

**Vocational Rehabilitation Association
Canada:
VR Jobs Inventory within Canada**



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Disability Manager/Advisor

Key Responsibilities:

- Manage disability claims and develop case management plans
- Review medical information and assist in stay-at-work and return-to-work planning
- Communicate with stakeholders and supervise staff

Education & Credentials:

- Education: College diploma to graduate degree in relevant fields
- Preferred credentials: CVRP, CDMP; other options include CRTWC, CCVE, RRP, RVP, RTWDM

Work Sectors & Funding:

- Sectors: Government, education, health care, social services, human resources, insurance
- Funding sources: Private sector (insurance companies), public sector (government agencies), non-profits (NGOs)

Skills & Attributes:

- Essential: Strong communication, problem-solving, empathy, teamwork, and leadership skills
- Cognitive demands: Proficiency in Microsoft Office, critical thinking, and case management

Income & Advancement:

- Income: Entry-level: \$19,999 - \$59,999, Typical: \$60,000 - \$99,999, Top: \$100,000+
- Advancement opportunities: Management roles dependent on employer and qualifications

Work Environment:

- Terms: Primarily permanent, with some contract roles
- Hours: 30-40 hours/week, with potential for overtime
- Settings: Varied locations, including remote work options

Training & Benefits:

- Onsite training varies; may include mentorship and ongoing professional development
- Benefits may include medical/dental insurance, paid time off, retirement plans, and educational assistance

Case Manager

Key Responsibilities:

- Plan and evaluate social and community service programs (e.g., income maintenance, employment services)
- Assess clients' strengths and barriers to employment
- Develop and implement employment action plans
- Collaborate with multi-disciplinary teams to deliver tailored services

Education & Credentials:

- Education: High school diploma to university degree in fields like social work, psychology, or health care
- Preferred credentials: RVP, CCDP, CDP Certificate, RN

Work Sectors & Funding:

- Sectors: Government, education, health care, social services, employment services, insurance, correctional services
- Funding sources: Private (insurance companies, clinics), public (government agencies), non-profit (NGOs)

Skills & Attributes:

- Essential: Strong communication, problem-solving, empathy, teamwork, and leadership skills
- Cognitive demands: Proficiency in Microsoft Office, advocacy, multitasking, and conflict resolution

Income & Advancement:

- Income: Entry-level: \$20,000 - \$99,999, Typical: \$40,000 - \$99,999, Top: \$100,000+
- Advancement opportunities: Roles like Return-To-Work Specialists, Career Counsellors, or management positions, contingent on qualifications and employer size

Work Environment:

- Terms: Typically permanent, with contract roles available
- Hours: 30-40 hours/week, with some positions requiring overtime
- Settings: Varied, including in-person and remote work

Training & Benefits:

- Onsite training varies by employer; may include job shadowing, orientation, and ongoing training
- Benefits may include medical/dental insurance, paid time off, retirement plans, and educational assistance.

Employment Counsellor/Specialist

Key Responsibilities:

- Support job seekers in achieving and maintaining employment aligned with their career goals
- Assist with resume development, education plans, and job search activities
- Conduct vocational assessments and individualized job coaching
- Facilitate community and workplace inclusion, working collaboratively with stakeholders

Education & Credentials:

- Education: College diploma to university degree in social services or a related field
- Preferred credentials: CCDP, CVRP, CRSP, DSW or equivalent
- Knowledge of labor market information, ethical protocols, and community resources is essential

Work Sectors & Funding:

- Sectors: Government, education, social services, human resources
- Funding sources: Private (insurance companies), public (government agencies), non-profit (NGOs)

Skills & Attributes:

- Essential: Strong problem-solving, communication, empathy, and teamwork skills
- Cognitive demands: Proficient in Microsoft Office, critical thinking, and conflict resolution

Income & Advancement:

- Income: Entry-level: \$20,000 - \$59,999, Typical: \$40,000 - \$59,999, Top: \$60,000 - \$79,999
- Advancement opportunities: Supervisory roles or higher positions like Executive Director or CEO, depending on qualifications and employer size

Work Environment:

- Terms: Mostly permanent, with some contract positions
- Hours: Typically 30-40 hours/week, with evening and weekend work as needed
- Settings: Varied, including in-person and remote work

Training & Benefits:

- Onsite training varies by employer; may include first aid, safety management, and ongoing training
- Benefits may include medical/dental insurance, paid time off, overtime pay, and employee assistance programs.

Vocational Evaluator

Key Responsibilities:

- Conduct evaluations to assess abilities, skills, and functional capacities of individuals
- Provide job options based on evaluation findings and create employment roadmaps
- Conduct initial interviews, labor market research, and document medical information
- Write detailed reports and collaborate with stakeholders

Education & Credentials:

- Education: Undergraduate to graduate degree
- Preferred credentials: CCVE, CVE, CVRP
- Knowledge of evaluation tools, labor market information, and ethical protocols is essential

Work Sectors & Funding:

- Sectors: Government (municipal, provincial, federal), legal practices, medical legal services
- Funding sources: Private (insurance, clinics), public (government), non-profit (NGOs)

Skills & Attributes:

- Essential: Strong analytical, communication, empathy, and interpersonal skills
- Cognitive demands: Proficient in Microsoft Office, critical thinking, report writing, and multitasking

Income & Advancement:

- Income: Entry-level: \$20,000 - \$79,999, Typical: \$60,000 - \$99,999, Top: \$100,000+
- Advancement opportunities: Roles like expert witness, forensic work, or leadership positions, depending on qualifications and employer size

Work Environment:

- Terms: Mostly contract-based, with causal and self-employment options
- Hours: Typically 30-40 hours/week, with potential weekend work
- Flexibility: Most positions offer flexible hours

Training & Benefits:

- Onsite training may include in-house processes and ongoing training as needed
- Benefits may vary but can include medical/dental insurance, paid time off, retirement plans, and professional development coverage.

Vocational Rehabilitation Counsellor/Professional

Key Responsibilities:

- Assist individuals with disabilities in vocational preparation and career decision-making.
- Conduct intake interviews and assessments to identify transferable skills.
- Develop vocational rehabilitation plans and provide job coaching services.
- Manage caseloads and monitor progress towards rehabilitation goals.
- Collaborate with stakeholders and may serve as a legal witness in certain cases.

Education & Credentials:

- Education: Ranges from high school diploma to graduate degree in fields such as vocational counseling, social work, psychology, or related areas.
- Credentials: CVRP, RRP, RVP, CRC, and others are preferred; willingness to pursue certifications can be an asset.

Work Sectors & Funding:

- Sectors: Government (all levels), healthcare, social services, human resources, insurance, legal practices, and employment services.
- Funding: Sources include private sector (insurance and clinics), public sector (government agencies), and non-profit organizations.

Skills & Attributes:

- Essential skills: Strong communication, problem-solving, empathy, and time management.
- Cognitive demands include critical thinking, report writing, and multitasking.

Income & Advancement:

- Income: Entry-level: \$20,000 - \$99,999, Typical: \$40,000 - \$100,000, Top: \$100,000+.
- Advancement opportunities include leadership roles, policy positions, and the potential to expand services.

Work Environment:

- Terms: Typically permanent, with options for contract, temporary, or self-employment.
- Hours: Usually 30-40 hours/week, with some variation based on role.
- Flexibility: Many positions offer flexible work hours.

Training & Benefits:

- Onsite training varies by employer and may include in-house systems training, crisis intervention, and ongoing professional development.
- Benefits may include medical and dental insurance, paid time off, retirement plans, and educational assistance.

Vocational Rehabilitation Consultant

Key Responsibilities:

- Assist individuals with disabilities in vocational preparation and career decision-making.
- Conduct intake interviews and assessments to identify transferable skills.
- Develop vocational rehabilitation plans and provide job coaching services.
- Manage caseloads and monitor progress towards rehabilitation goals.
- Collaborate with stakeholders and may serve as a legal witness in certain cases.

Education & Credentials:

- Education: Ranges from high school diploma to graduate degree in fields such as vocational counseling, social work, psychology, or related areas.
- Credentials: CVRP, RRP, RVP, CRC, and others are preferred; willingness to pursue certifications can be an asset.

Work Sectors & Funding:

- Sectors: Government (all levels), healthcare, social services, human resources, insurance, legal practices, and employment services.
- Funding: Sources include private sector (insurance and clinics), public sector (government agencies), and non-profit organizations.

Skills & Attributes:

- Essential skills: Strong communication, problem-solving, empathy, and time management.
- Cognitive demands include critical thinking, report writing, and multitasking.

Income & Advancement:

- Income: Entry-level: \$20,000 - \$99,999, Typical: \$40,000 - \$100,000, Top: \$100,000+.
- Advancement opportunities include leadership roles, policy positions, and the potential to expand services.

Work Environment:

- Terms: Typically permanent, with options for contract, temporary, or self-employment.
- Hours: Usually 30-40 hours/week, with some variation based on role.
- Flexibility: Many positions offer flexible work hours.

Training & Benefits:

- Onsite training varies by employer and may include in-house systems training, crisis intervention, and ongoing professional development.

Vocational Services Team Lead/Leader

Key Responsibilities:

- Collaborate with interdisciplinary teams to support individuals in achieving employment goals.
- Assess team and service improvements.
- Build stakeholder trust and confidence.
- Coach and manage team members.
- Align organizational objectives with goals.

Education & Credentials:

- Education: Ranges from high school diploma to university degree.
- Knowledge of NOC, Career Handbook, LMI, and job training resources.
- Credentials: CVRP or CVRP TSA may be required, varying by employer.

Work Sectors & Funding:

- Sectors: Health Care (e.g., rehabilitation, nursing) and Social Services.
- Funding Sources: Private sector (for-profit, insurance), public sector (government), and non-profit (NGOs, charities).

Skills & Attributes:

- Leadership, teamwork, oral and written communication, problem-solving.
- Empathy, adaptability, and a non-judgmental approach.
- Strong computer literacy and ability to manage multiple priorities.

Income & Advancement:

- Entry-level income: \$40,000 to \$59,999. Typical: \$40,000 to \$79,999. Top \$100,000+.
- Advancement: Opportunities for roles such as regional or program manager, or director, subject to qualifications.

Work Environment:

- Terms: Employment can be permanent or contract-based.
- Hours: 30-40 hours per week, with some roles exceeding 40 hours, May involve weekends and evenings; flexible hours possible.
- Setting: both in-person and remote environments.

Training & Benefits:

- Onsite training may include onboarding, job shadowing, and specialized programs (e.g., Mental Health First Aid, Motivational Interviewing).
- Benefits vary by sector and employer, potentially including extended medical and dental insurance, paid vacation, overtime pay, personal leave, and educational assistance.

Vocational Rehabilitation Services Manager

Key Responsibilities:

- Oversee delivery of vocational rehabilitation services.
- Foster a positive work environment focused on success.
- Collaborate with teams to meet organizational and program goals.

Education & Credentials:

- Education: Undergraduate or graduate degree in psychology, social sciences, health services, human services, rehabilitation, or counselling.
- Knowledge of LMI, employment barriers, best practices, and vocational rehabilitation.
- Credentials: Preferred CVRP, RRP, or RTWDM; willingness to pursue a vocational designation is an asset.

Work Sectors & Funding:

- Sectors: Municipal, provincial, or federal government, and Health Care (rehabilitation services).
- Funding Sources: Private sector (for-profit, insurance), public sector (government), and non-profit (NGOs, charities).

Skills & Attributes:

- Leadership, teamwork, oral and written communication, problem-solving.
- Empathy, adaptability, and a non-judgmental approach.
- Strong mental awareness and creativity.

Income & Advancement:

- Income: Entry-level: \$40,000 to \$79,999, Typical: \$60,000 to \$99,999, Top \$100,000+.
- Advancement opportunities exist in diverse contracts and broader service offerings, subject to qualifications.

Work Environment:

- Terms: Employment can be permanent, or contract based.
- Hours: Typical workweek: 30 to 40 hours, with potential for evenings and weekends.
- Setting: in-person, remote, and travel within provinces.

Training & Benefits:

- Onsite training may include in-house systems training and opportunities with organizations like VRA Canada and CVRP.
- Benefits vary by sector and employer, potentially including extended medical and dental insurance, paid vacation, personal leave, and educational assistance.