

# Memorandum of Agreement

Between

College of Vocational Rehabilitation Professionals (CVRP)

&

Vocational Rehabilitation Association of Canada (VRAC)

October 12, 2017

The College of Vocational Rehabilitation Professionals (the College) in association with the Vocational Rehabilitation Association of Canada (VRAC) are moving forward to ensure that the vocational rehabilitation profession in Canada remains strong and becomes unified for both the professionals practicing and the public we serve. The College will fulfil its' mandate to protect the public through certification of those Canadians practicing vocational rehabilitation and maintenance of that certification. VRAC will advocate for the certified professionals and endeavour to become the 'Centre for Excellence' in VR certification education and continuing education for the maintenance of that certification. VRAC will no longer have an ethics/complaints process.

The College and VRAC will work together to provide credentialing assistance to VRA members not presently certified. Provisional and full practicing classification certification can therefore be achieved through the College examination process for all VRAC members presently holding the RRP, RCSS and RVP designations, if desired by those VRAC members. (See appendix)

To this end, the following committees will be struck with equal representation from both VRAC and the College:

1. The Ad Hoc VRAC/College Communication and Marketing Development Committee to disseminate to VRAC members, College registrants, VR stakeholders and the public and federal and provincial bodies the change and strengthening of the roles of the Association and the College for the VR profession in Canada.
2. The Ad Hoc Continuing Education Advisory Committee to review provision of pre-requisite training for College certification and continuing education opportunities for maintenance of college certification.
3. The Ad Hoc Advisory committee for the revision and update of an aspirational Canadian VR Code of Ethics and best practices to align with the CVRP Scope of Practice and CVRP Standards of Practice
4. The VRAC /CVRP MOA will be reviewed annually and revised accordingly, if required.
5. If the College ceases to exist or if the College no longer offers the CVRP certification, VRAC will have first rights to assume the certification and all files pertaining to same.

VRAC agrees to develop a CVRP examination preparation guide, an examination preparation program and promote the development of qualifying education venues for those VRAC associate or student members interested in gaining the expertise to sit the CVRP examination. The College will agree to arrange exam sitting in the VRAC society regions to co-ordinate with the said training to facilitate interested VRAC members to become certified.

VRAC agrees to maintain a group Canadian E&O Insurance Policy specifically designed for the College CVRP practice, with the guidance of College and their preferred E&O insurance underwriter. If College applicants /registrants E&O policy is not from VRA Canada, the applicant or registrant are required to submit an additional review and administrative processing fee of \$75.00 - \$125.00 to allow the College to review policy wording.

VRAC members must take a minimum of 50% of their required CVRP CEUS as approved by the Joint Ad Hoc Continuing Education Advisory Committee.

CVRP and VRAC agree to work together in all steps to promote the role of a regulatory College in the VR profession in Canada through the support and advocacy of the professional association.

Signed by:

Signed by:

Tricia Gueulette, BA, CVRP, RRP  
President,  
Vocational Rehabilitation Association  
of Canada

Thea Aldrich, CVE, RRP, CVRP, CCVE(D)  
President,  
College of Vocational Rehabilitation  
Professionals

## Appendix

The Association is an independent, federal NFP corporation which operates in a manner that befits and meets the standards of professional associations in Canada. The Association represents the interests of the profession and its professionals through ongoing professional development, political action and other tangible benefits. These include but are not limited to the provision of:

- Educational Opportunities for Professional development;
- Educational Opportunities that meet the demands of the College certification and exam preparation (includes College entrance exam preparation and preparation for examination for the CCVE specialty credential or any other vocational rehabilitation specialty certification developed by the College;
- Seminars and conferences;
- Journals and newsletters;
- Group Insurance for E&O, commercial and property and extended medical benefits;
- Directory of members;
- promote Job Opportunities;
- Managing ongoing relationships with stakeholder groups for College certification;
- Building recognition for the profession and its members with the public, government and all stakeholder groups for College certification as the minimum standard for professionals working in vocational rehabilitation;
- Liaise with the College to build best practices based on the College Standards of Practice;
- Providing government relationships at Federal and Provincial Levels for College certification;
- Assisting the membership in any aspect of their professional development;
- Establish a practice expert to assist any certified members with practice behaviour and assist those members who are involved in the College complaints process;
- Establish an updated aspirational Code of Ethics aligned with the College Code of ethics Statement and the College Standards of Practice.
- College certification will be the minimum standard for anyone working in the delivery of vocational rehabilitation services, vocational rehabilitation assessment and evaluation, and vocational rehabilitation forensics.

The College is an independent, federal NFP corporation which operates in a manner that befits and meets the standards of Professional Colleges in Canada (lawyers, accountants and teachers), the operation of which is managed through a Registrar and an elected governance Board of Directors. The College provides independent accreditation and certification of Vocational Rehabilitation Professionals.

The regulatory mandate of the College is to protect the public through rigorous credentialing standards, complaints and discipline procedures and to ensure the certified registrants are meeting minimum standards of knowledge and practice.

The College establishes the educational and experience criteria for the examination for certification and confers certification based on that criterion to the Association for the provision of preparatory examination courses. The College manages educational credits for the ongoing validation of certification; i.e. will provide ethics and jurisprudence training for professional practice and certification maintenance. The College provides guidance and information for individuals who wish to be certified.

The College establishes Standards of Practice, approved by the College Board of Directors and administered through the College complaints and discipline process. As such, the College will advise any registrant under the College complaint process /review to contact VRAC for practice advice and advocacy.

Certification for RCSS and RVP: The College established a provisional certification process in 2015 for those experienced practicing VR professionals who do not have degree level prior education. This process will accommodate the accreditation of those VRAC members who hold the RCSS and the RVP designations.

As part of the Memorandum of Agreement, the VRAC and CVRP Board of Directors agree to initiate a committee to look at the credential process to address the RCSS and RVP designation. Once a process is agreed upon the VRAC Board of Directors agrees to present a motion at the following VRA AGM to cease processing the RCSS and the RVP (anticipated date of June 2019).

#### **Joint Ad Hoc Continuing Education Advisory Committee**

The following addendum points are considered process and will be provided to the appropriate Ad Hoc Committees for review.

These points of process are to be provided to the AD Hoc Continuing Education Advisory Committee:

- VRAC members must take a minimum of 50% of their required CVRP CEUS as approved by the joint Ad Hoc Continuing Education Advisory committee.
- The CEU approval process will reside with the College, with policy agreed upon by both VRAC and CVRP through the AD Hoc Continuing Education Advisory Committee. The policy and the wording will reflect the synergistic and collegial relationship between CVRP and VRA.
- CVRP provides pre-approval for all pre-requisite and continuing educating programs, which includes all educational programs developed by VRAC. VRAC will include this in their present approved educational database and promote said course/seminar
- CVRP and VRAC agree to establish CEUs for volunteer committee and BOD work, acceptable to each organization.
- With respect to the RCSS and RVP, the College recommends that all credentialing cease as soon as communication can be disseminated to VRAC members holding the RCSS and RVP designations. CVRP does have the CVRP Provisional classification that more than adequately includes all members who do not hold a post-secondary degree level of

education. The Provisional registration status was developed and rolled out in November 2015 and has been recently revised to ensure that RCSS and RVP designates are eligible to sit the examination for certification. The proposed VRAC online training modules in the nine domains of vocational rehabilitation will be accepted for eligibility to sit the CVRP exam for all RCSS and RVP`s who complete the modules, aligned with the present of accredited VR College certificate/ diploma programs and/or University post-grad VR certificate or Master`s programs.

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