

PATHWAYS

Vocational Rehabilitation



ACRE-Approved Training



CESP Certification



Alternative Training

Complete a nationally recognized training program approved by the Association of Community Rehabilitation Educators (ACRE). This pathway covers essential employment service competencies and is typically offered in an online, in-person or hybrid/blended).

Earn and maintain the Certified Employment Support Professional (CESP) credential through the Association of People Supporting Employment First (APSE) by passing a national exam that demonstrates competency across established employment support domains.

Use internal or third-party training that aligns with DVR-required competencies and content and standards. Training must be submitted for DVR approval and meet the criteria outlined in the Alternative Training Requirements and Guidelines document.

- Minimum 40 hours of instruction
- Covers core topics, including person-centered planning, job development, systematic instruction and workplace supports
- Often includes instructor feedback and practical assignments
- Results in an ACRE certificate (Basic or Professional level)
- Must be ACRE-approved (see ACRE website for current approved providers)

- Exam-based; self-guided preparation
- No specific coursework required, though preparation is recommended
- Covers four domains: application of knowledge, vocational assessment, job development and employer engagement, and workplace supports.
- Certification valid for three years and requires continuing education units (CEUs) for renewal

- Flexible structure (self-paced, in-house or external)
- Minimum hour requirements: 40 for Job Developers; 20 for Job Coaches
- Requires documentation, including syllabus, objectives and content alignment
- Must address core domains and map directly to required competencies Must demonstrate 80–90% alignment with DVR competencies
- Requires DVR approval prior to use

Best suited for:

- Providers new to employment services
- Agencies seeking a structured, accessible training option

Best suited for:

- Experienced staff confident in their knowledge and skills
- Providers seeking nationally recognized certification

Best suited for:

- Agencies with established internal training programs

Note: Service Providers only need to meet one of the above pathways per staff person. Specific hour and content requirements differ for Job Developers and Job Coaches. See full Qualification Requirements for details.