

Post-Graduate Certificate in Rehabilitation Counseling

Introduction

The College of Education proposes a graduate certificate in rehabilitation counseling. The certificate will be housed in the Department of Special Education and Rehabilitation Counseling but it is intended to be multidisciplinary and open to students with a graduate degree in any of the following majors: behavioral health, behavioral science, disability studies, human relations, human services, marriage and family therapy, occupational therapy, psychology, psychometrics, rehabilitation, social work, special education, or vocational assessment/evaluation. It will be open to post-graduate students who are interested in obtaining this additional training. The certificate will include an integrated program of study which includes six required core courses (18 semester hours).

Need

Rehabilitation counselors counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life; coordinate activities for residents of care and treatment facilities; assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement (ONET, 2010). The provision of rehabilitation services originates in the 19th century with the return of World War I soldiers with disabilities, but it was not until the Rehabilitation Act of 1992 and later reinforced by the Amendments of 1998 that the importance of service delivery by “qualified vocational rehabilitation counselors’ was stressed. The federal regulations mandated that state agencies providing rehabilitation services have personnel standards that are consistent with national or state approved certification of licensing requirements. Criteria for designation as a qualified vocational rehabilitation counselor includes the capacity to demonstrate knowledge and skills in rehabilitation as demonstrated by possessing a masters degree and passing a professional certification examination such as the Certified Rehabilitation Counselor (CRC) national exam administered by the Commission on Rehabilitation Counselor Certification (CRCC).

Rehabilitation counselors employed in most state and federal agencies did not possess the educational background to meet the national or state approved certification guidelines. Agencies also found that a large number of the rehabilitation counselors employed in the field were planning to retire in the near future, thus increasing the shortages of qualified counselors. In addition, the increasing number of veterans injured in active duty, who require rehabilitation counseling services has increased the need for qualified rehabilitation counselors. In 2009, the U. S. Government Accounting Office found that 54% of the federal vocational rehabilitation offices within the Veterans Administration did not have enough counselors to meet the demand (Rosenberg, 2009). The federal Rehabilitation Services Administration has awarded grants to provide scholarships for individuals seeking a master’s degree in rehabilitation counseling. However, this training

has not produced enough qualified counselors to meet the hiring needs of state and federal rehabilitation agencies. Recruiting new students and personnel is imperative to meet the critical shortages.

Recognizing this critical need for trained personnel, the CRCC in July 2010 added a new category (Category R) to their list of applicants who are eligible to sit for the CRC exam. Individuals who have a graduate degree in specific majors (which are related to rehabilitation counseling), who have completed a Post-Graduate Certificate in specific rehabilitation counseling courses, and who have appropriate work experience under the supervision of a CRC, may sit for the exam. The need for the certificate is further supported by the fact that state vocational rehabilitation agencies, including the Kentucky Office of Vocational Rehabilitation and the Florida Division of Vocational Rehabilitation, have contacted the University of Kentucky Graduate Program in Rehabilitation Counseling inquiring about the availability of the Post-Graduate Certificate training.

Content

The content of the Post-Graduate Certificate in Rehabilitation Counseling is designed to meet the educational requirements set forth in Category R of the national certification exam (Appendix A). This content includes an integrated program of studies of six core courses (18 credit hours) which will provide the student with a solid foundation in rehabilitation counseling. Competency areas covered will include theories and techniques of counseling, the foundation of rehabilitation counseling, assessment, occupational information and job placement, medical and psychosocial and cultural aspects of disabilities, and community resources including the delivery of rehabilitation services.

Completion of Certificate coursework will include assessment of the competencies needed to effectively participate in clinical fieldwork as a rehabilitation counselor. Students must obtain a 3.0 overall Grade Point Average to successfully complete the Certificate.

Admission Requirements

A pre-requisite for admission to the Post-Graduate Certificate participation includes admission to the University of Kentucky Graduate School. Individuals will also submit an Application for Admission to the Rehabilitation Counseling Post-Graduate Certificate Program through the Department of Special Education and Rehabilitation Counseling. Applicants must possess a Master's, Specialist, or Doctoral Degree in one of the following majors with a minimum overall graduate GPA of 3.0:

Behavioral Health
Behavioral Science

Disability Studies
Human Relations
Human Services
Marriage and Family Therapy
Occupational Therapy
Psychology
Psychometrics
Rehabilitation
Social Work
Special Education
Vocational Assessment/Evaluation

Faculty

The six core courses will be taught in the Department of Special Education and Rehabilitation Counseling through distance learning. They will be coordinated by Dr. Jackie Rogers, the Coordinator of the Rehabilitation Counseling Distance Learning Graduate Program. Dr. Rogers will also serve as the primary instructor for the Job Placement (RC630), Medical and Psychological Aspects (RC515 and RC516), Principles of Rehabilitation (RC520), Theories and Techniques courses (RC650 and RC660) and Case Management (RC610) course. Dr. David Beach, Adjunct Assistant Professor, will serve as the primary instructor for the Vocational Evaluation (RC620) and Business and Industry (RC640) courses. Other courses (RC670 and RC530) will be taught by Dr. Kathy Sheppard-Jones, Adjunct Assistant Professor. Part-time instructors will also be used for courses, with the primary instructor responsible for course material.

Graduate Certificate Director

The certificate will be administered by the Department of Special Education and Rehabilitation Counseling. Dr. Jackie Rogers, the Coordinator of the Rehabilitation Counseling Distance Learning Graduate Program, will serve as Director of the Graduate Certificate, act as an advisor to the enrolled students to ensure student success and address student questions, and certify completion of certificate requirements.

Division of Labor

Courses will be taught by adjunct faculty and part-time instructors.

Resources

All courses have currently been developed and are being offered through the Rehabilitation Counseling Distance Learning Masters program. The revenue generated by the certificate in tuition will more than offset the cost of administering the academic

certificate. Specific funding for the certificate program has been requested through the Teaching Innovation Incentive Funding Program (TIIF).

Certificate Design

The students will be required to take 18 credit hours [twelve (12) credit hours in one semester and six (6) credit hours in the second semester] in the competency domains outlined below. The competency domains and the core courses that will fulfill the domains are as follows:

<u>Required Courses</u>	<u>Competency Domain</u>
RC650 Rehabilitation Counseling Theories and Techniques I or RC660 Rehabilitation Counseling Theories and Techniques II	Theories and Techniques of Counseling
RC520 Principles of Rehabilitation Counseling	Foundations of Rehabilitation Counseling
RC620 Vocational Evaluation	Assessment
RC630 Placement Services and Techniques	Occupational Information or Job Placement
RC515 Medical and Psychological Aspects of Disability I or RC516 Medical and Psychological Aspects of Disability II	Medical or Psychosocial and Cultural Aspects of Disability
RC610 Case Management in Rehabilitation Counseling	Community Resources or Delivery of Rehabilitation Services

If any of the six required courses were taken as part of a previous graduate degree, the following substitute course work will be used to fulfill the remainder of the 18 semester hours. Each course is three credit hours.

RC558/670 Group and Family Counseling*
RC530 Cultural Diversity in Rehabilitation Counseling
RC640 Rehabilitation in Business and Industry

Other suitable substitutions will be considered. All course substitutions must be approved by the Certificate Director.

All courses are currently being offered. The certificate will not require the approval of additional new courses. An overview of the certificate curriculum is below.

Certificate Curriculum

1. Select one:
 - a. **RC650 Rehabilitation Counseling Theories and Techniques I** -- This is a two semester sequence course. This sequence is designed to provide an overview of theories of counseling and how they can be applied in a rehabilitation counseling context with regard to persons with disabilities. A goal of this course is to acquire knowledge about theoretical orientations and to integrate theory with practice. Emphasis will be on helping students clarify beliefs, values, and personal style, and connecting those to the beliefs and values of the various theories. Emphasis will be on helping to recognize culture, class, and gender components, as well as identifying commonalities across theories as these relate to rehabilitation counseling. A goal is to develop rehabilitation counselors who function as reflective decision makers.
 - b. **RC660 Rehabilitation Counseling Theories and Techniques II**-- This is a two semester sequence course. This sequence is designed to provide an integration of techniques of counseling which are derived from theories of counseling and how they can be applied in a rehabilitation counseling context with regard to persons with disabilities. A goal of this course is to integrate theory with practice. The emphasis in this second course will be on the application of counseling theory to rehabilitation counseling practice with persons who have disabilities. Counseling techniques will be taught in the context of rehabilitation settings. A primary objective is to develop rehabilitation counselors who function as reflective decision makers.
2. **RC 520 Principles of Rehabilitation Counseling** --A comprehensive introduction to rehabilitation as a human service system in modern America. Philosophical, historical, legislative, and organizational structures; rehabilitation programs and related specialties; referral and delivery systems; the rehabilitation process; and professional issues and ethics.
3. **RC620 Vocational Evaluation and Work Adjustment** -- Methods and techniques used in determining and enhancing the vocational potential of persons with disabilities. Commercial evaluation systems, work adjustment techniques, personal adjustment training, the role of evaluation in rehabilitation. Laboratory experience will include administration and interpretation of vocational tests.
4. **RC630 Placement Services and Techniques** -- Development of skills for placement of persons with disabilities into a variety of settings-competitive employment, supported employment, independent living, philosophy of placement, pre-placement analysis, client readiness techniques, job development, job engineering, employer attitudes, business rehabilitation, and social security disability. Occupation information and its use in the placement process. Labor

market analysis and procedures for analyzing client residual and transferable work skills. Procedures for employability skills development.

5. Select one:

- a. **RC515 Medical and Psychosocial Aspects of Disabilities I.** --This is a two semester sequence course that is designed to prepare rehabilitation counselors and social workers to become interpreters of medical information concerning major disabilities and to provide an understanding of the psychosocial factors encountered by the disabled. Focus will be on how these factors affect adjustment to a disability, and on professional practice with the disabled. Topics include concepts of medical and psychosocial aspects of disability which relate to conditions that impair bodily systems and/or structures due to illness or accident that result in permanent and/or chronic functional limitations.
- b. **RC516 Medical and Psychosocial Aspects of Disabilities II.**-- This is a two semester sequence course that is designed to prepare rehabilitation counselors and social workers to become interpreters of medical information concerning major disabilities and to provide an understanding of the psychosocial factors encountered by the disabled. Focus will be on how these factors affect adjustment to a disability, and on professional practice with the disabled. Topics include concepts of medical and psychosocial aspects of disability which relate to conditions that impair bodily systems and/or structures due to illness or accident that result in permanent and/or chronic functional limitations.

6. **RC610 Case Management in Rehabilitation Counseling** -- Development of rehabilitation counseling skills and techniques. Understanding of behavior, and implementation of appropriate intervention strategies for facilitating persons with disabilities through the rehabilitation process. Case management techniques, ethics, consultation strategies, and specialized counseling skills development.

Substitute Courses:

If any of the required courses were taken as part of a previous graduate degree, the following substitute course work will be used to fulfill the remainder of the 18 credit hours. Each course is 3 credit hours.

RC 530 Cultural Diversity in Rehabilitation Counseling.--This course is designed to assist students to develop an understanding of factors which relate to race/ethnicity, gender, disability, age, and sexual orientation as these concern participation and successful completion of rehabilitation programs. Emphasis is placed on addressing cultural myths and stereotypes. Case studies and illustrations for counseling persons from culturally diverse backgrounds will be presented.

RC 640 Rehabilitation in Business and Industry. --This course is designed to provide students with a comprehensive knowledge of rehabilitation in business environments. Skills to develop a professional working relationship between the rehabilitation professional, employers, the insurance industry, and other professionals will be taught. A thorough overview of worker compensation, related legislation, and other insurance will be presented. The roles and functions of the rehabilitation professional in business rehabilitation counseling will be discussed.

***RC558/670 Group and Family Counseling.** --This course is designed to prepare counselors, educators, and other human service providers to become knowledgeable and skillful in using counseling theories with individuals with disabilities, those with functional limitations and dysfunctional characteristics, and their families in group and family counseling. Multiple aspects of counseling and interrelated dynamics for application to rehabilitation counseling, education, and family systems will be used. Attention is given to theories of counseling, elements of leadership in group counseling, healthy and dysfunctional characteristics of families, culturally diverse perspectives of counseling, and ethical, legal, and professional issues in working with groups and families. [Note: The course number on this course will be changing from RC558 to RC670]

Other suitable substitutions will be considered. All course substitutions must be approved by the Certificate Director.

SIGNATURE ROUTING LOG

General Information:

Proposal Type: Course Program Other

Proposal Name¹ (course prefix & number, pgm major & degree, etc.): Graduate Certificate in Rehabilitation Counseling

Proposal Contact Person Name: Jackie B. Rogers Phone: 257-5284 Email: Jackie.Rogers@uky.edu

INSTRUCTIONS:

Identify the groups or individuals reviewing the proposal; note the date of approval; offer a contact person for each entry; and obtain signature of person authorized to report approval.

Internal College Approvals and Course Cross-listing Approvals:

Reviewing Group	Date Approved	Contact Person (name/phone/email)	Signature
EDSRC	12/7/10	Debra Harley / 7-7199 / dharl00@email.uky.edu	<i>Debra A. Harley</i>
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External-to-College Approvals:

Council	Date Approved	Signature	Approval of Revision ²
Undergraduate Council			
Graduate Council			
Health Care Colleges Council			
Senate Council Approval		University Senate Approval	

Comments:

¹ Proposal name used here must match name entered on corresponding course or program form.

² Councils use this space to indicate approval of revisions made subsequent to that council's approval, if deemed necessary by the revising council.