The Rehabilitation Counseling Coalition (RCC) affirms that:

1. Vocational Rehabilitation Counselors (VRCs) are counselors who possess specialized expertise in business, employment, the workforce, and working with people with disabilities from diverse backgrounds. VRCs are professionals committed to performance accountability and continuous improvement through emerging and best practices. Competencies include, but are not limited to: (a) counseling and guidance, (b) knowledge and application of the medical and psychological aspects of disability, (c) knowledge and implementation of vocational testing, assessment strategies and application of transferable skills, (d) working knowledge and integration of labor market data and disability employment policy, (e) skills and ability to match business workforce needs with the client’s skills and talents, and (f) providing services required to develop and implement individualized career plans that assists persons with disabilities in successful employment in a competitive, integrated work environment.

2. The RCC advocates for the Certified Rehabilitation Counselor (CRC) credential as the advanced professional ‘gold’ standard for practitioners in the Rehabilitation Counseling profession. To provide ethical, culturally competent professional services and to protect and empower the public, the RCC further supports the ideal that employers of rehabilitation counseling practitioners working with people with disabilities require the CRC credential as a minimum qualification for hiring and/or employment retention.

Considering recent developments with accreditation and licensure which will likely affect the rehabilitation counseling profession:

3. The RCC encourages all Vocational Rehabilitation Counselors, Rehabilitation Counseling professionals, and all others who are eligible, to obtain and retain the CRC credential.

4. The RCC encourages all eligible Rehabilitation Counseling professionals to obtain their state counselor license as soon as possible.

5. The RCC recognizes and endorses the Licensed Rehabilitation Counselor (LRC) as a valid license for Rehabilitation Counseling professionals. Further, the RCC encourages the counselor licensing boards in Utah, New Jersey, Massachusetts, and Louisiana to continue issuing the LRC as a separate Counselor specialty license.

6. The RCC encourages all eligible Rehabilitation Counseling professionals practicing in states where the Licensed Rehabilitation Counselor (LRC) is available, to obtain and retain the LRC.

7. The RCC strongly advocates that state licensing boards establish and apply grandparenting policies for Vocational Rehabilitation Counselors and Rehabilitation Counseling professionals who have earned their professional credential as a Counselor (CRC, LRC) to also have the opportunity to obtain their state license (LPC, LCPC, etc.).

8. The RCC strongly encourages Licensed Counselors to maintain their credential through approved continuing education, and demonstrate ethical, culturally competent and professional practice as a Counselor.