilitation professionals require 4 years of directly related and supervised work experience.

Guidance:

The applicant must demonstrate an in-depth knowledge of Vocational Rehabilitation through a positive report on the breadth and quality of activities performed on the job. This report is generated by a direct supervisor who is a recognised Vocational Rehabilitation professional.

The report can also come from an external audit.

This requirement recognises that some practitioners have acquired their Vocational Rehabilitation skills on the job. Experiential learning is acknowledged as a suitable substitute for academic training. This offers an inclusive process for professionals who cannot afford the time nor costs required of post secondary education but who demonstrate the interest, motivation, aptitudes and abilities to function in Vocational Rehabilitation.

Vocational Rehabilitation professionals are required to demonstrate their experience through documents provided by current and / or previous Vocational Rehabilitation supervisors as indicated above.

3.3 Competencies

Standard:

Vocational Rehabilitation professionals must demonstrate the competencies required to complete their assigned tasks.

Guidance:

Vocational Rehabilitation professionals and services are required to:

- Consider appropriate selection criteria when recruiting and matching Vocational Rehabilitation professionals to work.
- Be professionally competent in completing their tasks.
- Identify their own limitations and ensure work is performed only within the parameters of those limits.
- Seek out supervision for areas in which they are not fully trained or experienced.
- Consult or refer to supplement their abilities.
- Continue to build competencies based on education, training and experience.

3.4 Credentials

Standard:

Vocational Rehabilitation professionals should pursue and maintain professional credentials specific to their area of expertise where credentials exist.

Guidance:

Vocational Rehabilitation professionals are required to:

- Work toward achieving relevant credentials specific to their assigned tasks where such credentials exist in order to meet minimum requirements.
- Maintain that credential once achieved by meeting standards, adhering to ethical and legal practice, and completing the number of certified educational units required for that specific certification process.
- Renew their credential as required.
- Honour the integrity and respect the limitations placed upon the credential's use.
- Provide information about their credentials, if requested.
- Promote the credential on behalf of the profession.
- Cease using the credential for self promotion should the professional lose the right to access.