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Section 1: Introduction

Registered Rehabilitation Professional (RRP), Registered Vocational Professional (RVP) and Registered Community Support Specialist (RCSS) Designation

VRA Canada, in furthering its objectives of ensuring professional standards for its members and ensuring high level quality services for its clients and customers, administers a registration process with a mandatory continuing education requirement. The Association grants three possible designations following a review and evaluation of the applicant's education, employment experience directly related to the field of rehabilitation and references.

The registration process is an effective means of communicating to clients and industry that members have achieved and demonstrated a recognized level of professional competence in the field of rehabilitation. Continuing education supports members' commitment to provide ongoing quality services by keeping abreast of ongoing research and technological, social, and professional developments in a rapidly changing field.

Registered members must renew their registration at five-year intervals by providing evidence of accumulating a required number of clock hours of approved continuing education. The dates of completion of the continuing education hours submitted for the renewal cycle must fall within the current five-year period.

Processing requests for continuing education is a membership benefit and is available to members at no cost. External organizations are charged fifty dollars (\$50 + \$2.50 GST) for the review of an educational session plus \$5.25 for each additional session.

The VRA Canada National Board of Directors is responsible for approving policies and procedures for the continuing education process and is ultimately responsible for its integrity. The National Board grants authority for the process to the Continuing Education Committee, a sub-committee of the VRA Canada National Standards and Credentials Committee.

Section 2: Authorized Representatives

VRA Canada is dedicated to training volunteers to review and evaluate submissions for continuing education. The association's goal is to have one authorized representative in each province or region who will serve on the National Continuing Education Committee, a sub-committee of the National Standards and Credentials Committee. These volunteers are responsible for working with VRA Canada National staff to review applications. Volunteers may be required to attend one training session annually and are responsible for ongoing recruiting and training of additional volunteers.

Section 3: Objectives of the Continuing Education Process

The continuing education process is in place to enhance the skills of rehabilitation professionals and the quality of services provided to persons with disabilities or disadvantages. The objectives of the process are to:

- Ensure professional development directly related to the rehabilitation process;
- Develop and expand knowledge and skill to guide professional practice;
- Ensure members keep abreast of current and evolving trends and technologies in rehabilitation and related disciplines;
- Provide integrity for the rehabilitation process; and
- Develop and maintain high standards in Canada.

The educational outcome from each continuing education session must enhance existing skills or increase knowledge in the field of rehabilitation and related professions or disciplines.

Ongoing discussions with the Canadian Educators Network on Disability Studies, Community Support and Rehabilitation Services (CENDSCSRS) as well as with rehabilitation professionals who have practiced in the field for a number of years lead to the development of the RCSS, RVP and RRP[®] Approved Focus/Content Areas as identified in this booklet. The Continuing Education and Registration Review Sub-Committees are committed to reviewing these defined knowledge areas regularly to ensure skills or tasks that require increasing knowledge in the workplace are reflected in the CE requirements.

1. **Assessment Approaches/Vocational Evaluation/Career Counselling**

- 1A: theory, practice and terminology of the assessment/evaluation process including vocational evaluation, functional assessments
- 1B: situational and community-based assessments including job analysis, work site/ergonomic assessment, standardized testing, training analysis, work samples and systems, behavioral observation, and assessments of learning and/or functional skills
- 1C: transferable skills analysis & labour market information
- 1D: forensic evaluations including earning capacities assessment and life care planning
- 1E: theories of career development and work adjustment
- 1F: computer-based counselling and labour market research tools
- 1G: computer-based job matching systems

2. **Aspects of Conditions and/or Disadvantaged Groups**

- 2A: psychosocial/cultural aspects of disability on the individual & family
- 2B: medical aspects of disability/terminology/treatments/rehabilitation services
- 2C: human growth and development

3. **Counselling Theories and Models of Intervention**

- 3A: individual counselling theories, practices and interventions
- 3B: family counselling theories, practices and interventions
- 3C: group counseling theories, practices and intervention
- 3D: behaviour and personality theory
- 3E: multi-cultural counselling theories
- 3F: techniques for working with individuals with limited Official Language (English/French) proficiency
- 3G: crisis intervention
- 3H: advocacy/empowerment interventions

4. **Mental Health Counselling**

- 4A: mental health and psychiatric disability concepts
- 4B: rehabilitation techniques for individuals with psychosocial disabilities
- 4C: treatment planning for clinical problems (e. g. depression and anxiety)
- 4D: substance abuse and treatment
- 4E: treatment of gambling issues
- 4F: human sexuality and disability issues
- 4G: wellness and illness prevention concepts and strategies

5. **Job Development and Placement Strategies**

- 5A: job placement strategies
- 5B: client job seeking skills development
- 5C: client job retention skills
- 5D: school to work transition
- 5E: job and employer development
- 5F: post-employment strategies and follow-up
- 5G: assistive technologies

6. **Vocational Consultation and Employer Services**

- 6A: theory and practice to include topics such as:
 - work conditioning/hardening
 - job and work-site modification and accommodations
 - rehabilitation engineering and ergonomics
 - occupation and labour market studies/information
 - employer practices/workplace culture issues that effect the employment or return-to-work of individuals with disabilities
 - human resource practices and issues
 - consultation services for employers
 - absenteeism and disability management programs

7. Values, History and Systems Related to Human Services

- 7A: philosophical foundations of rehabilitation
- 7B: history and current issues, delivery system structures and trends in rehabilitation
- 7C: policies, laws and legislations of rehabilitation/healthcare affecting individuals with disabilities
- 7D: community/financial resources for rehabilitation planning
- 7E: gender and multicultural issues
- 7F: societal issues, trends, and developments as they relate to rehabilitation
- 7G: advocacy processes to address institutional and social barriers that impede access, equity or success for clients

8. Communication/Helping/Interviewing Skills

- 8A: effective decision-making and problem solving skills
- 8B: effective communication, testimony and presentation skills
- 8C: negotiation and mediation skills
- 8D: coaching/mentoring skills

9. Case Management, Rehabilitation Planning, and Service Coordination

- 9A: case management process which involves assessing, planning, documentation, implementing, coordinating services, referral to/role of other disciplines, monitoring and evaluating options and services
- 9B: complex continuing care including geriatric, chronic health conditions and catastrophic injuries

10. Program Planning and Reviewing, Monitoring and Evaluation

- 10A: evaluation theories, needs assessment approaches and procedures to ensure the continued viability and effectiveness of the rehabilitation plan and outcomes
- 10B: evidence-based practice models and methodologies
- 10C: theories and techniques of clinical supervision

11. Ethical Standards and Decision-Making Models

- 11A: ethical standards to include topics such as informed consent, confidentiality, professional boundaries, limits of competence, record-keeping, advertising practices, electronic dissemination of information, research and jurisprudence
- 11B: ethical decision making models as they relate to the Interdisciplinary Canadian Code of Ethics for Rehabilitation Professionals

Professional Development activities that are related to Areas 1 through 11 and/or contribute to the Rehabilitation Profession in Canada:

12. Education/Presentations/Workshops/Seminars

- 12A: preparation time for a presentation at a recognized workshop, seminar, conference on an identified Focus/Content Areas (three times the duration of the session being delivered)
- 12B: preparation of published article/book review in a recognized publication (up to 20 credit hours per publication)
- 12C: writing a book or relevant to the field of rehabilitation (up to 50 credit hours per publication)
- 12D: writing an article and/or book review – not written for publication (10 credit hours)
- 12E: student mentoring/practicum supervision as pre-approved by the Continuing Education Committee
- 12F: independent study as pre-approved by the Continuing Education Committee

13. Research

- 13A: post-graduate thesis (up to 50 hours)
- 13B: substantiated research project related to rehabilitation
- 13C: studies in research methods and design

14. Contributions to VRA Canada →

Up to 10 hours in each five (5) year period to a maximum of 50 hours.

- 14A: contribution to a committee of the National Board or a Regional Society
- 14B: participation in an AGM of the National Board or a Regional Society

15. Skill Enhancement Activities

Skill Enhancement activities must be beyond the usual scope of the member's job duties and intended to enhance the member's overall abilities with respect to their professional skills.

Members cannot accrue more than 10 of the required continuing education units in Skill Enhancement Activities in each five (5) year period.

- 15A: report writing
- 15B: marketing and business practices related to personal business
- 15C: computer applications and operating system training
- 15D: other areas, which will be reviewed on an individual basis

Section 8: University / College Courses

Credits achieved by taking college or university courses must fall within the defined Approved Focus / Content Areas. A full course (September – April) may represent 66 continuing education credits and a half-course (September – December) may represent 33 continuing education credits. Time has been deducted for breaks taken during the course(s).

When requesting approval for continuing education for a college or university course, submit a course description as well as a copy of the transcript documenting the credit(s) earned.

Section 9: Members with the CCRC, CVE or College of Vocational Rehabilitation Professional (CVRP) Designations

Continuing education applicable to the CCRC, CVE and/or College designations can be used to fulfill the continuing education requirements for the RVP and RRP designations. The criteria and deadlines from the Commission on Rehabilitation Counseling Certification (CRCC) and/or the College of Vocational Rehabilitation Professionals (CVRP) must be fulfilled.

A copy of re-certification from the appropriate certifying body verifying the fulfillment of the continuing education requirements for the CCRC, CVE and/or the College must be scanned and emailed to LQIR@vraCanada.com or sent to the National Office. (i.e. fax a copy of re-certificate into the National office). Once the correspondence has been received, the RVP or RRP re-certification date will be adjusted to reflect that of the CCRC or CVE designation (e.g., If your CCRC re-certification date is January 15, 2016, your RRP re-certification date will be the same. Your next renewal period for both designations will be January 15, 2021.)

Members with their CVE designation must fulfill 80 clock hours of approved continuing education over a five-year period re-certify. If a member has the CVE and wishes to apply the credits towards the RRP, 20 additional hours over a five-year period are required to fulfill the 100 hours required for the RRP.

*Note, in order to be CCRC, CVE or CVRP a member must be degreed. This means they are likely then to be RRP or possibly RVP. Hence, there is no discussion in this section about the RCSS where a degree is not required. Exceptions may occur.

Section 10: Appeals Process

In the event a member wishes to appeal the decision of an Authorized Representative, the member will:

1. Email, fax or mail the request for appeal in writing to the VRA Canada Office. It is the member's responsibility to provide additional documentation and the rationale for the request for the appeal within 30 days of receiving the letter of denial.

2. An Appeals Committee comprised of three (3) committee members who previously have not reviewed the application will review the appeal.
3. The decision of the Appeals Committee referred to above will be final.

Section 11: Leave of Absence (LOA)

If a member is not employed for a period of time due to illness or maternity leave, they may be granted a leave of absence for the maximum of one year. The membership and fees are placed on hold for one year and the member is sent renewal information at the end of the membership year.

1. The request for a leave-of-absence must be emailed, faxed or mailed to the National office in writing including the reason for the request. The request is forwarded to the National Continuing Education Committee or its designate for approval.
2. The member is notified by an emailed or mailed letter that the request has been granted and the designation renewal date has been adjusted by one year.
3. The written notification of the leave-of-absence and the response is placed in the member's file.
4. A professional member's designation remains active during a leave-of-absence.

Section 12: Conclusion

This document will be reviewed regularly as educational resources and the field of rehabilitation is experiencing ongoing and rapid change. Suggestions for changes/revisions to the continuing education process will be considered but will be made only if there is compliance with approved policies and procedures.

VRA Canada acknowledges CRCC for permitting VRA Canada to adapt some of the RRP continuing education forms, to be consistent with the CRCC continuing education process.

Section 13: Questions

If you require additional information or clarification, please contact the Continuing Education Coordinator at: info@vraCanada.com.

VRA Canada

3-247 Barr St., Box 370

Renfrew, ON, K7V 1J6

Canada

Toll Free: 1-888-876-9992

Fax: 613-432-6840

Email: info@vraCanada.com

Website: www.vraCanada.com

Please edit your profile on the system or notify the VRA Canada Office of changes to your current contact information so ongoing updates and the renewal notification can be sent at the appropriate time.

Failure to receive the renewal package is not sufficient grounds for an extension of the deadline date for the registration renewal process.

Section 14: Definitions

Affective/Adjustment Counselling focuses primarily upon psycho-traumatic, psychosocial impacts of the injury/disability on the client as well as family members and society. Counselling may involve (but is not limited to) helping individuals understand, accept and adjust to the disability, advocating for support (financial, emotional, and other) and empowering the individual in the rehabilitation process.

Case Management is a process that facilitates the achievement of client wellness and autonomy through advocacy, assessment, planning, communication, education, resource management, and service facilitation. Case Management ensures that the needs and values of the client are met by collaborating with service providers. The case manager links clients with appropriate providers and resources throughout the continuum of health and human services and care settings, while ensuring that the care provided is safe, effective, client-centered, equitable, and efficient. (Case Management Society of the UK)

Certification is a process by which a government or non-government agency grants recognition to an individual who has met certain predetermined qualifications set by a credentialing body. An applicant's certification must be current and the holder classified as being in good standing by the credentialing body. (Source: CRCC, Rehabilitation Counseling: The Profession and Standards of Practice, p. 7)

Continuing Education refers to learning experiences that enhance and expand the skills, knowledge and abilities of rehabilitation professionals to enable them to keep abreast of employment and educational developments, and provide quality services.

Member in Good Standing shall mean any person who becomes a member of VRA Canada in any category designated by the National Board and a person who is afforded the rights and responsibilities of a category of membership. A member in good standing has paid the required membership fee in full and is not in violation of the CRCC's, CVRP's or VRA Canada's Code of Ethics.

Rehabilitation within the context of the rehabilitation counselling process is "a comprehensive sequence of services, mutually planned by the consumer and rehabilitation counsellor, to maximize employability, independence, integration, and participation of persons with disabilities in the work place and the community". (Jenkins, Patterson, & Szymanski, 1992).

Rehabilitation Counselling is viewed "as a profession that assists persons with disabilities in adapting to the environment, assists environments in accommodating the needs of persons with disabilities in all aspects of society, especially work" (Szymanski, 1985).

Registration is defined as a credential that may be offered by a professional organization. The designation, as granted by VRA Canada, is recognition that members meet defined professional and educational criteria. For CCRC and CVRP, applicants may be required to pass an examination to obtain registration.

"Vocational Rehabilitation is a highly sophisticated profession, grounded by a belief in the dignity and worth of all people and delivered by experts requiring unique multidisciplinary skills, experience, education and training who assist persons with functional, psychological, developmental, cognitive and emotional impairments and health conditions to overcome barriers to accessing, maintaining or returning to employment, to a position in the community and / or to quality of life." – VRA Canada

Section 15: Frequently Asked Questions

Question: **How often must I renew my registration?**

Answer: Once registered, you must renew your registration every five (5) year period.

Question: **How do I renew my registration?**

Answer: Registered members must be members in good standing with VRA Canada, adhere to the Association's Code of Ethics and submit evidence of the required approved Continuing Education Units (CEU's) over a five (5) year period.

Question: **How will I know if a workshop, seminar conference or in-service training session I attend is considered pre-approved for continuing education?**

Answer: Many organizations seek pre-approval of their educational session(s). When registering you can ask the sponsor directly or when the session is complete the sponsor will provide participants with an Attendance Verification Form (AVF) with an approval number on it. To receive credit, upload the AVF to your profile.

Question: **What is considered to be proof of attendance?**

Answer: Proof of attendance is considered to be any of the following:

- Certificate of Completion
- Letter from the sponsor (on letterhead and signed) verifying your attendance, which includes date(s) of program, title of session and number of hours
- VRA Canada Attendance Verification Form (AVF)
- A copy of transcripts when completing a university or college course.

Question: **Can I get continuing education credits for activities that are not pre-approved?**

Answer: Yes, continuing activity that satisfies the RCSS, RVP, RRP Approved Focus/Content Area can be submitted for post-approval. The procedure is outlined in the CE Process Guide.

Question: **If I acquire more than the 50 or 100 hours in a five-year period depending on my designation, can I apply the excess hours to the next renewal cycle?**

Answer: No, since continuing education is intended to keep the rehabilitation professional current with emerging trends and technology, credits may ONLY be applied to the current registration period.

Question: **Is there an advantage to submitting my continuing education more often than an annual basis?**

Answer: Yes, it helps keep track of how many continuing education credits you have accumulated and how many hours are still needed to renew your registration.

Question: **Can I accumulate all my hours through home study programs?**

Answer: Yes.

Question: **How long does it usually take for the post-approval process where I request CEUs after I have participated?**

Answer: The approvers are given 15 working days to process the requests; several weeks is normal for processing.

Question: **What if the session has already been approved?**

Answer: Then you only need to email or fax in the Attendance Verification Form. Please ensure that the form is accurately and thoroughly completed.

Question: **How would I know whether the session has prior approval?**

Answer: You can go onto the website at www.vracanada.com and click on Continuing Education, then Approved CEU Sessions, or email info@vracanada.com to inquire.

Vocational Rehabilitation Association of Canada

Request for Approval of Continuing Education

Please check the category under which you are applying for Continuing Education Units.

Post-approval by an Individual VRA Canada Member

(Application made by a VRA member after attending an educational session. A separate request must be made for each educational session attended, e.g., each conference, seminar, workshop)

Post-approval for a Group of VRA Canada Members

(Several VRA members make one request for approval and attach many Attendance Verification Forms to the request.)

Please submit one (1) copy of the following information with this application:

Agenda/Program to include a brief description of each presentation and the time allocated for each session as well as, lunch and break(s).

RCSS, RVP or RRP Approved Focus/Content Areas. Select most relevant area(s).

Verification of Attendance (Attendance Verification Form, Certificate, Letter, Transcript)

If session has already been approved, this is the only information required.

Profile of each speaker/presenter (if requested)

Identification of Applicant

Name: _____

Employer: _____

Address: _____

Tel: (B) _____ Tel: (H) _____

Fax: _____ E-mail: _____

Information Related to the Educational Session

Title of the Educational Session: _____

Sponsor for the Educational Session: _____

Date(s) of the Educational Session: _____

Is/was the site where the session is/was held accessible for all attendees? Yes No

Type of Educational Experience

- Conference (01)
- Workshop (02)
- Seminar (03)
- Symposium (04)
- University Course (09)
- Educational Presentation at Worksite (05)
- Distance Learning (06)
- Home Study/Internet Courses (07)
- College Course (08)

Number of continuing education units requested: _____ **Focus Area:** _____
(Select 1 best fit)

Identify the Purpose of the Educational Session

- Professional programs related to the RCSS, RVP or RRP Focus/Content Areas.
- Knowledge and skill enhancement to guide professional practice.
- Remain current with evolving trends and technologies in rehabilitation and related disciplines.
- Further enhance the integrity of the rehabilitation process.
- Develop and maintain high standards for rehabilitation professionals in Canada.

Comments: _____

To the best of my knowledge, the information provided above is correct.

Signature: _____
Current Job Title: _____
Date: _____

******* FOR VRA Canada NATIONAL OFFICE ONLY *******

Is applicant a VRA Canada Member?: Yes No

Date Received at the VRA Canada Office: _____

Date Sent to Authorized Representative: _____

Number of Hours Approved: _____
RCSS/RVP/RRP Focus/Content Area: _____
Ethics: _____
Skill Enhancement: _____

Approval Number Assigned: _____
RCSS/RVP/RRP Focus/Content
Area: Ethics: _____
Skill Enhancement: _____

Approved Denied – Reason: _____

Vocational Rehabilitation Association of Canada

Attendance Verification Form

Name of Participant _____ RCSS/RVP/RRP Designation # _____

College Designation # _____ CRCC Designation # _____ NIDMAR Designation # _____

Address _____

City _____ Province _____ Postal Code _____

Telephone (B) _____ Telephone (H) _____ Email _____

Title of Session: _____

Sponsoring Organization: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Contact Person: _____ Telephone: _____

Program Date(s): _____ No. of Hours of Session: _____

Number of Hours Person Was In Attendance: _____

Signature of Person Verifying Attendance: _____

APPROVAL NUMBER (To be inserted by VRA Canada Office ONLY)

RCSS/RVP/RRP Focus/Content Areas: _____

Ethics: _____

Skill Enhancement: _____

Ensure the exact date of the session is included.

(Specify month, day and year of the session.)

Ensure the exact number of hours is recorded for the educational session

(e.g., indicate 06.30 hours NOT 9:00 – 5:00 (8 hours - the one-hour lunch break and the two nutrition breaks of 15 minutes each are not included in the total hours of the session.)

Ensure the Attendance Verification Form is signed to confirm attendance.

To update your maintenance/continuing education files, please contact the relevant organization:

The RCSS/RVP/RRP designation:

Vocational Rehabilitation Association of Canada
3-247 Barr St., Box 370
Renfrew, ON, Canada
K7V 1J6,
Toll Free: 1-888-876-9992
Fax: 613-432-6840

Email: info@vraCanada.com

Web: www.vraCanada.com

The Canadian Certified Rehabilitation Counsellor (CCRC) and Certified Vocational Evaluator (CVE) designation:

The Commission on Rehabilitation Counselor Certification (CRCC)
1699 East Woodfield Road, Suite 300, Schaumburg, Illinois 60173
Telephone: 1-847-944-1325
Fax: 1-847-9441346
Web: www.crcrcertification.com

The College of Vocational Rehabilitation Professionals designations:

CVRP
P.O Box 77034
6579 Highway 7
Markham, ON L3P 0C8
Web: www.cvrp.ca

Vocational Rehabilitation Association of Canada

Pre or Post-Approval of Continuing Education Attendance Sheet for a Group of VRA Canada Members

Title of Educational Session: _____

Sponsor: _____

Number of Hours of Session: _____ Date(s): _____

Pre-Approval Number (If Applicable): _____

Focus/Content Area _____

Ethics _____

Participant's Name (Please Print)	Signature of Person Verifying Attendance
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	

Submit this Attendance Sheet to the National office at:

VRA Canada
3-247 Barr St., Box 370
Renfrew, ON, Canada, K7V 1J6
Toll Free: 1-888-876-9992
Fax: 613-432-6840

E-mail: info@vraCanada.com

• Web: www.vraCanada.com

Vocational Rehabilitation Association of Canada



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