

## **CVRP – INTERN AND PROVISIONAL MENTORING SUPERVISORS QUALIFICATIONS, EXPECTATIONS, AND PRIVILEGES**

### **Required Qualifications:**

To qualify as a mentoring supervisor for CVRP(I) or CVRP(P) Registrants, an individual must meet the following conditions:

1. It is expected that mentoring supervisors have reputed competence and expertise in all the core competencies as defined by the College's Scope of Practice.
2. Mentoring supervisors should have a minimum of an undergraduate degree from an accredited university or an acceptable degree granting educational institution in the area of vocational rehabilitation or equivalent to be qualified to mentor.
3. Mentoring supervisors should have a minimum of four years of full time work experience in the vocational rehabilitation field prior to taking on a mentoring supervisory role.
4. Mentoring supervisors must be a CVRP Registrant in good standing with the College of Vocational Rehabilitation Professionals.
5. Mentoring supervisors should have no conflict of interest, dual relationship, or other ethical concerns with the CVRP(I) or CVRP(P) Registrant's who they are mentoring.
6. Mentoring supervisors should not be currently under investigation for professional malpractice or the breach of ethical codes of conduct.

### **Expected Roles and Responsibilities:**

It is expected that the mentoring supervisor:

1. Is designated, and supported by his/her and other staff, to provide mentoring supervision as part of his/her work.
2. Has no potential or actual conflict of interest, dual relationship, or other ethical issue which might interfere with his/her role and responsibilities in relation to the CVRP(I) or CVRP(P) Registrant who they are mentoring.
3. Ensures that the CVRP(I) or CVRP(P) Registrant will have sufficient direct contact hours and professional preparation and activity hours in order to be able to demonstrate their competency in all core competencies as defined by the College's Scope of Practice.
4. Ensures the CVRP(I) or CVRP(P) Registrant has the opportunity to become familiar with a variety of professional activities that allows them to demonstrate their competencies.
5. Ensures the CVRP(I) or CVRP(P) Registrant has the opportunity to become familiar with the College's Code of Ethics and Standards of Practice and can competently demonstrated ethical decision making.
6. Ensures the CVRP(I) or CVRP(P) Registrant has the opportunity to become familiar with a variety of professional resources (e.g. assessment instruments, professional literature, etc.) relevant to the profession of vocational rehabilitation.
7. Offers professional guidance, informal feedback and also a formal written summative evaluation.

8. Agrees with, and abides by, the terms and conditions detailed in the CVRP Mentoring Supervision Agreement.
9. Will not financially benefit from the work of the CVRP(I) or CVRP(P).
10. Provides the opportunity to use audio and/or video tapes of the CVRP(I) or CVRP (P) Registrant's clinical work for use in mentoring supervision, unless taping of vocational rehabilitation sessions is prohibited at the site or deemed inappropriate or counter-therapeutic by the mentoring supervisor.

**Privileges:**

Some of the privileges of serving as a mentoring supervisor include:

1. Playing a significant role in, and contributing, to the CVRP(I) or CVRP(P)'s professional development.
2. Having opportunities to engage in mutually beneficial discussions and information exchanges with the CVRP(I) and CVRP(P) Registrant.
3. Opportunity to earn continuing education credits (CEUs) with the College.