

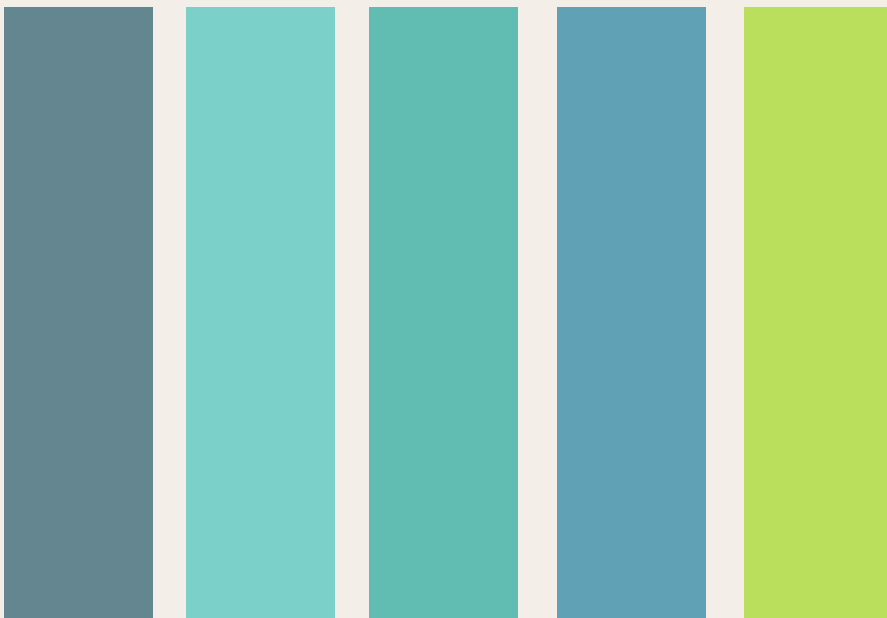


COMMISSION ON REHABILITATION
COUNSELOR CERTIFICATION

2021

Salary Report

Occupations and Wages for Certified Rehabilitation Counselors



Certified Rehabilitation Counselors are Experts in Disability

This occupation and wage report provides an update on the 2008 Salary Survey. This report includes an overview of the certification process, roles of Certified Rehabilitation Counselors (CRCs), educational background, and job responsibilities. The occupation and wage data analyzed in this report represents employment opportunities and salary information based on more than twenty-five practice settings.

A Unique Profession Serving Unique Clients

Rehabilitation counseling is unique among the counseling disciplines because it was legislated into existence more than one hundred years ago. The passage of the Smith-Fess Act in 1920 established the federal-state vocational rehabilitation program and helped elevate rehabilitation counseling to a profession.

All people with disabilities have the right to full lives in communities of their choosing where they can live, learn, work, and enjoy life.

Rehabilitation counselors are the only professional counselors educated and trained at the graduate-level who possess the specialized knowledge, skills, and attitudes to work collaboratively with individuals with disabilities. Those who voluntarily pursue and maintain the Certified Rehabilitation Counselor (CRC) credential join a select group. The Certified Rehabilitation Counselor credentialing process was the first counseling certification process in the U.S. and established a professional standard of excellence. Certified rehabilitation counselors earn the nationally recognized, accredited credential after successfully passing the CRC

Examination. The examination is based on regularly conducted evidence-based research focusing on roles, knowledge, competencies, and job tasks, known as the Job Task Analysis (JTA).

CRCs are the bridge between the individual and self-sufficiency, helping their clients live fully integrated lives.

Role of Certified Rehabilitation Counselors

Rehabilitation counseling is a systematic process that assists persons with physical, mental, developmental, cognitive, and emotional disabilities to achieve their personal, career, and independent living goals in the most integrated setting possible. CRCs are required to have exceptional breadth of knowledge of disabilities, which no other counseling profession requires. No other counseling profession is dedicated to working with individuals with disabilities. Further, CRCs are unique in their holistic and comprehensive approach to treating the whole person.

The CRC works to determine the service delivery process for each client/consumer. This delivery process is based on each individual's plan for services: CRCs provide continuity for the implementation of that plan. The outcome of the plan is the successful integration of the person into school, an employment setting, and/or the community. The rehabilitation counseling process is based on identifying and implementing ways to meet the individual's goals for employment and/or independent living by overcoming or managing the personal, social, and/or psychosocial effects of disabilities.



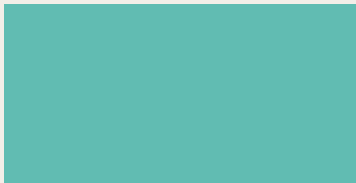


Educational Background of Certified Rehabilitation Counselors

A master's degree in rehabilitation counseling is the minimal educational background for an applicant to sit for the CRC Examination. The focus of graduate-level rehabilitation counseling education is on the functional capabilities and prognosis of individuals with disabilities. This foundation in the medical and psychosocial aspects of chronic illness and disability is further enhanced by the knowledge domains of counseling theories, techniques, and evidence-based practices; assessment/evaluation, occupational analysis, and service implementation; case management; career development and job placement; professional orientation and ethical practice; community resources and partnerships; business engagement; crisis and trauma counseling and interventions; research, methodology, and performance management; health care and disability management; and group and family counseling. Graduate-level programs include formal training in the principles of service delivery for individuals with physical, mental, developmental, cognitive, and emotional disabilities. The graduate-level education must also include an internship under the supervision of a CRC; a minimum of 240 hours of the 600-hour internship must be spent providing direct rehabilitation counseling services to individuals with disabilities.

Responsibilities

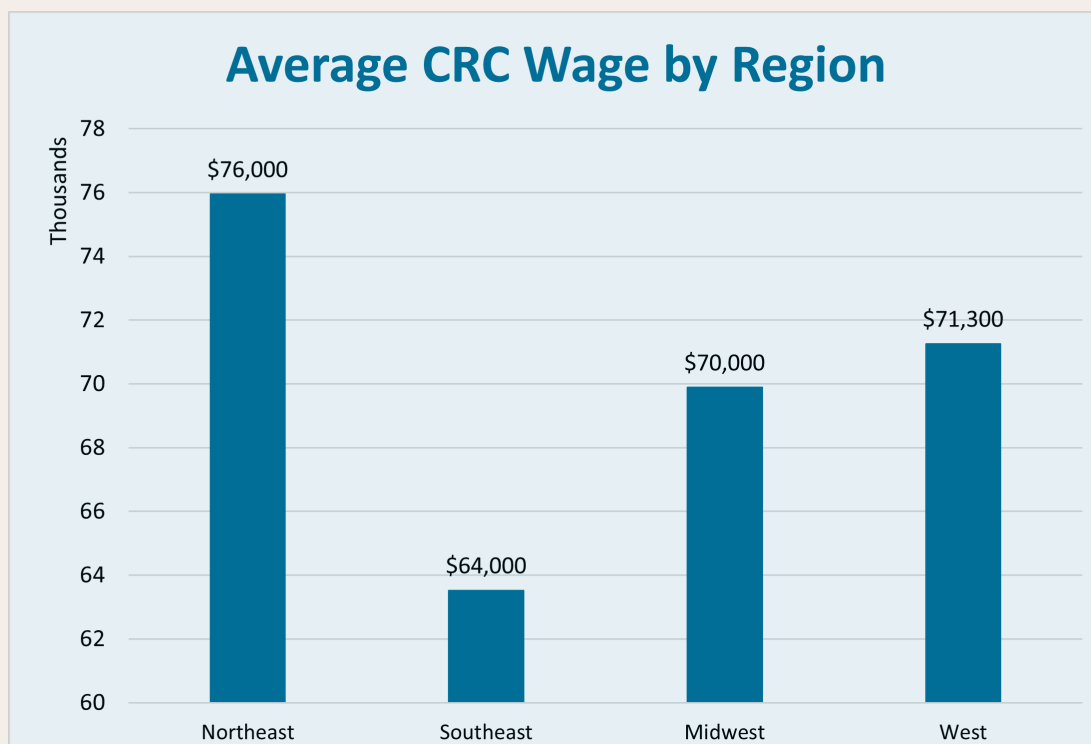
The rehabilitation counseling process involves communication, goal setting, beneficial growth or change through self-advocacy, and psychological, vocational, social, and behavioral interventions. The specific techniques and modalities utilized within this rehabilitation counseling process may include, but are not limited to the following:

- Assessment and appraisal
 - Diagnosis and treatment planning
 - Career (vocational) counseling
 - Individual and group counseling treatment interventions focused on facilitating adjustments to the medical and psychosocial impact of disability using a strength-based approach
 - Case management, referral, and service coordination
 - Adjusting the rehabilitation or treatment plan as necessary based on the maintenance of client records and monitoring of clients' progress
 - Program evaluation and research
 - Interventions to remove environmental, employment, and attitudinal barriers
 - Consultation services among multiple parties and regulatory systems
 - Job analysis, job development, and placement services, including assistance with employment and job accommodations
 - Providing consultation about and access to rehabilitation technology
 - Employing multicultural competencies when working with clients and consider a client's intersectionality across each stage of the rehabilitation counseling process
 - Promoting diversity, equity, and belonging within coworker relationships and professional settings
 - Helping employers understand the needs and abilities of people with disabilities, as well as laws and resources that affect people with disabilities
 - Advocating for the rights of people with disabilities to live in a community and work in the job of their choice
 - Promoting empowerment through self-advocacy and self-determination
 - Respecting and promoting the diversity of human experience and appreciating culture
 - Emphasizing client strengths versus deficits
 - Serving individuals holistically
 - Advocating for the fair and adequate provision of services
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The Research: Wages for Certified Rehabilitation Counselors Working Full Time

The Commission on Rehabilitation Counselor Certification (CRCC) conducted research on active CRCs in the fall of 2021. The purpose and important component of this research was to collect accurate occupational employment and wages for certified rehabilitation counselors. CRCC hired Campbell Rinker, who specializes in marketing research for nonprofit organizations, to conduct the salary survey of CRC certificants. Fielding occurred online in December 2021, with invitations and reminders sent via email to 13,698 active CRC credential holders. A total of 4,550 certificants responded, a 33.2% response rate. This level of response provided a margin of error of $\pm 1.6\%$ at the 95% confidence level. Based on the results of the salary survey,

CRCC reports estimates for a mean wage of \$73,851 for certified rehabilitation counselors working full time (32 or more hours per week). Annual wage data are based on 2019 wages; 2019 represents a full year of wages for CRCs pre-pandemic. The research was conducted in the fall of 2021. Three in four respondents saw their income change from 2019 to 2021. 62% reported an overall increase in their salary. Salaries for CRCs increase with age and experience. This correlation is consistent with other fields of employment. Employers in the Northeast provide higher wages to CRCs. For 2019 to 2021, CRCs living in the Northeast reported wages that were significantly higher than CRCs living in other regions.



Employment Opportunities

The CRC credential opens a world of professional opportunities for a certificant. CRCs report working in over 25 different practice settings. The majority typically

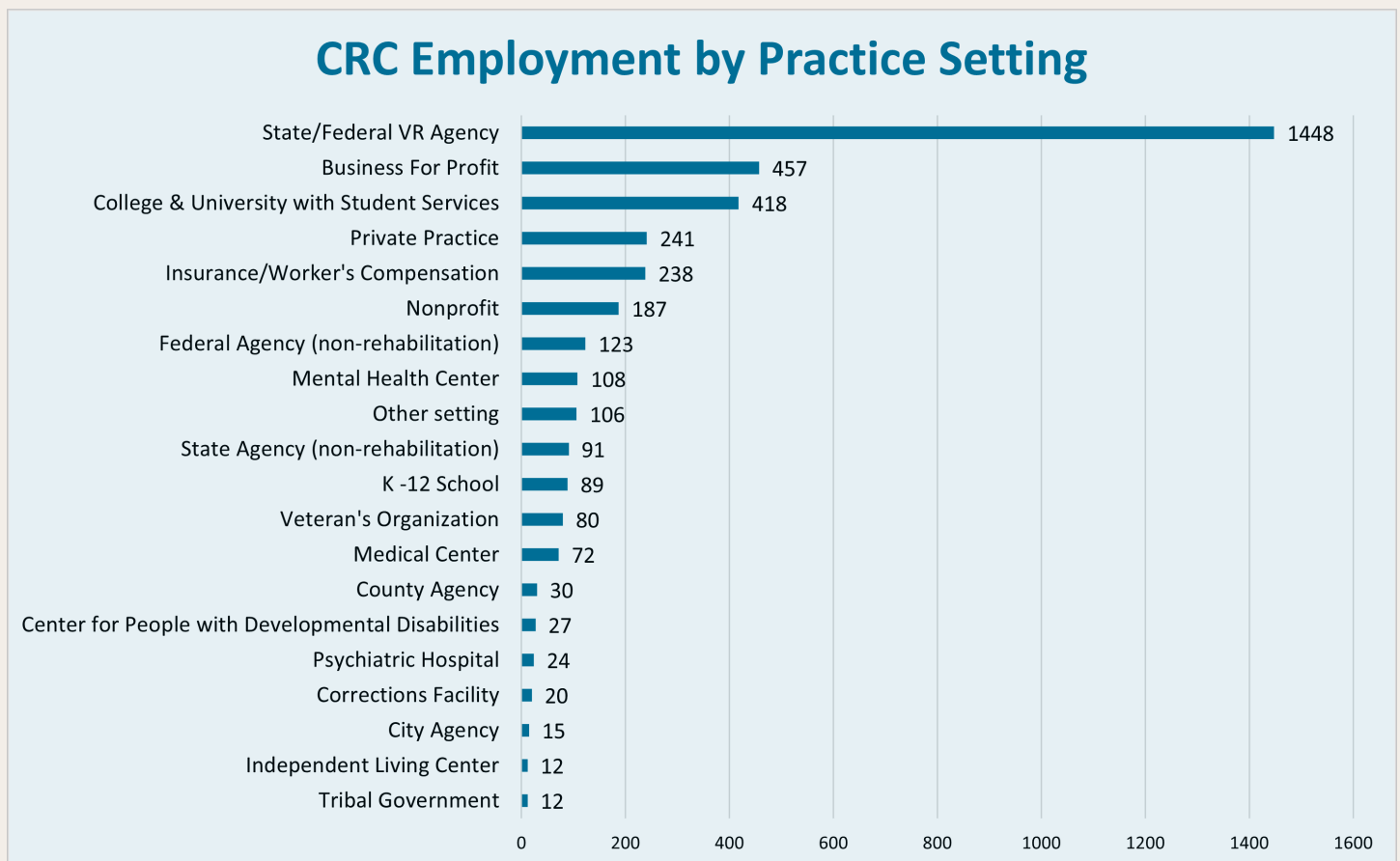
provide direct services in state/federal agency, college or university, private practice, or for/non-profit rehabilitation center settings. The CRCs' graduate-level, specialized preparation

creates opportunities to work in these settings as well as to pursue self-employment and consulting work.

Employment by Primary Practice Setting

Results from the CRCC Salary Survey indicate the highest number of Certified Rehabilitation Counselors are employed by state/federal vocational rehabilitation agencies. Within each of the practice settings listed, entry-

level through upper-management positions are included. The most common job title is Rehabilitation Counselor. This is followed by administrator, manager, and supervisor. Businesses focusing more exclusively service provision for people with disabilities and, therefore, require the specialized knowledge and skills of CRCs, employ the greatest number. Employment by practice setting numbers are as follows:

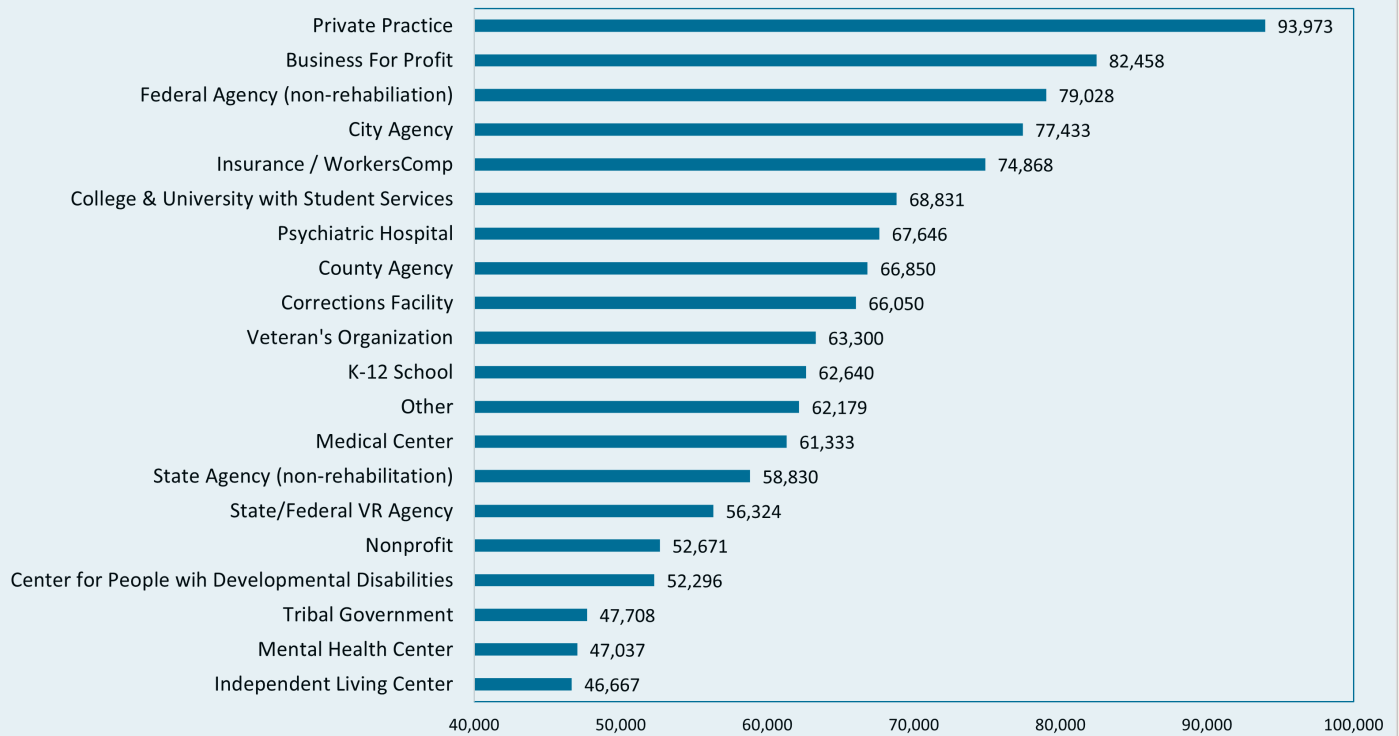


Wages by Primary Practice Setting

Results from the CRCC Salary Survey indicate the highest wages for Certified Rehabilitation Counselors are associated with private practice and business (for-profit) settings. Each practice setting listed represents a range job titles. Wages are determined by a combination of skill and knowledge required, practice setting, and responsibilities associated with each job title. About 25% of the respondents have been in their present

position for less than five years. Another 23% have been in their job for five to nine years. Twenty-five percent have been in their job for ten to nineteen years. Business size and location also influence the minimum and maximum wages for employees. Finally, the business sector also influences wages; CRCs working in nonprofit settings receive lower wages than those working in the private sector. Wages by primary practice settings are as follows:

Average CRC Wage by Practice Setting



Conclusion

CRCC commissioned the 2021 occupation and wage research of active CRCs. Data on both occupation and wages were collected. The survey results provide a more accurate description of the employment settings where CRCs work and the representative annual wage for this select group of counseling professionals. The results were consistent with past salary surveys conducted with CRCs. The CRCs who participated in this survey provided information about both their occupational setting and annual wages; this information stands in contrast to commonly cited government data.

98% of the respondents plan to keep their CRC active throughout their career.

Students and Educators

This occupation and wage study is essential for educators to share with students preparing to enter the field of rehabilitation counseling. The report highlights more than 25 practice settings

reported by CRCs. This emphasizes the range of the career pathways open to those in the field. The average wages associated with different occupational settings are as follows:

- Government Agencies - \$67,500
- Community Rehabilitation Programs - \$62,500
- Health Sector - \$67,500
- Private Sector - \$87,500
- Education - \$72,00

Employers

For employers, employees are the organization's greatest asset. How organizations compensate employees has a significant impact on overall company performance. The CRCC's high-quality, independent salary survey can be used as a key component in an organization's compensation strategy. Using this survey data enables employers to attract and retain the best CRCs.

Consultants and Self-Employed

CRCs who are self-employed and/or consulting can also use this information when considering the how their training and specialized experience should be factored in to their business plans.

The Public

All people with disabilities have the right to full lives in communities of their choosing where they can live, learn, work, and enjoy life. Certified Rehabilitation Counselors are the only professionals using a multifaceted approach designed to help individuals with disabilities fit into their community and their workplace and to achieve their personal, social, psychological, and career goals.

CRCC Thank You

The Commission on Rehabilitation Counselor Certification thanks the 4,550 CRCs who took the time and effort to respond to the CRCC 2021 Salary Survey. Your input helps us better understand the dynamics of our profession as we strive to:

- Advance quality services through certification
- Advocate on behalf of our profession
- Lead the effort for continued growth in the field of rehabilitation counseling

References

CRCC. (2008). 2008 Salary Report: An Update on Salaries in the Rehabilitation Counseling Profession. [Industry profile]. Company information.

CRCC. (2021). 2021 Salary Survey. [Industry profile]. Company information.



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OPENING PATHWAYS—CHANGING LIVES