

### **North Dakota Vocational Rehabilitation Counselor Positions**

The purpose of Vocational Rehabilitation (VR) is to assist individuals with disabilities to achieve agreed upon vocational goals and assist employers with their workforce needs.

VR Counselors make decisions related to the rehabilitation process, manage a caseload and provide vocational rehabilitation counseling to individuals with physical, mental health, substance use disorders, learning or cognitive disabilities. Through an in-depth assessment process, counselors assist individuals identify a vocational goal and the services needed to obtain, maintain, or advance in employment. The Workforce Innovation and Opportunity Act incorporates a dual client approach for VR. Therefore, counselors also work with employers and businesses to meet their workforce needs.

To meet this need, VR has two levels of counselors:

- **Qualified Rehabilitation Professional (QRP)** - A counselor who has, at a minimum, a bachelor's degree in a field of study reasonably related to VR; at least one year of related work experience working with individuals with disabilities, skills and knowledge demonstrating an understanding of the evolving labor force. Utilizes a dual approach to support individuals with disabilities and assist employers with creating inclusive workplace environments that fit their needs. This individual has met the QRP requirements established by North Dakota VR.
- **Certified Rehabilitation Counselor (CRC)** – A counselor who has, at a minimum, a master's degree, demonstrated advanced knowledge and skills necessary to effectively serve individuals with disabilities across a wide range of disabilities, an understanding of the evolving labor force. Utilizes a dual approach to support both individuals and assist employers with creating inclusive workplace environments that fit their needs. This individual has obtained their CRC certification from the Commission on Rehabilitation Counseling Certification (CRCC).