



The Experts' Express

July 30, 2009

International Association of Rehabilitation Professionals

Providing a Community for Rehabilitation Professionals

Welcome to The Experts' Express!

About The Experts' Express

The Experts' Express is a member-only monthly e-newsletter, keeping you informed about IARP issues and upcoming events. Each month different sections and chapters are highlighted. You will be provided with the latest news, details on member benefits, and information you will need to stay tuned in to what IARP is doing to give you the most for your membership.

Visit www.Rehabpro.org to enter the online world of rehabilitation professionals.

IARP Notables

IARP Speakers Bureau Committee

Ann Neulicht

Chair, Speakers Bureau Committee

- ◆ *Have you had difficulty identifying speakers for a training program or a chapter/section conference?*
- ◆ *Have you been approached by someone in another organization regarding speaker suggestions?*

For IARP, educating the community on topics of rehabilitation is one of our top priorities. So, it is exciting to announce that the **IARP Speakers Bureau is finally a reality!** We invite you to go to <http://www.rehabpro.org/directory/speakers/> and check it out.

The IARP Speakers Bureau will:

- Raise standards in rehabilitation related professional speaking and assist members through a program of training, development tools, and networking opportunities.
- Expand the market for professional speakers on rehabilitation topics including Case Management, Disability Management, Forensic Issues, Earning Capacity Assessment, Life Care Planning, and other subjects covered by the members' expertise.
- Establish Case Management, Disability Management, Forensic Vocational Consulting and Life Care Planning as recognized professional fields by promoting the association and the expertise and professional standards of its members.
- Offer a straightforward and helpful speaker consultancy and booking service to IARP conference committees, as well as anyone else organizing an event.

Toward the goal of "populating" the Speakers Bureau, we are asking all those who are interested to submit an application. Although, ultimately the Speakers Bureau will pay for itself, we want to pilot it through the end of 2009 to make sure the process works smoothly. Until 2010, there will be no fees to have your name listed in the Speakers Bureau or to match a speaker with your needs.

Ann Neulicht, Speakers Bureau Chair (aneulicht@ipass.net)

Written on behalf of committee members Mary Barros-Bailey, Steve Bast, Patty Costantini, Judi Drew, Carol Lockhart, Karen Preston, Susan Riddick-Grisham, Dianne Simmons-Grab, and Ann Wallace.

◆ Reprint: March 2009 article

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Chapter Highlights

IARP Florida Chapter

Jeff Carlisle
Florida Chapter President

The Florida Chapter is in its third month of operation under a new board and things are proceeding well. The Florida Board is made up of the following individuals:

- ◇ President: Jeff Carlisle
- ◇ President Elect: Vacant
- ◇ Secretary: Melannie Rodriguez
- ◇ Treasurer: Robynanne Cash Howard
- ◇ Past President: Joey Kilpatrick
- ◇ Legislative Committee Co-Chairs: Gil Spruance & Bill England
- ◇ Training & Education Committee: Rick Robinson
- ◇ Standards & Ethics Committee: Spencer Eakes
- ◇ Membership Committee: Julie Hammond
- ◇ Panhandle District President: Alan Criner
- ◇ Northeast District President: Claire Hibbard
- ◇ Central District President: Devin Lessne
- ◇ Southeast District President: Jeff Barrett
- ◇ Southwest District President: Karen Sinnreich

The Florida Board will host an IARP booth at the Florida Annual Workers' Compensation Conference taking place in Orlando during August of this year. We have just completed our 2009 – 2010 IARP Membership Directory which will be handed out during the conference. This serves as an excellent promotional tool to potential customers for our members.

The Florida Chapter is reviving its annual conference begin-

ning in the spring of 2010 and conference planning is well underway. This is an eagerly anticipated event and it promises to be a conference that will appeal to IARP members within Florida and throughout the association. The conference will take place in mid April in the Orlando area and we encourage all IARP members to consider attending. More details to follow in upcoming issues of the Expert's Express.

The Florida Chapter conducted a successful legislative lobbying fund raising campaign leading up to the past session and we thank the IARP Board of Directors for its support of our efforts via broadcast e-mail to the national membership. We especially thank and acknowledge the Washington IARP Chapter which gave a sizeable financial donation to our fund raising campaign.

IARP Nebraska Chapter

Lunch with Workers' Compensation Court Judges

Patricia Reilly
Nebraska Chapter President

The Nebraska Chapter of IARP has scheduled to meet for lunch with Judge Cavel and Judge Hoffert of the Nebraska Workers' Compensation Court to discuss loss of earning power analysis in addressing multiple injuries and related case law. NE IARP has extended an invitation to all counselors who are certified with the Nebraska Workers' Compensation Court. We are looking forward to this educational opportunity.

Connect with other Rehabilitation Professionals

Join an IARP Listserv

IARP offers several listservs, including the Forensic section listserv, the combined Case Management (CM) and Disability Management (DM) section listserv, the International Academy of Life Care Planners (IALCP) listserv, and the SSA-VE listserv, which are highly rated benefits. These listservs allow you to become part of a community of professionals and network with colleagues to get quick answers to your questions on industry issues, procedures and trends.

To subscribe to an IARP listserv send an email containing your name, the listserv you want to join, your section, and the email address you would like to use to subscribe to the listserv to janicew@tcag.com. Only members of IARP can join a listserv, and section listservs are reserved for members of the respective sections.

Express Job Bank Highlights

Vocational Rehabilitation Counselor

Founded in 1986, Career Consultants of America, Inc. (CCA) is a private practice that employs 10 to 12 individuals and operates from a 3,200 square foot office in suburban Tampa, Florida. This position involves providing forensic vocational rehabilitation evaluation and life care planning services, areas in which the practice is particularly well established.

Job Responsibilities

The primary job responsibilities involve assisting with reviewing records, standardized test administration, conducting labor market research, and case management. Opportunities to conduct forensic evaluations and develop life care plans are available for more experienced candidates.

Qualifications Required

The ideal candidate will be highly motivated, analytical, resourceful, and passionate about practicing vocational rehabilitation. A strong knowledge of vocational rehabilitation, likely gained by 5 or more years of postgraduate experience, is essential. Candidates with CRC, CVE, and/or CLCP credentialing will be given priority consideration. Private practice and expert witness experiences are value-added.

Education Required

Graduate degree in an area related to vocational rehabilitation.

Salary Range & Benefits

Salary is commensurate with experience and qualifications. Full employee benefits, including profit sharing, are available.

Contact Career Consultants of America, Inc. at (813) 265-9262 for more information.

Vocational Rehabilitation Counselor

Current Opening (July 2009) for Experienced Vocational Rehabilitation Counselor in Vancouver, Washington.

Vogel Consulting, Inc. is a private vocational rehabilitation firm located in SW Washington. We provide vocational services to injured workers for the Department of Labor and Industries, OWCP, and Self-Insureds. We are currently looking for one full time experienced Rehabilitation Counselor. Salary and benefits are

negotiable based on experience. Excellent working environment, emphasizing a team approach.

Qualifications include excellent writing skills, analytical abilities relating to case management, good problem solving skills, excellent research abilities, and the ability to work independently.

LTD Rehabilitation Coordinator Requisition #16163

Founded in 1909, Mutual of Omaha is a solid, family-oriented company that's reliable, trustworthy, knowledgeable and caring. We are a full-service, multi-line provider of insurance and financial services products for individuals, businesses and groups throughout the United States. We are committed to providing outstanding service to our policyholders. Our commitment to customer service is the cornerstone of our vision and values.

The LTD Rehabilitation Coordinator performs rehabilitation claim management and case administration functions to expedite the return of LTD claimants to employment.

MINIMUM QUALIFICATIONS/ REQUIREMENTS:

This job requires a background that demonstrates the following minimum knowledge, skills, talents and traits:

Thorough knowledge of LTD policies, claim administration and insurance principles

Sound knowledge of medical terminology, functional limitations, rehabilitation principles and disability management practices

Analytical decision making aptitude and ability to work independently

Effective verbal and written communication skills, human relations and negotiation skills

Ability to travel up to 5% of work period

ADDITIONAL QUALIFICATIONS/ REQUIREMENTS:

Professional certification by Commission on Certification of Rehabilitation Counselors or related certifying bodies (CVE, CCM, or CDMS)



IARP

Dedicated to return-to-work services on behalf of persons with disabilities and the economically disadvantaged.

IARP Board of Directors

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www.AAACEUs.com

offers IARP members pre-approved CEUs for CRC, CDMS, CCM, CLCP, RNs and more.

PAIN MANAGEMENT – HOT TOPICS – PARTS 1 AND 2

Pre-approved and/or appropriate for CCM, CRC, CDMS, RNs, CLCP, CRRN, CPUR, CPUM, COHN and more.

2 Part Course : **HM1011A** and **HM1010B**

Individual courses can be taken SEPARATELY or TOGETHER. Textbook is purchased separately.

OVERVIEW

The goal of this 2 PART course is to provide an understanding of the complex nature of pain and its implications. Healthcare providers of many different backgrounds should find this book useful both for patient care and as an educational tool

The first few chapters discuss patient evaluation and treatment of pain. More detail about common pain problems is presented in later chapters. All chapters have been written with 2 purposes in mind:

- To provide a QUICK REFERENCE guide and
- SUCCINCT DISCUSSIONS about pain syndromes.

HM1011A: 13 CE Hours

HM1011B: 13 CE Hours

Course with Textbook: \$111.95 (less 5% discount if registered as IARP member)

Course Only: \$78.00 (less 5% discount if registered as IARP member)

Go to www.rehabpro.org, log in, go to the Members Only section and click on “Earn CEUs”.

**Members will only get the 5% discount by
going through the
IARP Web site.**

International Association of Rehabilitation Professionals Member Benefits

Group Discounted Services

Firms that grant group discounts immediately enhance the value of membership in IARP. Please visit the IARP Web site (www.rehabpro.org) to view a listing of discount partners located under the Membership section.

Discounts for insurance

IARP members receive a discounted rate for professional liability insurance, medical insurance, pet insurance and more. For more information contact Marsh at 800-503-9230 or <https://www.personal-plans.com/iarp>.

IARP Outlook

CDMSC Revises Eligibility Criteria, Reflecting Changes in Disability Management Practice

The Certification of Disability Management Specialists Commission (CDMSC) is pleased to announce that it has revised its eligibility criteria for those wishing to sit for the Certified Disability Management Specialist (CDMS) certification examination. The new criteria reflect the latest trends in disability management, including wider professional diversity among those practicing in the field and a strong emphasis on employment experience to develop the necessary expertise.

The new criteria, which take effect immediately, will be applied to those sitting for upcoming examinations beginning in February 2010. As a result of these changes, all previous categories and requirements have been eliminated and replaced with two basic criteria to determine eligibility:

A bachelor's degree in any discipline, or a current state license as a registered nurse with a minimum of an associates degree in nursing.

Because the field is so multi-faceted, requiring knowledge of so many areas, there is no degree program in existence that covers employer-based disability management.

A minimum of 12 months of acceptable full-time employment, providing direct disability management services to individuals with disabilities and/or who receive benefits from a disability management system. Only full-time, paid employment, at a minimum of 37 hours a week is acceptable. In addition, a minimum of 60 percent of an individual's time must be in two of three job function areas or "domains," which are identified as:

- Disability Case Management, including gathering relevant case information, synthesizing information, interpreting case-specific local, state, and federal regulations, and developing a case management plan
- Disability Prevention and Workplace Intervention, including conducting organizational assessments, evaluating policies and procedures, presenting the business rationale for disability management programs, managing human resources, applying labor relation laws, and managing financial resource
- Program Management, Development, and Evaluation, including organizing and planning disability management programs, applying qualitative and quantitative measurements, interpreting financial/risk data, designing programs with rewards and incentives, and tracking cost, operational, and outcomes data.

Previous supervision and coursework requirements have been eliminated. For complete information on eligibility criteria, see the revised Certification Guide on the CDMSC Web site at

www.cdms.org.

The new eligibility guidelines reflect the trend toward people with more diverse backgrounds—including human resources, safety, risk management, and other related disciplines—becoming increasingly involved in disability management. This trend is confirmed by the latest Role & Function Study, which is ongoing. The current study draws input from subject matter experts who are recognized leaders in employer-based disability management. These individuals have varied professional backgrounds such as in human resources, nursing, public health, and safety, and work for employers or insurance companies, or as consultants. This professional diversity contrasts with the traditional master's level rehabilitation or nursing backgrounds that were associated with disability management in the past.

Further, initial data gathered in the Role & Function Study indicate that, in addition to the three domains described above, a fourth is emerging based on employment leaves and benefits administration. This illustrates that disability management continues to be an experiential field driven by employer needs.

The CDMSC rigorously tracks changes in the field through its Role & Function Study, which is conducted every five years to ensure that eligibility criteria are current and that content for the CDMS certification examination is psychometrically sound and reflective of practice in the field. The latest study is also expected to define the link between disability management and absence management, which is typically a human resources function. Findings from the Role & Function Study will be published in a peer-reviewed industry publication.

In order to respond to the latest trends in disability management, the CDMSC believes it is important to expand the eligibility criteria to embrace those who come to the field from a wide variety of disciplines. The new criteria will also help keep the CDMS credential current and vibrant by appealing to a larger audience of potential certificants.

Continued expansion of the disability management field to encompass a wider variety of disciplines is significant for employers who need to put their workplace programs in the hands of qualified individuals. Through certification, disability management specialists demonstrate their knowledge, skills, and competency. In this way, certification helps protect employers, such as in adherence to applicable state and federal laws. Certification also promotes ethical behavior and elevates corporate culture by promoting opportunities for workers of all abilities.

The Certification of Disability Management Specialists Commission (CDMSC) is an independent, nationally accredited organization that certifies disability management specialists. For more information, see www.cdms.org.



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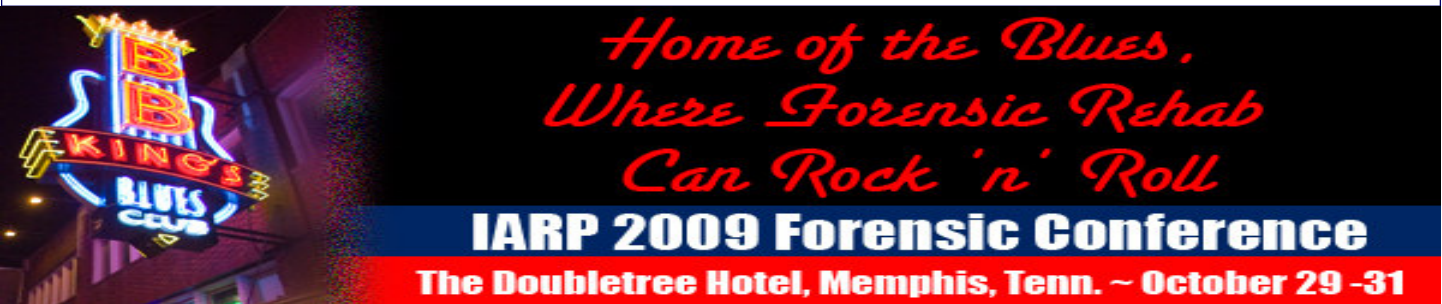
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VISIT OUR WEB SITE AT
WWW.REHABPRO.ORG

The International Association of Rehabilitation Professionals provides a community for rehabilitation professionals in their quest for education and professional growth.

- ◆ IARP serves a diverse membership practicing in the fields of long-term disability and disability management consulting, case management and managed care, forensics and expert testimony, life care planning, and Americans with Disabilities Act (ADA) consulting.
- ◆ IARP supports professional growth of its 2,500 members by providing an ethics code, professional competence standards, continuing education programs, networking opportunities, and group-discounted packages of professional benefits.
- ◆ IARP fosters rehabilitation research and management innovation through national conferences and the publication of peer-reviewed articles in Re-habPro, its quarterly journal.
- ◆ IARP strives to shape public policy favorable to private-sector rehabilitation by working closely with other professional associations, government, and industry. Explore our Web site to learn more about the IARP mission and how we work to achieve it.

Member's Corner



Join us for the IARP 2009 Forensic Conference "Home of the Blues, Where Forensic Rehab can Rock 'n' Roll" in Memphis, Tennessee at the Doubletree Hotel, Thursday, October 29 – Saturday, October 31, 2009. Phenomenal featured speakers, top-notch pre-conference programs, two days chock-full of breakout sessions focusing on emerging issues and trends within the industry.

CONFERENCE BROCHURE

The brochure is now available for the 2009 Forensic Conference. To download it now go to http://www.rehabpro.org/events/2009-iarp-forensic-conference/documents/Forensic09_brochure%20Final.pdf.

Comprehensive attendee registration includes admittance to the exhibit hall; educational sessions Friday and Saturday; evening reception on Friday; breakfast on Friday and Saturday; and lunch on Friday. Please note that registration for Thursday's Pre Conference Workshops and Tours are not included in this registration fee.

TO REGISTER ONLINE Go to https://www.eshow2000.com/iarp/forensic/2009/registration_form.cfm