

## TEST PLAN

### VOCATIONAL REHABILITATION COUNSELOR - #6647

1. Minimum Qualifications Screening
2. Agency may:
  - develop test questions and criteria at the time of recruitment, or
  - use the core T&E test that has been developed on:
    - A. Vocational Rehabilitation Techniques and Methods 50%
    - B. Communication (verbal and written) 20%
    - C. Analysis and Problem Solving 30%
3. Those ranking highest on the test will be invited to participate in the next phase of the selection process.
4. If you are hired, certain knowledge and skills will be assessed during your trial service period.

### MINIMUM QUALIFICATIONS

- a Master's degree in Rehabilitation Counseling; or be certified by either the Commission on Rehabilitation Counselor Certification as a Certified Rehabilitation Counselor (CRC), the Certified Insurance Rehabilitation Specialist (CIRS), or the Certification of Disability Management Specialists Commission as a Certified Disability Management Specialist (CDMS), **and** six months full-time work experience providing vocational rehabilitation-related services; **OR**
- a Master's degree in psychology, counseling, or a field related to vocational rehabilitation (such as one that promotes the physical, psychosocial, or vocational well-being of individuals with disabilities) **and** 12 months full-time work experience providing vocational rehabilitation-related services, **OR**
- a Bachelor's degree in a related field, such as one that promotes the physical, psychosocial, or vocational well-being of individuals with disabilities, and three years of full-time work experience providing vocational rehabilitation-related services to individuals with disabilities.

There is no direct experience substitute for a Bachelor's degree.