



Commission on
Rehabilitation Counselor
Certification

2008 Salary Report:

An Update on Salaries in the Rehabilitation Counseling Profession



CRCC 2008 Salary Report

Rehabilitation Counseling

Rehabilitation counselors assist people with physical, mental, developmental, cognitive, and emotional disabilities to achieve their personal, career and independent living goals in the most integrated setting possible. They engage in a counseling process which includes communication, goal setting, and beneficial growth or change through self-advocacy, psychological, vocational, social and behavioral interventions. Rehabilitation counselors utilize many different techniques and modalities, including assessment, diagnosis and treatment planning, counseling, case management, and advocacy to modify environmental and attitudinal barriers, placement-related services, and utilization of rehabilitation technology.

The Research

In May 2007, the Commission on Rehabilitation Counselor Certification (CRCC) conducted constituent research among 1,220 Certified Rehabilitation Counselors. An important component of this research was collecting salary information. To maintain the validity of the data, research was carried out by an independent agency and then analyzed by a separate, independent 3rd party statistician.

The information that follows should be a resource in helping to assess how individual compensation compares across fellow Certified Rehabilitation Counselors.

Results Overview

Over 70% of the 1,220 Certified Rehabilitation Counselors who responded to the survey are women, which is consistent with the CRCC general certificant population of 70% women. The majority of respondents are over the age of 50, caucasian, and working in the South - also consistent with the general certified population. The vast majority of respondents hold a Master's degree with a concentration in Rehabilitation Counseling, while less than 10% hold a Doctoral degree. A State or Federal Rehabilitation Agency was reported as the primary work setting. The primary job category was reported as a Rehabilitation Counselor followed by an Administrator, Manager, or Owner.



Key Learnings

Results of the 2008 Salary Report help us better understand the compensation dynamics of our profession as well as provide valuable insights as to the opportunities and challenges for elevating the rehabilitation counseling profession to its next level in the years ahead:

- The relatively mature age among respondents indicates a significant opportunity to attract younger men and women into rehabilitation counseling, which is critical to fueling and sustaining the growth of the profession. Expanding initiatives at the college level will increase the awareness and the benefits of rehabilitation counseling as a career among this important target group.
- The limited number of ethnicities present suggests that diversity may be a needed area of focus in recruiting new rehabilitation counselors.
- The average salary for rehabilitation counselors is well below that of other counseling professions and may be a barrier in attracting new prospects to enter the field. Initiatives to improve the relative compensation of rehabilitation counselors will be instrumental to the future growth of the profession.
- Salaries for those holding a Doctoral degree are significantly higher than for those with a Master's degree, which serves to reinforce the benefits of attaining a higher level of education.

A Footnote to BLS Salary Data

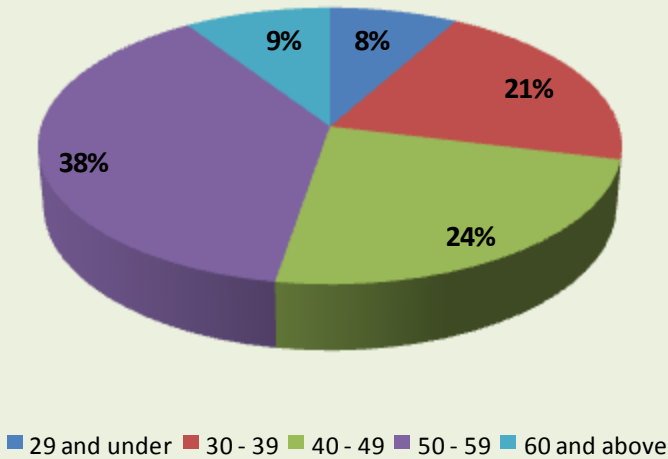
The CRCC May 2007 salary data reports an average annual salary of \$57,176 for Certified Rehabilitation Counselors (CRCs). The May 2007 Bureau of Labor Statistics (BLS) reported an annual wage for rehabilitation counselors (SOC 211015) of only \$33,350. Why the discrepancy? While most CRCs have at least a Master's degree (both total population and survey respondents), the BLS survey populates its wage estimate by task. As a result, a significant number of paraprofessional staff, i.e. people who might perform similar tasks, are included in the BLS data, thus eroding the salary estimate for the professional-level rehabilitation counselor. A more in-depth look at the BLS data for CRC-type practice settings results in annual wages in the \$40-50,000 range, which is more directly comparable to CRCC's salary findings.

CRCC Thank You

We thank the 1,220 Certified Rehabilitation Counselors who took the time and effort to respond to this survey. Your input helps us better understand the dynamics of our profession as we strive to:

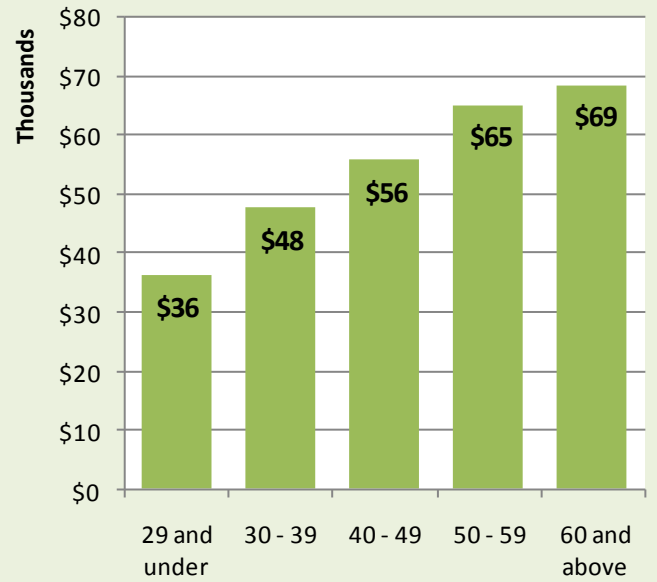
- advance quality rehabilitation services via certification;
- advocate on behalf of our profession; and,
- lead the effort for continued growth in the field of rehabilitation counseling.

AGE



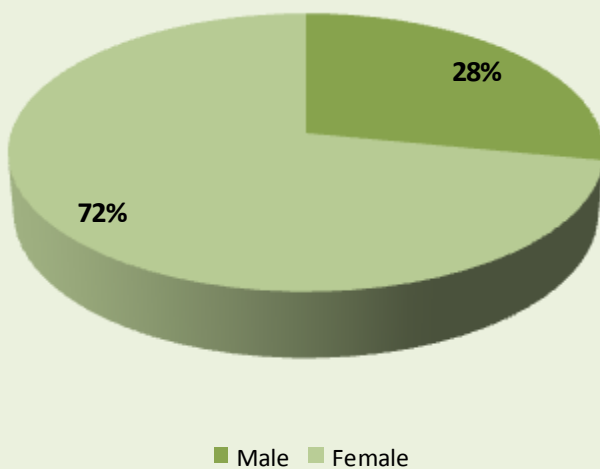
Rehabilitation counseling is a relatively mature field, with almost half of all respondents being 50 and above. A significant opportunity exists to increase interest and “recruitment” at a younger age to ensure continued growth of the profession.

SALARY BY AGE



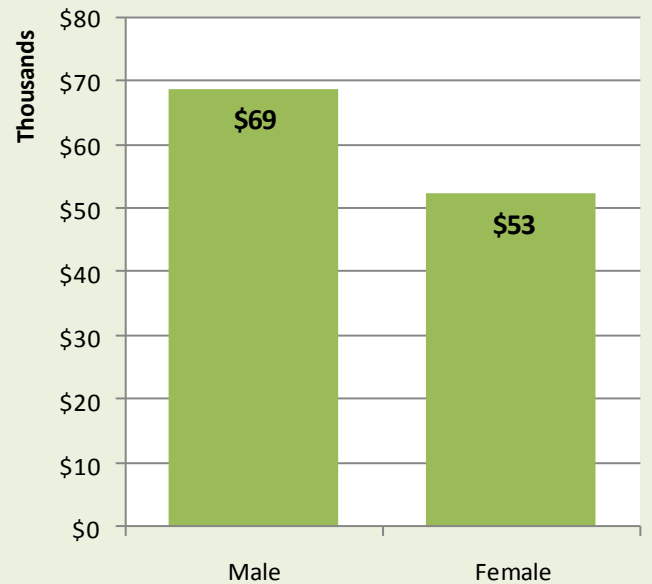
As one would expect, salary increases commensurate with age and experience.

GENDER



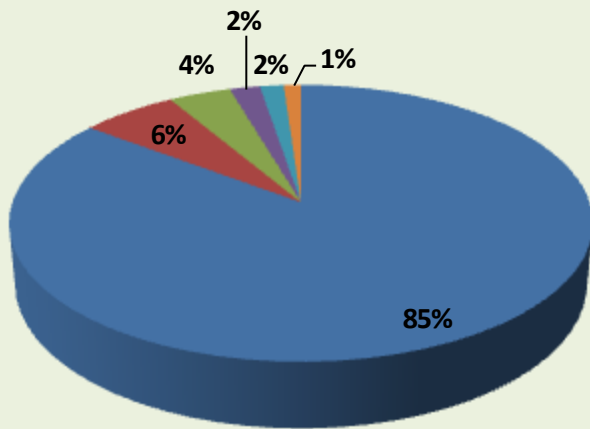
Expanding the rehabilitation counseling profession among men will bring added dimension to the field.

SALARY BY GENDER



The average salary for men overall is +30% higher than that for women.

ETHNICITY



- Caucasian
- African-American
- Hispanic/Latino
- Asian-American
- Native American
- Other

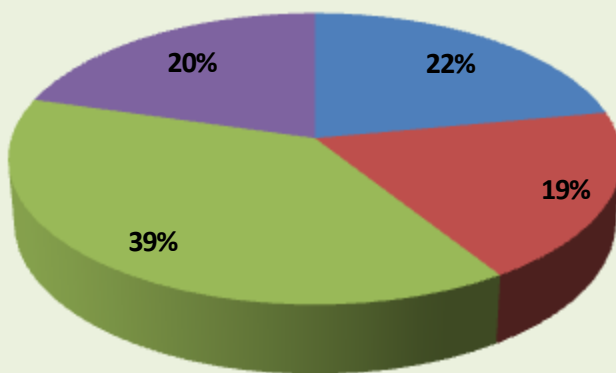
Through increasing the visibility and awareness of the rehabilitation counseling profession, there is significant opportunity for increased diversity within the field. Note: Smaller sample sizes may not be representative of the total certified population.

SALARY BY ETHNICITY



Average salary is fairly consistent among most ethnicities with the exception of Native American rehabilitation counselors.

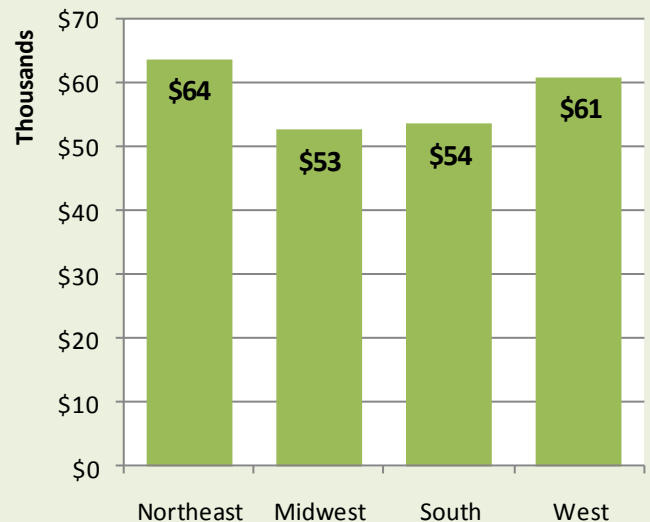
REGION OF RESIDENCE



- Northeast
- Midwest
- South
- West

The majority of rehabilitation counselors practice in the South. Employment across all other regions is fairly equal at roughly one-fifth of respondents.

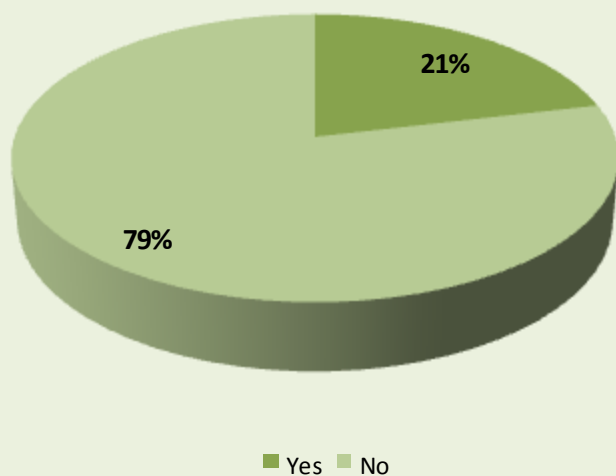
SALARY BY REGION OF RESIDENCE



Higher salaries in the Northeast and West may reflect the inherent higher cost of living, and thus higher salaries in these regions.

DISABILITY

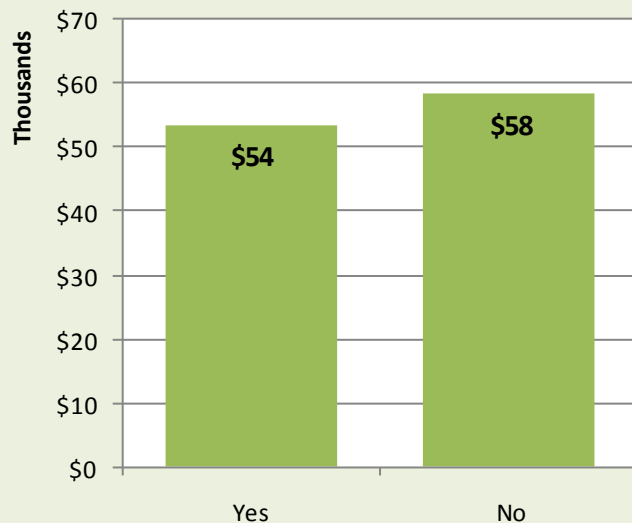
(Do you have a disability?)



One-fifth of all respondents reported having a disability themselves.

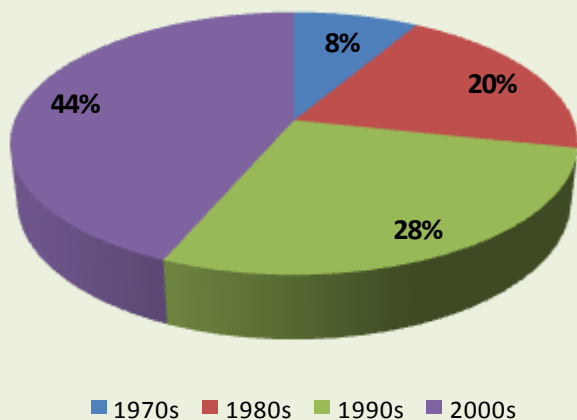
SALARY BY DISABILITY

(Do you have a disability?)



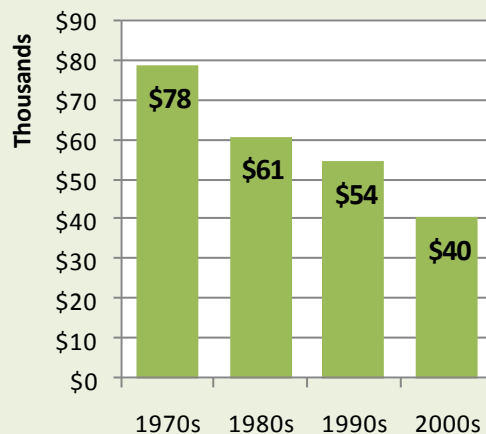
Average salary among disabled rehabilitation counselors was slightly lower than those with no reported disability.

DECADE CAREER BEGAN IN REHABILITATION COUNSELING



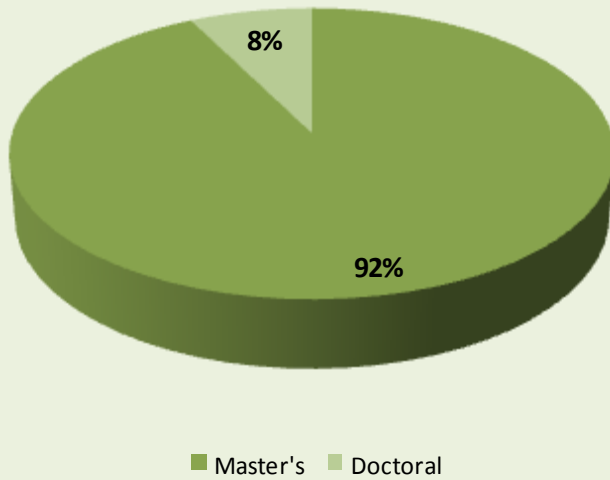
Almost half of all respondents began their career in rehabilitation counseling quite recently - in the past 8 years.

SALARY BY DECADE CAREER BEGAN IN REHABILITATION COUNSELING



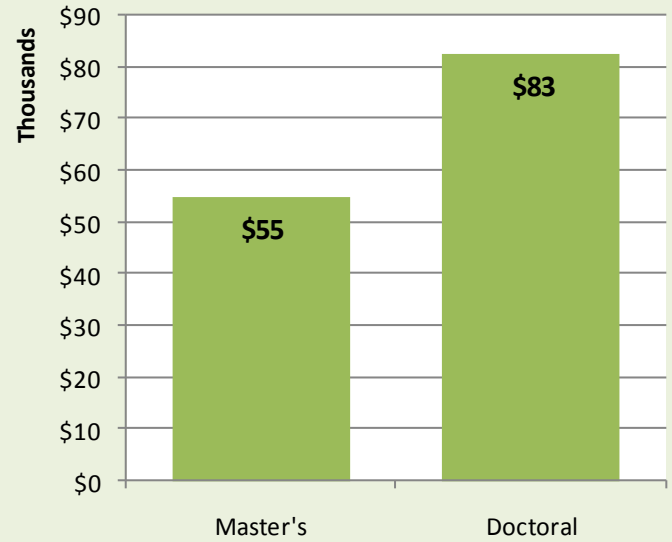
As one would expect, higher salary is commensurate with greater experience.

HIGHEST DEGREE EARNED



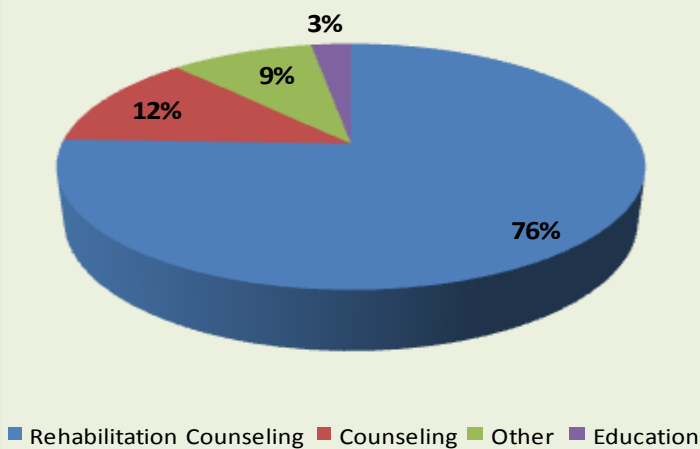
Less than 10% of the rehabilitation counselors have attained a doctoral degree.

SALARY BY HIGHEST DEGREE EARNED



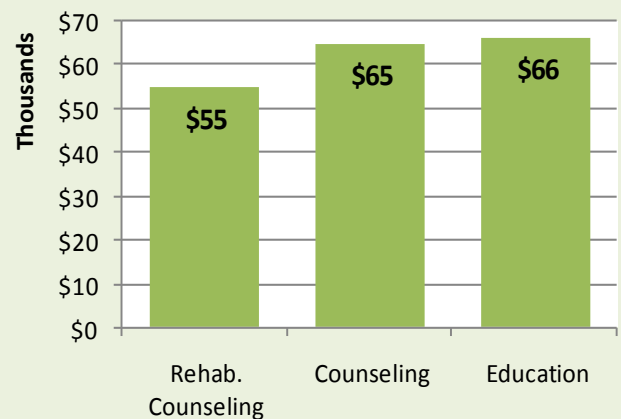
There is a significant and compelling incentive for attaining a doctoral degree as salaries among this population are +50% higher, on average, than salaries of those with a Master's degree.

CONCENTRATION FOR MASTER'S DEGREE



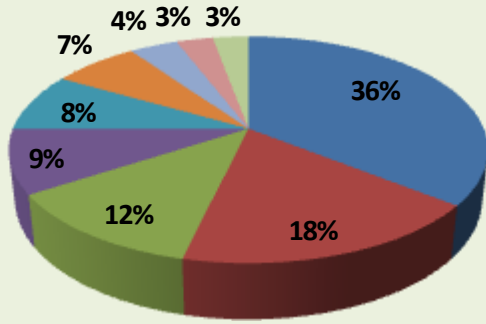
Over three quarters of all Master's degrees are in Rehabilitation Counseling.

SALARY BY CONCENTRATION FOR MASTER'S DEGREE



Of the top three Master's Degree concentrations, the average salary for rehabilitation counselors is lower than that for concentrations in both Counseling and Education.

PRIMARY WORK SETTING



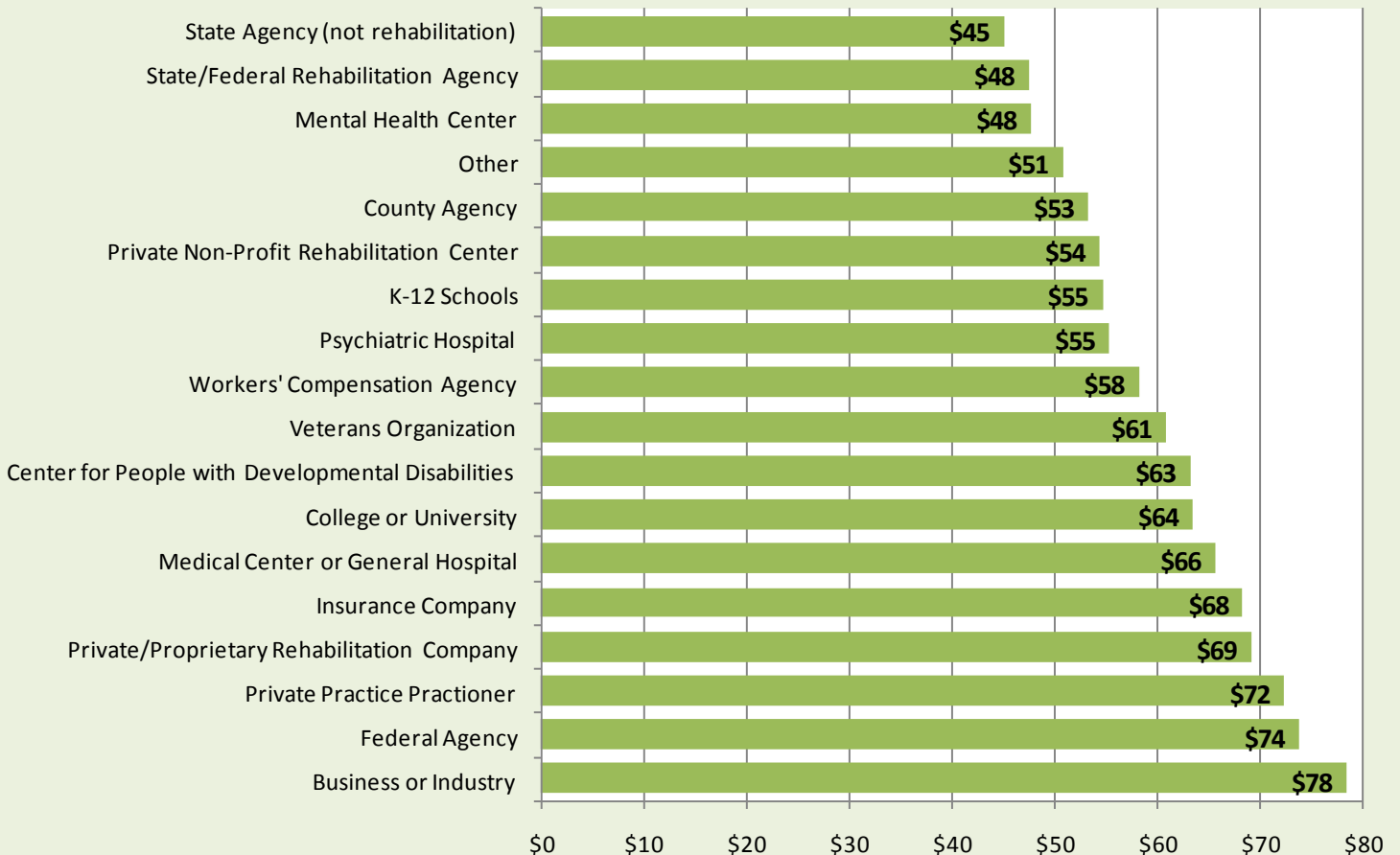
- State/Federal Rehabilitation Agency
- Other
- Private Practice Practitioner
- College or University
- Private/Proprietary Rehabilitation Company
- Private Non-Profit Rehabilitation Center
- Insurance Company
- Medical Center or General Hospital
- Mental Health Center

Over one-third of all respondents report their primary work setting as either a State or Federal Rehabilitation Agency, with a corresponding average annual salary of \$47,600, the second lowest in the field.

The two highest salary work settings - Business/Industry and Federal Agency - represent less than 4% of all respondents. The Private Practice Practitioner is the third largest primary work setting (12%) and the third highest average salary (\$72,400).

The two lowest salary work settings - State Agency (not rehabilitation) and State/Federal Rehabilitation Agency - represent over 36% of all respondents.

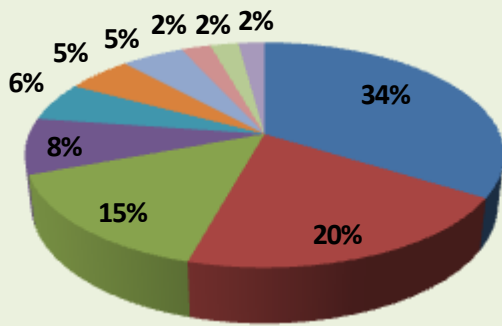
SALARY BY PRIMARY WORK SETTING



Thousands



PRIMARY JOB CATEGORY



- Rehabilitation Counselor
- Other
- Administrator/Manager/Owner
- Rehabilitation Consultant/Specialist
- Case Manager
- Educator/Professor
- Supervisor (rehabilitation staff)
- Forensic/Expert Witness
- Vocational Evaluator
- Disability Coordinator

Over one-third of all respondents report their primary job category as Rehabilitation Counselor, with a corresponding average annual salary of \$50,000 - the lowest among all categories reported. Also aggregating an annual salary of \$50,000 are Vocational Evaluators, representing only 2% of all respondents.

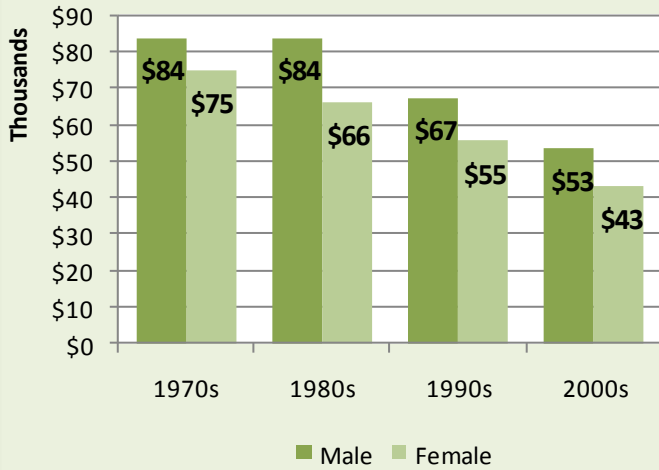
While forensic/expert witness respondents earn the highest average salary at \$93,000 per year, they are much smaller in number - only 2% of all respondents.

Administrators/Managers/Owners earn the second highest average salary at \$78,000 and represent 15% of all respondents.

SALARY BY PRIMARY JOB CATEGORY

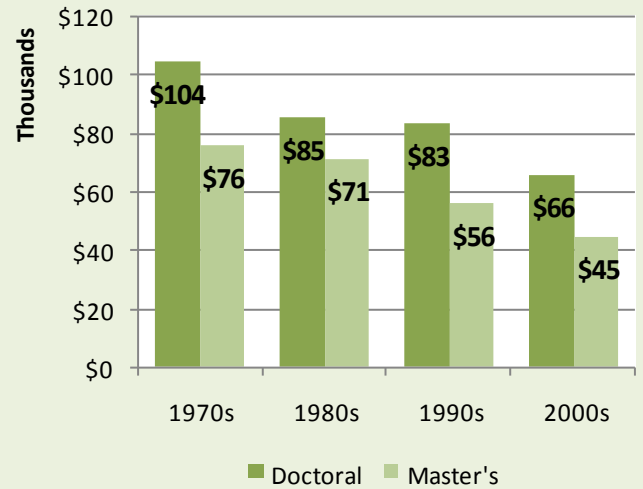


SALARY BY DECADE CRC CERTIFICATION WAS EARNED



For every decade that CRC certification was earned, men's salaries have outpaced those of their female counterparts, by up to 27%.

SALARY BY DECADE CRC CERTIFICATION WAS EARNED



For every decade that CRC certification was earned, counselors with a doctoral degree have earned substantially more than those with a Master's degrees alone, by up to 48% more.

DISCLAIMER

1. Research data were collected by an independent agency commissioned by CRCC to conduct constituent research and collect survey results. Data collected were then analyzed by a separate, independent third party to maintain objectivity.
2. This report is available to the public via the CRCC website at www.crccertification.com/aboutCRCC.
3. Underlying data were reported anonymously and will remain completely confidential.
4. Purpose of the survey was to educate the rehabilitation counseling community, Certified Rehabilitation Counselors in particular, about compensation levels within the profession.



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