



The Experts' Express

June 25, 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.

From the Helm: IARP Past President Report

Handing Over The Helm

Neil Bennett
IARP Past President

I stood before the body of the IARP at the 2008 Annual meeting with great anxiety as to how we could keep the association afloat. I am pleased to report today that this last year has been nothing short of miraculous in our recovery from the necessary but draconian measures we took.

The board of directors put its collective 'nose to the grindstone' to move the association forward in its time of need. The association would not be in existence today if it were not for the hard work of each individual board member working together as a team. The association responded: we have 278 new members, current members renewed and we maintained our membership level; members responded to the needs assessment survey which provided invaluable insight to the board's decisions; Montana became a chapter, and Canada and Wisconsin are close

behind; a new section made up of Social Security Administration Vocational Experts has been created; the Rehabilitation Professional and Journal of Life Care Planning have been revitalized; members have been participating in webinars on a consistent basis showing us that this is the way of the future.

Tomorrow brings the reinvention of IARP full circle—we have been focusing on ourselves, conducting strategic planning which will not be status quo.

It is time to hand off the helm to Rodney Isom and I am fully confident that at this time next year, we will on our way to our new goals. Many thanks to outgoing Board members Deb Holmes, Tony Choppa and John Meltzer.

It has been a privilege to serve.

Thanks,
Neil

Around the Globe: IARP Council of Chapter Presidents

Many Good Works

Dennis Funk
Council of Presidents' Representative

The Council of Chapter Presidents was established, in part, for the purpose of insuring that each chapter maintained a hand in the review of organizational operation of the association, its finances, planning, as well as community relations. The past year, as the Council of Chapter President's Representative, it has been my goal to insure that your chapter presidents have been acutely aware of the board of directors' activities. At our last monthly meeting, the chapter presidents were informed of the formal approval of a new section entitled

"Social Security Vocational Experts." This new section broadens the scope of rehabilitation professionals represented by our association. We are hopeful that this new section will be a value to individual counselors performing social security testimony as well as those who may be interested in broadening their scope of work.

In the past few months we have also been pleased to report to the presidents the formation of new chapters in the state of Montana as well as in Canada. Although the Canada chapter is tied up with formal review through their

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Chapter Highlights

IARP New England Chapter

Spring Conference

Estelle Hutchinson

New England Chapter Past President

The New England Chapter's Spring conference, entitled ***Forensics: Professional Opportunities and Perspectives***, was held on Friday, June 5, 2009 in Westborough, Massachusetts. Program feedback was very positive which was especially gratifying because all the speakers were members of the chapter. Overall the day was a very pleasant one and the event proved to be an excellent venue for networking. Many thanks to conference planner Debbie Veatch for her efforts.

IARP Texas Chapter

Forestall of Legislative Agenda Apparently Successful

Tom Selman

Texas Chapter Past President

On March 10 the Texas Legislature had been in session almost two months out of a constitutionally limited 140 day maximum regular session. On that date a state representative from the Austin area quietly filed a bill on behalf of the Texas Chapter of the National Association of Social Workers. This bill would alter a provision of the Texas Workers' Compensation Law that directs the Commissioner of Workers Compensation to establish a list of approved private providers of vocational rehabilitation services. At present to get on that list one must have vocational education, training, and appropriate certification (CRC, CDMSC, etc.).

The proposed legislation would allow licensed master social workers and licensed clinical social workers to apply for and be added to the list as qualified private providers of vocational services – although their education and training does not include much in the way of vocational preparation. The bill was filed and was assigned to the House's Business & Industry

Committee where it continued to be handled very quietly – with the meeting called for its consideration by the committee coming from an announcement on the floor of House rather than a posted notice days in advance.

The leadership of TARPPS found out about the scheduled hearing around 5:00 p.m. on April 13 – the hearing was scheduled for 10:00 a.m. the next morning. There was no time to get anyone to Austin to testify in opposition to the bill.

On April 14, the bill was quietly considered in the Business & Industry Committee; only five witnesses were present to testify regarding the bill – all favorable because they had been advised by the sponsoring legislator that the hearing was being held. No one else was notified since the hearing wasn't published in advance.

However, in the short time between 5:00 p.m. on the day before the hearing and the 10:00 a.m. hearing itself, TARPPS members were able to get sufficient letters of opposition to the Committee members via e-mail and fax as well as phone calls. This let the members know that the bill did have opposition and the opposition was not able to testify because of the way in which the hearing was scheduled.

It had been expected that the bill would pass the House Committee on April 14 and be sent to the whole House for consideration and would likely pass there as well and then onto the Senate. However, the quick action by TARPPS members clearly illustrated opposition and the various letters clearly pointed out, without disparaging social workers, that social workers were not qualified by education, training, experience, or certification to do vocational rehabilitation.

The bill remains in the Business & Industry Committee and no action has been taken on it for over a month; one week remains in the regular session of the 81st Texas legislature and there is little chance the bill will pass this session – all thanks to the swift action of a couple of dozen TARPPS members who were mobilized very quickly.



**International Association of
Rehabilitation Professionals**

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Express Job Bank Highlights

Part-Time Rehabilitation Counselor

Dallas, El Paso, Amarillo, Abilene, McAllen & Lufkin (all Texas) and Honolulu, Hawaii

Summary of Company:

Inverness Technologies, Inc. is a small, Service Disabled Veteran-Owned Business (SDVOB), full service management consulting firm and recognized leader in providing premier information management and technology, training and management solutions for government and industry. Inverness Technologies is a national contractor with the Department of Veterans Affairs, Vocational Rehabilitation and Employment (VR&E) Service and provides supplemental vocational rehabilitation counseling services to veterans and service members, many with service-connected disabilities. The objective of VR&E's rehabilitation programs is to provide educational, vocational and rehabilitation counseling services to help clients achieve their vocational rehabilitation goals or maximum their independence in daily living.

Job Responsibilities:

Counselors will provide a variety of vocational rehabilitation services to disabled service members and/or veterans under our contract with the Department of Veteran's Affairs. Assistance will be provided in the following areas: Initial assessment & evaluation, Case management, Employment Services, Vocational and educational counseling, and Reporting.

Qualifications Required:

Certified Rehabilitation Counselors (CRC) preferred. Min. of 2-3 years of experience. Knowledge of the Department of Veteran's Affairs vocational rehabilitation programs highly desirable. Active VA security clearance preferred. Experience administering a variety of vocational testing instruments. Demonstrated interpersonal, communication and counseling skills are required. Considerable knowledge of vocational rehabilitation, vocational programs and services, and rehabilitative practices, principles and techniques. Demonstrated writing and computer skills. Must be able to travel and work independently.

Education Required:

Masters degree in Rehabilitative Counseling, Counseling Psychology, or closely-related discipline

Salary & Benefits: Negotiable based on experience

Vocational Case Manager

Job ID: 3717

Positions: 1

Location: US-NV-Las Vegas

Experience (Years): 2

Category: Case Management/Vocational

Overview:

GENEX Services, Inc.

(www.genexservices.com) is the premier provider of cost-containment and fully integrated care management services in the occupational, auto and group healthcare markets. Our 2,200 medical and business professionals provide comprehensive care solutions to more than 1,200 clients from 120 locations throughout the United States, Puerto Rico and Canada.

We are currently seeking a Vocational Case Manager in the Las Vegas, NV area.

GENEX offers a comprehensive compensation and benefits program including a competitive salary and incentive program, medical, dental, life and LTD insurance, 401 (k) with company match and 100% vesting after 90 days of employment and a flexible work schedule. EOE M/F/D/V

Responsibilities:

Coordinates and implements the vocational training or retraining necessary to return the claimant to the workplace. Conducts transferable skills analysis, vocational testing/evaluation, job analysis and job search activities. Coordinates claimant participation in various programs, activities and services designed to prepare them for re-entry to the workforce.

Qualifications:

Masters Degree in Vocational and/or Rehabilitation Evaluation, Special Education, Behavioral Psychology or related field required. Must hold a current CDMS or CRC certification and meet all vocational case management eligibility requirements of the state/jurisdiction of hire. Prior vocational case management experience preferred. Background in state workers' compensation law and practices desirable. Valid driver's license required. Must be proficient in Microsoft Office suite with such programs as Word and Excel as well as have experience with internet searches and a comfort level with other software programs. Must have excellent interpersonal skills, phone manners and organizational skills. Ability to set priorities and work independently is essential.

(Job Bank Continued on page 4)



IARP

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

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Express Job Bank Highlights

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Vocational Rehabilitation Consultant

Unum is a company of people serving people. As one of the world's leading employee benefits providers and a Fortune 500 company, Unum helps protect more than 25 million working people and their families in the event of illness or injury.

Headquartered in Chattanooga Tennessee, Unum has significant U.S. operations in Portland, Maine, Worcester, Massachusetts and Glendale, California with 35 field offices nationwide.

We are currently seeking a Vocational Rehabilitation Consultant for our **Glendale, California** office. This position is responsible for a wide-range of vocational services provided to the claims area. This position provides services in a cost-effective and timely manner.

The Vocational Rehabilitation Consultant (VRC):

- Evaluates vocational information in order to ensure that there is verification of stated occupations and that there is a clear understanding of the material and substantial duties of the occupation.
- Develops, implements, and maintains cost effective rehabilitation by providing expert consultation and counseling services.
- Thoroughly reviews vocational, medical, and other data and coordinates a wide range of services aimed at returning disability claimants to gainful employment.
- Provides a high level of claims support services through an analysis of vocational information in each case as indicated or requested by the Benefits Center.
- Responds to questions posed by claims professionals utilizing all information and considering regulatory requirements, ERISA requirements, California Settlement Agreement, and other company policies and agreements.

Utilizes critical thinking and communication skills at a high level in multiple settings with peers, partners, and others to evaluate best action steps needed to complete vocational management of the file.

Principal Duties and Responsibilities

- Maintains up-to-date knowledge of disability contracts, definitions of disability, and return-to-work (RTW) incentives and provisions.
- Assesses claimant's disability status and rehabilitation potential on a case-by-case basis. Identifies files for vocational intervention by self-referrals and referrals from the claims teams. Determines the feasibility of providing a wide variety of vocational services such as: Occupational analysis, RTW, job search assistance, vocational assessment, labor market services (LMS) and others as indicated. Clarifies medically supported R&Ls with medical and clinical resources. Develops, implements, and coordinates vocational rehabilitation plans of action.
- Provides vocational opinion on occupation(s) and work capacity. To facilitate RTW, provides counseling, analysis and information to all involved parties. Communicates with accounts and/or other employers to identify occupations within the individual's capabilities. Plans and performs vocational RTW rehabilitative services with selected claimants. Supervise services contracted to private

rehabilitation companies.

- Determines work capacity, compares the full range of occupational demands with medically-supported R&Ls to assist the claims professional in evaluating own-occupation or any-occupation benefit liability. As needed, evaluates the full range of claimant's training, education, and experience with detailed labor market information.
- Forms a vocational opinion, utilizes vocational resources which may include the nationally recognized vocational sources, internet, and vocational software to analyze and research jobs, to identify accommodations, to identify occupations, and to identify the availability of jobs within a labor market.
- Provides vocational input in claim meetings and leads discussions to facilitate appropriate vocational intervention in collaboration with claims professionals to set claims strategy.
- Provides coaching for claims professionals. Partners with claims professionals for RTW opportunities, vocational and occupational analyses, and vocational research. Promotes early assessment and intervention.
- Mentors new VRC peers, clinical consultants, and claims partners.
- Researches and identifies private vendors for the provision of vocational services. Coordinates and supervises vendors as needed.
- Participates in customer tours/visits by making rehabilitation presentations regarding the Unum rehabilitation program to existing and potential accounts.
- Advises Director of opportunities to improve contracts to strengthen rehabilitation potential. Performs other duties as assigned.

Unum offers competitive pay, relocation assistance and excellent benefits. Come join us if you're interested in working in an exciting and challenging environment for a company that is on the move!

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Unum is an equal opportunity and affirmative action employer regardless of a person's race, color, religion, national origin, age, disability, military status, gender or sexual orientation.

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.

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

The Daubert Challenge - From Case Referral to Trial

This course is a longitudinal view of a class action lawsuit beginning with the initial referral from the attorney to the final judgment in federal court.

8 contact hours

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 website.

(Council Report continued from page 1)

federal government, we hope that the chapter receives authorization from the Canadian government in the near future. Steps are also being taken for the possibility for a Wisconsin chapter becoming re-affiliated after many years of absence.

Of great importance to the association was the board's approval of sponsoring a Case Management/Disability Management Conference over Valentine's weekend in Scottsdale, Arizona, next year. As a significant number of the IARP membership belong to either one or both of these sections, they will take great interest in the first of what may be many joint conferences in years to come.

Your chapter presidents have been working together, sharing information regarding their individual chapters, including a number of successful conferences taking place over the past several months. They have also discussed outlines of their specific desires for the association, which have been passed on to the board of directors and administrators of IARP. One example of our joint area of interest is the desire for all of the chapters to save money by better utilizing technology. This particular desire of the presidents, was in part, responsible for the board's recent approval of funding an improvement to our technological capabilities including upgrading the Web site. In the near future, counselors will be able to join or renew and pay for their membership online without having to download a paper application. It will be one stop shopping! Additionally, each chapter will be able to have its Web site hosted by the main IARP Web site, www.RehabPro.org. Members will be able to access the chapter Web site directly or through the main Web site.

The updated technology will eventually allow each chapter the opportunity to enhance their in-chapter communications by developing chapter listserves. Listserves will assist in the sharing of information within each chapter regarding upcoming conferences, legislative initiatives, rule changes, certification, licensure, etc.

As your Council of Chapter Presidents' representative I am honored to represent each of your chapter presidents on the IARP Board of Directors. We strive to maintain close communication with all of our members through each chapter's grassroots work as relayed by the presidents in our meetings and presented by myself to the IARP Board of Directors.

I encourage any of you who are interested in volunteering within your chapter organization to contact your chapter president directly. Their names can be found on the association Web site, www.rehabpro.org.

(IARP Chapters Highlights continued from page 4)

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.

WE WISH YOU A HAPPY AND SAFE 4TH OF JULY

IARP Webinar Series***“Strategic Case Management: Making the Most of Your Billable Hour While Demonstrating Your Worth”***

Presented by:

Jon P. Veltri, M.Ed., CRC, CCM, CDMS, CPDM, CEAS
Vocational Rehabilitation Supervisor-Arizona & Nevada, GENEX Services, Inc.

July 29, 2009

12:00 p.m. ET to 2:00 p.m. ET

Goal of this Presentation

Assist vocational professionals in identifying strategies for caseload management, identifying customer cost savings, calculating customer return on investment and demonstrating their impact on their file.

Objectives

1. Participants will learn methods for caseload management with particular attention to managing a variety of referral types consecutively.
2. Participants will be able to identify a variety of areas in which they can create opportunities for capturing their billable time.
3. Participants will be able to identify ways in which they save money for their customers (cost saving).

Jon has been working as a Vocational Rehabilitation Counselor since 1992. Jon has been employed with GENEX Services, Inc., since 2008. He has a Bachelor of Science Degree in Psychology and a Master of Education in Rehabilitation Counseling. He is a Certified Rehabilitation Counselor, a Certified Case Manager, a Certified Disability Management Specialist, a Certified Professional in Disability Management, and a Certified Ergonomics Assessment Specialist. Jon supervises all GENEX Vocational Rehabilitation Counselors based in Nevada and Arizona. Jon is also the current President of the Arizona chapter of the International Association of Rehabilitation Professionals (IARP), sits on the National IARP Board of Directors as the Case Management Section Representative, and sits on the Board of Directors of the Arizona Work Disability Prevention Association (AWPDA). He has previously worked as a Senior Vocational Rehabilitation Consultant for UNUM, as a RTW specialist in Short & Long Term Disability. Prior to this, he was an Acting Assistant Professor in the Counselor Education Department in the College of Education at the University of Hawaii at Manoa (UH), where he taught master's level rehabilitation and school counselors on all Hawaiian Islands through their technology and distance learning systems. He has taught several graduate level courses on case management & ethics in the practicum/internship components of the rehabilitation graduate program at UH.

To register please visit the Events section of the IARP web site at www.rehabpro.org/events.



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Providing a Community for
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**VISIT OUR WEB SITE AT
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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 RehabPro, 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