



College of Vocational Rehabilitation Professionals

President's Report

November 1, 2017 AGM

I would be remiss if I didn't start my report by recognizing the dedication and commitment of all our CVRP Board Members, along with the many Committees they lead and support. It is through the work of each individual that we are all able to come together as such a strong and cohesive team with one vision – to provide a venue to ensure excellence in service for the Clients we serve by setting minimum competency requirements and standards of practice that will protect the public. Our Board and Committee members have contributed countless volunteer hours to ensure policies, processes, procedures and standards are in place to ensure we achieve our goals. Not only is the public protected, but all stakeholders can be provided with the assurance that only competent and qualified vocational rehabilitation and assessment professionals are available to provide this valuable, and highly valued, service!

The College of Vocational Rehabilitation, established in 2010, is the result of the experienced leaders in our profession who recognized the need and the value of certification through formal examination and demonstration of minimum competencies. I, and I am certain all CVRP Registrants, are forever grateful to the leadership and dedication provided by them in order to make this vision a reality, and I am privileged to follow in their footsteps as a member of the CVRP Board of Directors.

As can be well imagined, establishment of the College was a huge and arduous task, and quite an accomplishment to say the least. However, our work does not stop there! There is much work to be done now and in the future and all College Registrants play an important role in representing the College as we move forward to meet each year's goals and objectives. Certification in itself is an accomplishment that should not be taken lightly, and a strong representation of your commitment to ongoing education and development in your own careers. We, as a strong group of professionals, are sending a message to all stakeholders that we will not settle for "adequate", "acceptable", "satisfactory" or just plain "OK", but demand excellence in service. We have set the gold standard for service delivery and all stakeholders, including not only the public, but those who hire Vocational Rehabilitation and Assessment Professionals, have come to recognize this.

In 2015, CAVEWAS began discussions with CVRP regarding an examination process to assess and validate the knowledge and qualifications of those individuals in our field who conduct vocational assessments. Special thanks to Jennifer Chladney, President of CAVEWAS who, along with her team and

CVRP President Sean Fitzgerald and his Committee, worked together tirelessly to develop a process of examination for Canadian Certified Vocational Evaluators (CCVE's). Special thanks as well to Dr. Garry Corbett and his Examination Committee for the extensive time and great effort put forward in developing a pool of examination questions that appropriately and accurately tests the knowledge and competencies of individuals practicing in this specialty area. As of the first sitting of CCVE Candidates in May of 2016, we currently have 53 CCVE's of which 3 are Fellows and 5 are Diplomates. Since then, CCVE's have sat examinations alongside CVRP's applicants in June and November of 2016, June of 2017 and, at the time of this writing, will sit in early November, 2017. There have been other sittings proctored by College Registrants across the country in Calgary, Regina, Winnipeg, Nova Scotia and Newfoundland. This speaks soundly to the recognition that this long-awaited certification is of great interest and value to all those practicing these specialized skills, as well as the purchasers of this service, often necessary and regularly used to make current and future decisions about next steps for those experiencing injury, illness and disability.

In reference to the laddering process mentioned above, the process for application and achievement of Fellow and Diplomate status for both CVRP's and CCVE's is clearly laid out on the CVRP website. Congratulations to those who have achieved these designations through additional and ongoing education, and demonstrating their strong and long-standing commitment and contributions made to their professions. You are highly respected by all and the designation is well deserved! For those who have not yet pursued this status, I encourage you to review the procedures for accomplishment and begin the first steps of the road to achievement in order that you can stand proud amongst those who have provided us with their unyielding leadership, training, guidance and invaluable support throughout the development of our profession. For our Registrants, this process provides a venue for continued development in your professions and additional goals to set for yourself, and you are encouraged to challenge yourself in pursuit of Fellow or Diplomate status.

I am especially pleased to report that the College and the Vocational Rehabilitation Association of Canada (VRAC) are working together collaboratively in finalizing a Memorandum of Agreement (MOA) between the two organizations, in order to clarify and confirm the roles of each. As we are well aware, both have separate and unique mandates: the College, to set the Standards of Practice and ensure the competence levels of vocational rehabilitation professionals and thereby protecting the public, while the Association provides the resources necessary to provide their members with resources and the education needed to achieve and maintain their professional credentials, and thereby providing support to its members. On June 1, 2016, VRAC members voted during their Annual General Meeting to stop providing Registered Rehabilitation Professionals (RRP's) to its members, and allowing the College to manage the credentialing of Vocational Professionals via formal examination of competencies. This is an enormous step forward in our profession and strengthens the value of the work we do as professionals. The College and Association have struck a joint committee who have been working diligently in negotiating an agreement that is agreeable to both bodies and of benefit to Association Members and College Registrants alike. A Draft MOA has been provided to both Boards, feedback and comments have been generated and worked into a document very close to finalization and readiness for signatures.

Overall, this has been a very exciting and productive year and I have been both proud and honoured to be part of such a committed, dedicated and knowledgeable group of professionals. The work that has been done over the last few years is highly commendable and, as the saying goes, we have many stories to tell our grandchildren. Take pride in knowing that you, as today's professionals, will be the

grandparents of tomorrow and those professionals newly embarking on their careers in vocational rehabilitation, your grandchildren. Yes, we will have many stories to share of the bumpy roads we travelled, challenges we faced, and those we boldly overcame in order to pave the roads for smooth sailing in the future. Our success to now is to be revered and admired and I look forward to working together with all of you as we enjoy continued success well into the future!

Respectfully yours,

Thea Aldrich, CVE, RRP, CVRP, CCVE(D)

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