



**The
Rehabilitation
Counseling
Profession**

A Growing Profession

The rehabilitation counseling profession offers a variety of exciting career options. Rehabilitation counselors obtain jobs in diverse counseling, rehabilitation, and health care settings under a variety of job titles. Many more qualified rehabilitation counselors are needed now and in the foreseeable future.

Rehabilitation counseling services are becoming increasingly more diverse. Counseling and rehabilitation services are provided to the family member with alcoholism, the executive with a cocaine addiction, the parolee just released from prison, the postal worker with a back injury, the teenager recovering from a head injury from a car accident, the college student with a learning disability, the impaired professor with a mental disorder, and the injured railroad worker seeking to return to work.

Rehabilitation counselors also provide counseling and rehabilitation services to individuals without disabilities who are experiencing stress and coping difficulties, problems with living , marital and family problems, career indecision, job displacement, and general mental health concerns. Counseling and rehabilitation services are provided through individual, group, and family counseling along with coordination of rehabilitation services from related health care professionals. Most rehabilitation counselors specialize in some aspect of counseling or rehabilitation. Some specialize in working with individuals with a specific disorder or disability such as substance abuse or in a specialized work setting such as a private rehabilitation company. Others specialize in some part of the rehabilitation process such as clinical counseling, vocational evaluation, job placement, case management, or supervision and administration.

There are approximately 54 million individuals with mental and physical disabilities in the United States. Disabilities may result from birth defects, illness and disease, motor vehicle accidents, work injuries, poor health habits, war, and the stress of work and daily life. Only a small fraction of eligible individuals with disabilities and their families currently receive counseling and rehabilitation services. Many more qualified rehabilitation counselors are needed to meet this manpower shortage throughout the country.

Historical Perspective

Initially, rehabilitation service providers were recruited from diverse human service and educational disciplines including public health nursing, social work, and school counseling. In the 1940's, university based graduate programs began to prepare rehabilitation counselors. In 1954, federal funding became available to help establish rehabilitation counselor education programs in colleges and universities around the country. After 1954, the rehabilitation counseling profession grew substantially and began to establish its own unique professional identity. Drawing from related disciplines such as medicine, psychology, social work, general counseling, and education, rehabilitation counseling emerged as an exciting eclectic, practical, and applied health care and counseling discipline.

Rehabilitation Counseling Philosophy

The rehabilitation counseling profession has a foundation of humanistic values and beliefs. *Basic philosophical underpinnings of the rehabilitation counseling profession include the concepts of the holistic nature of people, rehabilitation goals, wellness, self-responsibility, uniqueness, equal opportunity for health care, and social and vocational involvement for individuals with disabilities.*

Holistic Nature of People. The focus of counseling and rehabilitation efforts is on the whole person and not just the presenting disorder or disability. A holistic perspective includes the physical, psychological, social, educational, vocational, and spiritual aspects of the person as well as relationships to family, school, work, and environment.

Rehabilitation Goals. A primary goal of rehabilitation is to help individuals with disabilities achieve the fullest physical, psychological, spiritual, educational, vocational, and economic independence, and interdependence with their community that they are capable of achieving within the practical realities of budget constraints.

Wellness. High level wellness is a state of physical, mental, and spiritual well-being. People experiencing optimum health are free from excessive disabling stress and tend to be serene, calm, centered, creative, vigorous, joyful, and to have a zest for living. Even though an individual may experience severe illness or disability, the state of optimum health and wellness are promoted.

Self-Responsibility. Maximizing self-responsibility and self-help ability for healing and rehabilitation as well as general health maintenance is a basic principle underlying rehabilitation counseling philosophy. A major goal of rehabilitation counseling is to help people develop and learn to use their personal, family, and community resources to successfully adjust to disability as well as the normal problems of living.

Uniqueness. Rehabilitation counseling emphasizes each person's genetic, biological, and psychosocial uniqueness as well as the importance of tailoring counseling and rehabilitation services to meet each individual's needs. The personal and family reactions to disability vary from individual to individual. Each person has unique assets, ways of coping, and goals. These individual characteristics require counseling approaches and rehabilitation plans based on each person's unique needs.

Equal Opportunity. The belief that all individuals, including individuals with disabilities, have equal opportunity for health care and social and vocational involvement is a basic belief in rehabilitation counseling. A primary focus of rehabilitation counseling is to help develop opportunities for individuals to obtain meaningful employment. The belief that the vast majority of individuals with disabilities want to become productive members of society is another fundamental premise of the rehabilitation counseling profession.

Scope of Rehabilitation Counseling Practice

The scope of practice for qualified rehabilitation counselors includes, but is not limited to the following:

- Rehabilitation testing and assessment of individuals with physical disabilities

- Rehabilitation testing, diagnosis, and assessment of individuals with mental disorders
- Marriage and family assessment and counseling services
- Development of treatment and rehabilitation plans
- Clinical individual, group, and family counseling and psychotherapy for individuals with and without disabilities
- Case management
- Career and vocational assessment and counseling
- Rehabilitation training and education
- Disability prevention education
- Clinical supervision of rehabilitation counselors and related health care professionals and paraprofessionals
- Counseling, rehabilitation, and related health care program administration
- Rehabilitation research
- Consultations on mental and physical disabilities and rehabilitation services with other health care and human service professionals and with personnel in schools and community organizations
- Consultations with employers related to employees and potential employees with disabilities as well as disability related legislation such as workers compensation laws and the Americans with Disabilities Act

Preparation of the Rehabilitation Counselor

Bachelor's Degree in Rehabilitation Services. Individuals with a bachelor's degree in rehabilitation services usually enter a graduate program in the human services or work in entry level human services jobs such as substance abuse worker, mental health worker, job placement specialist, job coach, probation and parole officer, and case manager. Individuals with bachelor's degrees in rehabilitation services may obtain certifications in such areas as case management (CCM), substance abuse counseling (CSAC), and vocational evaluation (CVE). There are over 50 universities and colleges offering a bachelor's degree in rehabilitation services. An undergraduate degree in rehabilitation services may shorten a graduate program of study in rehabilitation counseling.

Master's Degree in Rehabilitation Counseling. Rehabilitation counselors are prepared at the master's degree level. The master's degree in rehabilitation counseling is the terminal degree for the counseling profession including rehabilitation counseling. There are approximately 100 universities or colleges offering accredited master's degree programs in rehabilitation counseling in the United States. Rehabilitation counseling graduate students typically have bachelor's degrees in rehabilitation services, psychology, social work, or other health and human service fields. However, individuals with non-related undergraduate majors are accepted into graduate rehabilitation counselor education programs.

There are many older graduate students aged thirty to fifty years and older pursuing a career in rehabilitation counseling. These older students typically have a wide range of life experiences and varied work histories such as nurses, teachers, clergy, general counselors, and business people. Students as old as 72 years old have completed their master's degree in rehabilitation counseling. It is never too late to pursue a professional career that brings new meaning and excitement to one's life. The academic background and related work experience of each student is taken into account in planning a program of study. A rehabilitation counselor education program

will typically provide 18 months to 2 years of academic and field-based clinical training. Some students work full or part-time and attend school part-time over a three to five year period. Many programs offer evening classes for students who work.

Many rehabilitation counselor education programs offer specialty training in such areas as substance abuse rehabilitation, psychiatric rehabilitation, vocational evaluation, hearing and visual impairments, and rehabilitation administration in addition to the core rehabilitation counseling preparation. Universities that offer rehabilitation counseling specialty “concentrations” usually include from two to four specialty courses. Those rehabilitation counselor education departments offering a specialty “program” usually include a minimum of four specialty courses. Students can usually complete a master’s degree in rehabilitation counseling, including a specialty program in two years of full-time study. Students pursuing a specialty area of rehabilitation counseling will do their internship in a health care, counseling, or rehabilitation setting which provides a clinical field experience working with the desired specialty focus.

Doctoral Degree in Rehabilitation Counseling. Individuals pursuing a doctoral degree in rehabilitation counseling, or a closely related area such as counselor education, counseling psychology, or rehabilitation psychology, usually pursue careers as faculty in university settings, program administrators, researchers, or clinical counselors, psychotherapists, and rehabilitation practitioners in the private sector. There are approximately thirty doctoral programs in rehabilitation counseling.

Curriculum. Graduates from accredited rehabilitation counselor education programs are typically trained in rehabilitation assessment; counseling theory and practice; individual, group, and family counseling approaches and techniques; vocational evaluation and career counseling; medical and psychosocial aspects of disabilities; physical and mental disorders and disabilities; psychiatric assessment, diagnosis, and rehabilitation; case management; rehabilitation planning; job placement and development; and professional ethics and issues in rehabilitation counseling practice. Students often take required or elective courses in such areas as marriage and family therapy, psychological testing, substance abuse, juvenile and adult offender rehabilitation; mental retardation, communication disorders; sign language; stress management; and administration.

Practical Clinical Field Experience. Supervised field experiences in counseling, rehabilitation, and health-care settings are preceded by a counseling pre-practicum course that usually includes a counselor skill training seminar along with practice counseling sessions in a university counseling lab. The pre-practicum is followed by a rehabilitation counseling practicum which includes additional counseling skill training and 100 hours of a supervised and taped clinical counseling experience with actual clients in the field. The counseling practicum is followed by a 600 hour supervised clinical internship in a counseling or rehabilitation setting working as a counselor with a limited caseload. Clinical rehabilitation counseling practicum and internship field experiences are available in a variety of community, state, federal, and private health, mental health, counseling, and rehabilitation settings.

Financial Aid. Besides the usual student loans and scholarships available to most college students, rehabilitation counseling students typically have two additional sources of financial assistance. Graduate or teaching assistant positions are one potential source of financial assistance. Graduate assistants typically work from ten to twenty hours a week assisting faculty or staff with their research, teaching, or other professional responsibilities. A second potential source

of financial assistance is the rehabilitation training stipend. *Because there is such a high demand for qualified rehabilitation counselors, some rehabilitation counselor education programs receive federal grant funds to provide financial assistance for students in order to help attract students into the rehabilitation counseling profession. These rehabilitation stipends typically pay tuition and a monthly stipend.* Students receiving stipends are required to work two years in a not-for-profit rehabilitation setting for every year they received the stipend.

Accreditation, Certification, and Licensure

Accreditation. The Council on Rehabilitation Education (CORE) is the oldest national accreditation body in the counseling profession and sets the standards for preparing rehabilitation counselors. Students preparing for their master's degrees in CORE accredited rehabilitation counselor education programs are eligible to register for the national certification in rehabilitation counseling (CRC) exam in their last semester of study. If the student passes the examination, the CRC credential is awarded upon the successful completion of the master's degree. CRC applicants with master's degrees from programs not accredited by CORE must work under the supervision of a CRC for a period of time before they are eligible to sit for the CRC examination. *There are approximately 100 college and university-based rehabilitation counselor education programs at the master's degree level accredited by CORE.*

Certification. *Established in 1973, the Commission on Rehabilitation Counselor Certification (CRCC) is the oldest national credentialing body in the counseling profession.* The purpose of certification in rehabilitation counseling (CRC) is to provide assurance that professionals engaged in the practice of rehabilitation counseling have met established standards at the time of entry into the profession and have maintained these standards throughout their careers through continuing education requirements. There are approximately 16,000 Certified Rehabilitation Counselors in the United States. There is a Canadian Certification in Rehabilitation Counseling (CCRC) credential developed by the CRCC for rehabilitation counselors in Canada.

CRC Standards. In order to become certified as a rehabilitation counselor, applicants must meet the educational requirement of a master's degree in rehabilitation counseling or a closely related area; have supervised work experience; demonstrate knowledge of rehabilitation counseling by passing a national examination; and maintain certification by completing 100 hours of acceptable continuing education credit every five years. CRCs subscribe to a code of ethics which guides the practice of rehabilitation counseling

Related Counseling Specialty Certifications. Graduates from rehabilitation counselor education programs are eligible for certifications in other types of counseling including substance abuse counseling, clinical mental health counseling, marriage and family counseling, career counseling, vocational evaluation, case management, and as disability management specialists, upon completion of appropriate supervised clinical experience and, in some instances, additional specialty training.

Licensure. A counseling license (see *Licensed Professional Counselor* brochure at www.youpublish.com) is a credential authorized by a state legislature that regulates either the title, practice, or both, of professional counselors. All 50 states and the District of Columbia have passed counselor licensure or other regulatory laws for the practice of counseling. In addition, a

few states have passed specialty rehabilitation counselor licensure laws. ***The master's degree in rehabilitation counseling is accepted in all states that have counselor licensure.*** To be licensed, counselors must pass a state approved examination and acquire two to three years of supervised counseling experience. Rehabilitation counselor education programs vary in their requirements and range from 48 to over 60 semester hours. Some counselors may have to acquire additional course work if they move to a state that requires 60 hours of graduate credit.

Graduates of rehabilitation counselor education programs who become Licensed Professional Counselors (LPCs) can enter private clinical counseling practice and provide general mental health counseling, rehabilitation counseling to individuals with disabilities, and other specialty clinical counseling and psychotherapeutic services such as substance abuse counseling, marriage and family counseling/therapy, vocational evaluations, and career counseling, depending on their specialty training, counseling experience, and certifications. LPCs have been included as qualified mental health and substance abuse service providers in governmental regulations, managed care companies, and health insurance companies in many states around the country.

Roles and Responsibilities

Rehabilitation counselors assist people with physical and mental disorders and disabilities to become or remain self-sufficient and productive members of society. Rehabilitation counselors help individuals with disabilities cope with societal, family, and personal problems, plan careers, and find and keep satisfying jobs. Rehabilitation counselors may also work with individuals, professional organizations, and advocacy groups to address the environmental and social barriers that create obstacles for people with disabilities. A rehabilitation counselor builds bridges between the often isolated world of people with disabilities and their families, communities, and work environment.

The rehabilitation counselor through a rehabilitation assessment identifies strengths and assets as well as problems, needs, and limitations in order to develop a comprehensive counseling, treatment, and rehabilitation plan. The rehabilitation plan is jointly developed with the individual and may include personal counseling and psychotherapy, family services, career and vocational assessment and counseling, and arrangements made for medical and psychiatric care, vocational training, college, and job placement. Rehabilitation counselors utilize psychological and vocational assessment procedures, evaluate medical and psychological reports, and consult with family members. Rehabilitation counselors also arrange services with physicians, psychologists, social workers, physical therapists, occupational therapists, speech-language pathologists, social workers, physician assistants, nurses, and related health care professionals to help individuals with disabilities in their recovery and rehabilitation. Individuals with disabilities may also need the services of vocational, technical, and college level educators to gain or regain vocational skills, knowledge, and competencies. Cooperative relationships with employers are also important in the rehabilitation process as people strive to become employed and self-sufficient members of society.

A major goal in rehabilitation is to assist an individual with a disability to move from a position of personal and economic dependence to one of independence or interdependence. ***The rehabilitation counselor is the primary professional who coordinates the rehabilitation services throughout the recovery and rehabilitation process utilizing counseling and case management***

services.

To help a person with a disability, the rehabilitation counselor utilizes knowledge from several fields such as psychology, medicine, psychiatry, sociology, social work, education, law, and the world of work. The rehabilitation counselor works with professionals from these and related areas. Although other health care professionals work with people with disabilities, ***it is the rehabilitation counselor who is uniquely qualified to provide clinical psychological counseling and career/vocational assessment and counseling to individuals with disabilities and their families.*** Rehabilitation services may be provided through public, private, not-for-profit, or for-profit health care, counseling, and rehabilitation programs.

Career Opportunities

The career opportunities for rehabilitation counselors are above average. There are not enough qualified rehabilitation counselors to fill the current rehabilitation counseling vacancies or anticipated positions in the rehabilitation, counseling, mental health, and related human services fields. Rehabilitation counselors work in a variety of settings under a wide range of job titles.

State-Federal Rehabilitation Agency. Approximately 15% of graduates of rehabilitation counselor education programs go to work for the state-federal rehabilitation agency. Every state has a rehabilitation agency which is usually called the Division of Vocational Rehabilitation (DVR). Half the states have an additional state rehabilitation agency for individuals with visual impairments. All these state-federal rehabilitation agencies as well as the rehabilitation agencies in Guam, Puerto Rico, and the Virgin Islands follow the same basic rehabilitation process and have the same status codes to indicate where an individual is in the rehabilitation process. The reason for this standardization of the rehabilitation process in this work setting because the federal government provides the majority of financial resources for this agency as a result of federal legislation. The first person most often recruited for rehabilitation counselor positions in this agency is an individual with a master's degree in rehabilitation counseling. The rehabilitation agency seeks professional counselors who know about mental and physical disabilities, counseling, and case management. Since there are not enough individuals with master's degrees in rehabilitation counseling these rehabilitation agencies often hire graduates with related master's degrees or bachelor's degrees and put them through in-service training programs. Qualified rehabilitation counselors are in high demand in state-federal rehabilitation agencies throughout the country. Rehabilitation counselors have geographic mobility in that they are in high demand in almost any state and know what to expect in terms of job role and function in this one work setting.

Related Health Care and Human Services Work Settings. Approximately 85% of graduates with master's degrees in rehabilitation counseling go to work in counseling and rehabilitation settings other than the state-federal rehabilitation agency and usually assume another job title other than rehabilitation counselor. Where these graduates go to work is usually dependent on their specialty area of interest. There are specialized counseling and rehabilitation programs for almost every type of disability. There are specialized programs for individuals with substance abuse, mental illness, behavioral disorders, mental retardation, visual impairments, hearing impairments, head injuries, spinal cord injuries, and numerous other types of disabilities. When graduates of rehabilitation counselor education programs go to work in one of these specialty programs they are hired under job titles more closely related to that specialty area of practice. For example, if they go to work in a drug rehabilitation program they may assume a job title of

substance abuse counselor, substance abuse prevention specialist, or drug program administrator. If they go to work in a state or private mental hospital, community mental health center, or private mental health clinic, they may assume job titles like mental health counselor or family counselor. If they go to work in the corrections area, they may work as probation and parole officers, work release coordinators, pre-release counselors, or prison-based substance abuse counselors. Rehabilitation counselors working in employee assistance programs (EAPs) with corporations and other businesses may work as EAP counselors or managers. Graduates of rehabilitation counseling programs have assumed just about every job title available in the wide range of health and human services.

Private Sector Practice. *Rehabilitation counselors have a number of private practice options in both the private non-profit and private-for-profit sectors.* There is a high demand for qualified rehabilitation counselors in the private non-profit settings such as rehabilitation facilities and workshops. A fast growing area of practice for rehabilitation counselors is in the private-for-profit sector. The two most common private-for-profit career options include private-for-profit rehabilitation companies and private practice as clinical mental health counselors/psychotherapists.

Private-for-profit rehabilitation companies provide services to injured workers and help these individuals receive the needed medical and other rehabilitation services necessary to achieve a successful rehabilitation and return to work. The rehabilitation counselor works with an interdisciplinary team of rehabilitation physicians, nurses, and related health care professionals. This area of rehabilitation counseling involves working directly with injured workers, insurance companies, and employers and is regulated by state worker compensation commissions. Some of these private rehabilitation companies have grown to become multi-million dollar companies with branch offices in many states.

Private-for-profit clinical mental health counseling practices are another fast growing career option for rehabilitation counselors. Many rehabilitation counselors who receive their state license as a professional counselor (e.g. LPC) advertise the counseling and rehabilitation services they are qualified to provide such as general clinical mental health counseling, substance abuse counseling, marriage and family counseling, and career counseling in the yellow pages of the phone book. These services are provided to individuals with disabilities as well as to individuals, groups, and families without disabilities in the general public.

Expanding Career Options. Rehabilitation counselors have typically worked with working-age adolescents and adults. However, more recently, rehabilitation counselors have begun to provide counseling and rehabilitation services to children and the elderly. Some of the more recent activities of rehabilitation counselors include developing life care plans for children with disabilities; determining, coordinating, and arranging for rehabilitation and transition services for children with disabilities within school systems; and providing geriatric rehabilitation services to older persons who are experiencing changing lifestyles and health problems. In addition to younger and older individuals, rehabilitation counselors are increasingly providing counseling and rehabilitation services to workers in need of counseling and rehabilitation services through employers' own in-house disability management and employee assistance programs. Also, individuals who have severe disabilities that limit opportunities for full-time competitive work may be assisted through independent living centers, supported employment, rehabilitation facilities, projects with industry, and related rehabilitation services.

Employment Settings. Job opportunities exist for qualified rehabilitation counselors in a wide variety of work settings including:

- State-federal rehabilitation agencies
- Private non-profit rehabilitation facilities and workshops
- Private-for-profit rehabilitation companies
- Insurance companies
- Private clinical counseling practices (e.g. mental health, substance abuse, marriage and family, and career issues)
- Substance abuse programs
- Mental health centers
- Psychiatric rehabilitation programs
- Geriatric counseling and rehabilitation programs
- Head injury rehabilitation programs
- Developmental disability agencies
- Mental retardation programs
- Public and private counseling centers
- Halfway houses and group homes
- Independent living centers
- Employee assistance programs
- Disability management programs
- Institutional and community based correctional programs
- Comprehensive rehabilitation centers
- University, college, and high school settings
- Special education and transition from school to community and work programs
- Hospital-based rehabilitation and substance abuse programs
- Veterans administration medical centers/hospitals
- Client assistance and advocacy programs
- Other counseling and rehabilitation programs serving individuals with mental and physical disabilities.
- Other health care, especially mental health care, programs serving the general population

Salary Range. Salaries vary considerably from state to state. The average starting salary for rehabilitation counselors in the public sector is approximately \$35,000 a year. Starting salaries are similar for beginning substance abuse counselors, clinical mental health counselors, vocational evaluators, and related counselors. The average salary in the private sector is generally higher. After a few years of experience salaries increase considerably. Rehabilitation counselors tend to ascend the career ladder very quickly in most health and human services settings into supervisory and administrative positions with a substantial increase in salary. Some experienced rehabilitation counselors in the private sector earn over \$100,000 a year. Rehabilitation counselors with doctoral degrees working as university professors, private counselors, or psychologists usually earn considerably more than individuals with master's degrees.

Additional Information About Rehabilitation Counseling

For more information about admission standards to undergraduate programs in rehabilitation services or master's or doctoral level graduate programs in rehabilitation counseling contact one of the rehabilitation counselor education programs at a university in your area. The following rehabilitation organizations can provide additional information about rehabilitation counselor education programs and the rehabilitation counseling profession:

Certification of Rehabilitation Counselors

Commission On Rehabilitation Counselor Certification (CRCC). The CRCC sets the certification standards for rehabilitation counselors (CRC and CRC-MAC) in the United States and Canada. <http://www.crccertification.com/> .

Accreditation of Rehabilitation Counselor Education Programs

Council on Rehabilitation Education (CORE). CORE accredits master's level rehabilitation counselor education programs and maintains a current list of accredited rehabilitation counselor education programs and registered undergraduate programs on their website. There are many additional undergraduate programs in rehabilitation studies/services not listed in the CORE registry and can often be located in the same university offering a graduate program in rehabilitation counseling. <http://www.core-rehab.org/>.

Professional Associations

American Counseling Association (ACA). ACA is the largest association of professional counselors, includes a specialty division for rehabilitation counselors. <http://www.counseling.org/>

American Rehabilitation Counseling Association (ARCA). ARCA is a division of the American Counseling Association (ACA) for rehabilitation counselors. Members include rehabilitation counselors, educators, and students. <http://www.arcaweb.org/> .

National Rehabilitation Counseling Association (NRCA). NRCA is a professional association for rehabilitation counselors. Members include rehabilitation counselors, educators, and students. <http://nrca-net.org/> .

National Council on Rehabilitation Education (NCRE). NCRE is an organization of rehabilitation educators and researchers. NCRE has developed and maintains a directory of member rehabilitation counselor education programs listing their university affiliation, address, phone number, any specialty concentrations, and faculty on their website (<http://www.rehabeducators.org/about.htm>).

National Rehabilitation Association (NRA). NRA is an umbrella organization for rehabilitation-related professionals and persons with disabilities, including the Rehabilitation Counselors and Educators Association, a division for rehabilitation counselors. <http://www.nationalrehab.org/>

Professional Association of Rehabilitation Counselors (PARC). PARC is a professional association of rehabilitation counselors working primarily in substance abuse and mental health settings. Members include rehabilitation, substance abuse, and clinical mental health counselors, educators, and students. <http://parc1.homestead.com/title.html> .

Rehabilitation Counselors and Educators Association (RCEA). RCEA is a division of the National Rehabilitation Association for rehabilitation counselors, educators, and students. <http://www.rehabcea.org/> .

General Information

Careers in Vocational Rehabilitation. The National Clearinghouse on Rehabilitation Training Materials (NCRTM) website provides a “RehabJobs Career Portal” into selected areas of the rehabilitation counseling profession. It is designed to be a resource for agencies and academic programs that are looking for quality recruits and a resource for professionals and students who are exploring career advancement. <http://ncrtm.org/course/view.php?id=7> .

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