



The Experts' Express

Upcoming Events

IARP 2011 Forensic Conference
Las Vegas, NV
Nov. 3-5, 2011

Webinar Series -
Technology Ethics: Basics,
Clinical Application, and
Decision-Making
Nov. 30, 2011

2012 IARP International
Conference
San Juan, Puerto Rico
Oct. 25-27, 2012

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Benefit: RTWmatters.com

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Welcome New Members

Free Webinar Replay Offer

IARP Announces Free Ethics Webinar!

We are excited to announce a great learning opportunity for all rehabilitation professionals. On November 30, we are offering a new installment in our excellent Webinar series – with the added incentive that this Webinar will be Free to attend.



Technology Ethics: Basics, Clinical Application, and Decision-Making

Date and Time: November 30, 2011
9am Pacific, 10am Mountain, 11am Central, 12pm Eastern

Fees: This webinar will be FREE. Just be sure to [Register Online Today](#)

CEUs: 2.0 CEUs have been applied for CRC, CDMS, CVE, CWA, CCAA, CLCP, CCMC

Presenters: *Mary Barros-Bailey*, PhD, Bilingual Rehab Counselor, Principal, Intermountain Services, Inc. and *Vilia Tarvydas*, PhD, Professor, College of Education, University of Iowa

Overview: Participants will learn the basics about technology ethics that could be used across a variety of platforms – from 15 years ago when bulletin boards and e-mail were new to emerging social networking, VoIP, and texting platforms. Factors in making ethical decisions in the rapid asynchronous and synchronous environment will be addressed, as well as ethical issues in assistive technology evaluation and use. Case studies will allow attendees to apply learning objectives in a virtual environment.

Objectives: At the completion of this program, participants will be able to:

- 1) Define the basic essentials of technology ethics (regardless of the platform, format, or application)
- 2) Employ technology ethics in clinical rehabilitation practice and assessment
- 3) Explain ethical decision-making in the use of technology

[Click here to learn more](#) about this exciting educational opportunity and our distinguished presenters. If you are ready to save your spot, then [click here to register](#).



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Member Benefits

IARP and Return to Work Matters (RTWMatters.com) Announce Member Discount Program

A group of IARP members were able to “test drive” RTWMatters.com at length and share their impressions. They came away enthused with the resources the site presents to members and its ease of use. Based on these test drivers, IARP has secured a discount for IARP members on the monthly and year subscriptions to this valuable service.

By joining RTWMatters.com today you'll get instant access to the member-only areas of the site and gain the following benefits:

- A resource for learning and development
- Tools such as case studies, suggested ways of communicating with treating practitioners, and advice on how to overcome common challenges
- Handbooks on injury and case management, and workplace systems
- Downloadable RTW plans, letters and presentation templates and checklists.
- Ideas to make an impact in case management and with others such as senior management and employees
- The perspectives of others in the field via cross disciplinary discussions and interviews with experts
- Evidence based information to support communication with others such as doctors, claims staff, rehabilitation professionals
- A community of support and exchange of ideas, particularly important for those working by themselves in the industry
- Reinforce your opinions and help influence others in changing outdated beliefs through ongoing reviews and translations of up to date evidence based research
- Broad range of information relevant to the field, e.g. health and productivity, wellness programs, benchmarking RTW performance, and assessing and increasing motivation in employees
- News and items of interest for you on what's happening around the world in RTW
- A weekly newsletter, for a quick overview of all new material.

Return to Work Matters

The power of partnerships



[Click here to go RTWMatters.com](http://RTWMatters.com). Look for the Join Now link on the left hand side of the page. Use the code **IARP** and select your IARP membership level (Professional, Associate or Student) to get discounted membership.



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IARP Annual Meeting Highlights

On September 16, IARP conducted its Annual Meeting. IARP members were able to listen to the meeting via conference call. IARP President, Steven Shedlin, conducted the majority of the meeting. Below and on the pages that follow are the highlights from this meeting.

During the first week of June the new IARP Board of Directors met in Chicago. During the meeting, Outgoing IARP president, Rodney Isom, was praised for his role in strengthening the association's financial base and for the recent net increase in membership. All members of the IARP board who had served during the past 12 months under Rodney continue their service through June 2012.



Steven Shedlin
President, IARP

Since 2008 we have continued to strengthen our financial reserve. Treasurer Pat Decoteau presented an analysis of our financial picture in last month's Experts' Express.

The first stage of our major governance overhaul is well underway. Our initial focus is chapters and how we can better serve them. We are actively producing and sharing with chapter leadership helpful resources.

Membership has been stabilized...a major feat given the current economic conditions. Two of the major contributing factors in our turnaround are the new SSVE section and the improved retention rate. We have a long way to go, but I see signs of progress. Dennis Funk has led membership for the last several years as well as chairing the Council of Chapter Presidents.

Our new legal counsel, John Peterson, has conducted a thorough legal audit of our policies and procedures. John has made a series of suggestions that we are reviewing.

New editors for the association's two peer-reviewed journals have been the focus of the last several months. Dr. Patrick Dunn, associate professor at the University of Tennessee has been selected as new editor of *The Rehabilitation Professional*. The new editor for the *Journal of Life Care Planning* is Dr. Irmo Marini of the University of Texas Pan American.

We also have greatly expanded the oversight responsibilities of the IARP Finance Committee relating to the financial practices and condition of the association finances to include IARP's financial policies and procedures. We also expect the committee to keep us informed of IARP's financial condition, implementing requirements for reserve funds, and their access. Thanks to Barbara Byers of the finance committee we have a new Operating Reserve Fund Policy

During the summer of 2010 we learned of financial fraud in one of our chapters. We have reported to you extensively about the steps we took to recover the funds from the chapter officer involved. The theft called into question a great deal about our governance from the top most levels... the IARP board, sections, and chapters. Within 90 days of the financial fraud, we convened a special board committee to address the viability of the organization and its resilience after this crisis.

We are particularly indebted to the special board committee, headed by Patrick Decoteau, for the recommendations that it made and the strong endorsement by the IARP Board of Directors. I will provide updates about the implementation of the plan in future issues of the Experts' Express.



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Annual Meeting Highlights (cont.)

In addition to the major role in establishing the program for the annual symposium, section leaders focus on the important role of the Journal of Life Care Planning. Susan Riddick Grisham is the section's representative to the IARP Board of Directors. Both Susan and section chair, Elizabeth Davis, agree that the journal is consistently rated as the top benefit offered to section members. Current focus is the orientation of the new journal editor. The journal is published quarterly. Roger Weed, life member of IARP and former president, Cloie Johnson, past chair of the section, and Steven Yuhas, veteran IARP member and section chair-elect, were directly involved in the success of the summit in Toronto in June.

During the last two years we have strengthened our educational products by introducing two nationally sponsored Case Management/Disability Management conferences. Both were successful in spite of their pioneer status (and a knockout snow storm in February 2010 in the East). The flagship forensic conference continued to earn high marks for 2009 and 2010.

Conducting our annual meeting in Scottsdale in September enabled us to accomplish several important goals. It was held in junction with the annual International Symposium on Life Care Planning. Leaders of the IARP Life Care Planning Section played a key role in the program for the symposium. We continue our support of this important meeting. The symposium traditionally draws over 50% of its attendance from IARP members.

We expect more than 300 attendees at the 2011 Forensic Conference in Las Vegas next week... another sign of strength for the association. Prior to the conference, the forensic section plans for a day of service (DOS). "Project Ezra" is an employment workshop to address the area's high unemployment rate. The forensic section has also adopted a paperless system for conference speaker RFP reviews which was highly successful. And the section will use a paperless conference CEU processing system again this year. I salute Angie Heitzman for being a tireless worker on a number of these projects.

(continued on next page)



Participants in last year's Day of Service.

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Annual Meeting Highlights (cont.)

The Social Security Vocational Experts Section has an eight-member executive board and 18 region reps as well as a member on each IARP membership, finance and election committees and two members on IARP 2012 International Conference Committee. Amy Vercillo continues to be an impressive leader of the section and is the section's representative to the IARP board. During the last year, 68 new section members have come on board. The SSVE section has been very active in maintaining contact with SSA regarding the current Blanket Purchase Agreement (BPA) fee schedule and terms. The section continues to work with SSA to negotiate a fair contract. The SSVE section was able to resolve all outstanding ratification invoices for members.

The webinar program is progressing well with the schedule set through the end of 2011. Webinars are the responsibility of Deb Holmes, chair of the IARP Education Committee, and Pat Sistler, IARP director of education, at headquarters. In addition to suggestions from section representatives and committee members, we have had great success with encore presentations of a few of the popular sessions from both the CM/DM and Forensic Conferences. Programs this spring and summer were well received. We continue to attract a substantial non-member audience for the webinars. The names of all non-member attendees are added to the prospective member database for follow-up.

We continue to post notices of upcoming meetings and activities of Occupational Information Development Advisory Panel (OIDAP) on IARP website, in e-mail blasts, and write articles for the newsletter. We are indebted to IARP board members, Lynne Tracy, Angie Heitzman, and Amy Vercillo for their diligence in tracking and reporting on every development at OIDAP. IARP is the only organization that has been steadfast in its attention to OIDAP.

This week the Case Management and Disability Management Sections, chaired by Kathy Trumm and Norm Hursh, concluded negotiations with rtwmatters.com, an Australian web site. As a result of the affinity agreement with rtwmatters.com, IARP members will receive substantial discounts for subscribing to this valuable web site. More details will be announced within two weeks to the section members. We are indebted to Mary Harris for bringing this opportunity to IARP.

Canada has a strong disability management foundation across most provinces. Now that there is a formal IARP chapter in Canada, the DM section will explore activity to build membership and provide services that are identified as important to Canadian DM professionals. Michel Lacerte and Susan Maxner will take leads in this activity. Michel also collaborated to organize the successful Life Care Planning summit in Toronto earlier this summer.

All during the coming year we will continue to plan for the IARP International Conference in San Juan in October 2012. Ann Wallace and Lynne Tracy, the co-chairs, have already sent you advance information about the exciting event.

IARP CONNECT

Learn, Share, Collaborate



Questions recently discussed on IARP Connect

Forensic Discussions:

OCD

Private rehab lecture assistance

Nearest DOT please

Roofing, gutter installer

Obscure jobs

Impairment vs. disability

Scenario on earnings capacity

SS-VE Discussions:

Questions

The giggle test

We need a voice!

Attorney request

Subpoena for records

Prompt Pay Act provisions



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Chapter Events

Wisconsin Chapter to Hold Fall Seminar

If you haven't already signed up for the IARP-WI seminar on November 11th, it's not too late! Topics cover prescription drug fraud, placement issues for individuals with criminal backgrounds, professional ethics, and legal issues for the undocumented worker. PLEASE NOTE that there has been a CHANGE IN LOCATION. The seminar is still being held in Stevens Point, WI, but will now take place from 8 a.m. to 4 p.m. at the Country Inn & Suites, located at 310 Division Street North (Hwy 51). Please check out the [Wisconsin chapter web site](#) or contact any board member with questions. We look forward to your presence at this stimulating seminar!

Florida Chapter hosts 13th Annual IARP Southeast Florida W/C Claims Conference

On November 18, IARP Florida Chapter is conducting its 13th annual w/c claims conference. The conference will be held at Crowne Plaza (soon to be Doubletree) in Sunrise, FL. This full day program features a full day of education and networking opportunities. Please [click for complete program and registration details](#).

Pennsylvania Chapter Announces Upcoming Events

IARP Pennsylvania is planning a February breakfast meeting for Thursday, February 9, 2012 from 9:00 am – 11:00 am. The location of the meeting is the Crowne Plaza Hotel, Philadelphia Mainline, 4100 Presidential Blvd. The guest speaker is Alex Karras and the presentation topic is Long term acute care facilities.

And rumor has it that the thirteenth year is the "Magical One." The **2012 PA/NJ IARP Conference** will be held at the Tropicana Hotel and Casino on June 6th - 8th, 2012. This is the Disneyworld of Rehabilitation! The Conference has even more to offer everyone this year. In addition to the usual CEU's, we are approved for RN's as well. The facilities' space is larger and roomier because of the expected increased demand. In June, we had over 300 attendees and 74 exhibitors. The presentation topics are fantastic and the exhibitors are preparing to offer their finest. And, there is the beach, boardwalk, ocean, casino, fun in the sun and, of course, and the parties!!

Louisiana Invites You to 2012 LARP Annual Conference

Louisiana has chosen a theme for its conference next spring: "A New Day for Rehabilitation Professionals". The conference will be held March 8-9, 2012 at East Jefferson Hospital in Metairie, LA.

The conference will feature interesting speakers that represent a variety of rehabilitation settings. Join us for music, an auction, CEUs, and a cake cutting ceremony on behalf of LARP President, Stony Landry!

Save the Date



2012 International Conference
Caribe Hilton • San Juan, PR • October 25-27

Waves of Change:
Oceans of Opportunity

The graphic features a large yellow hibiscus flower on the left and blue ocean waves at the bottom right.

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IARP Social Security Vocation Expert (SSVE) Section Update

By Amy Vercillo, IARP SSVE Section Representative

IARP-SSVE met with Frank Biro the new Assoc. Commissioner of the Office of Budget, in Baltimore on 9/23 to discuss a number of issues including the payment delays at the Office of Finance and the processing delays at some of the local offices.

Frank Biro is new in the position (and new to SSA), from the private sector and is focused on streamlining payment processing. He agreed to meet with IARP-SSVE on a regular basis and was interested in feedback from contractors (he is a former federal contractor). I discussed our fixed price BPA, the lack of study of the rate adequacy and the current OIG audit of the VE program with him and he was very receptive. We have a receptive ear, the OIG audit on the VE program, which will result in Congressional Testimony and an increasing demand for VE's with the increasing number of SSA hearings.

We have been working with the ODAR contracts office in Falls Church VA and the Office of Finance in Baltimore regarding the late payment issue many VE's have experienced. The Office of Finance has assigned a liaison to follow up on any invoice over 45 days old. If you have an invoice that is older than 45 days let me know and I can have them put a trace on it.

In order to insure that invoices are paid in a timely manner Bonnie Smith from the SSA Finance Office made the following suggestions:

- Ensure that invoices are clearly written. Typed invoices would be the single greatest contribution that would contribute to the ability to process them more timely.
- It would be very helpful if you could please refrain from alpha characters that may also look like numbers lower case l looks like the number 1, O and o, 5 and S, etc.
- Do not use number signs, period, apostrophe or commas in the invoice number.
- Do not duplicate an invoice number; the same vendor can never repeat the same invoice number.
- Contractors must bill using the monthly-consolidated invoice for each site they service.
- Make sure your monthly-consolidated invoice has a date, invoice number (not to exceed 18 characters), BPA, TIN, order date, service date, call order and hearing number for each hearing.
- The Central Contractor Registration (CCR) database is extremely important. Make sure it is updated and active or payment cannot be processed.
- The SSA Office of Finance goal is always to process invoices within 30 days of receipt of a "valid" invoice. Allow 10 calendar days from the date the Hearing Office submits the consolidated invoice to the Office of Finance before inquiring about payment. Inquiries can be made to payment.inquiries@ssa.gov or 410-965-0607

It is encouraging that SSA is at least in a dialogue with us now but we need to continue grassroots pressure from congress, internal pressure from the local offices and retaining a government relations representative is part of the overall plan.

Donations can be made online at [IARP-SSVE](#) (the shopping cart is working again!). You can make a one-time payment or smaller payments every month, but please do it NOW.



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OIDAP Update

The OIDAP quarterly meeting was held in Baltimore on September 21-22. The highlights from the meeting are listed below:

Introduction of the new members of the panel

New panel members include Pam Frugoli who is a Manpower Analyst in the Office of Workforce Investment at the DOL's. She is the project lead for O*NET, with a specific focus on updating and refreshing the data, including oversight of O*NET data collection from employers. Also new to the panel is the Honorable Judge Andrew E. Wakshul, a retired SSA Appeals Council Administrative Law Judge.

The new panel members bring experience with the SSA adjudication process and occupational data collection that will be invaluable to the panel, this in addition to the other recent panel member additions with strong research backgrounds will serve to improve the panels ability to meet the goals of their charter. It was also encouraging to hear Deputy Commissioner (Office of Retirement & Disability Policy) David Rust and Associate Commissioner (Office of Program Research) Richard Balkus confirm continued funding for the OIDAP panel and Office of Vocational Resource Development.

Review of the ICF reports on recruiting, training and certifying Job Analysts

ICF was awarded a contract to study strategies for training, certifying and recruiting Job Analysts. Their reports can be reviewed at OIS Baseline Activity-Services for Development and Reporting on a Strategy for Training, Certifying and Recruiting Job Analysts and Call Order 0002: Business Strategy for Training, Certifying, and Recruiting Job Analysts.

The first report reviews several current Job Analysis Models and their advantages/disadvantages for SSA OIS and ICF made very broad general recommendations that the taxonomy needed to identified first, data should be stored online and security issues need to addressed, factor analysis will help determine the most appropriate Job Analysis Practice and SSA should consider integrating multiple prototypes in the design of the system.

The second report reviewed the current training, certifications knowledge, skills, and abilities for likely to be used for the Job Analysts. ICF again made very general recommendations that the scope of Job Analysis Protocol and Factors will determine how to recruit, train and certify the analysts. The above presentation titles are hyperlinked to the power point presentations if you are interested in more detail.

Very interesting presentations

Two presentations were deliver during the meeting:

- Presentation by the US Department of Census on the Census Field Representatives
- Presentation by the US Department of Labor on the OES/O*Net Data Collection Process

These presentations by the Census Bureau and the DOL/O*Net were very interesting in that they laid out the framework for how the Census Bureau collects data on individuals and how the DOL collects employer information for O*Net. The details of their presentations are hyperlinked here: Presentation: [Census/Field Representatives](#) by Michael J. Weiler, Assistant Division Chief Surveys Field Division and [DOL/O*NET Center – Points of Contact](#) by Pamela Fragola.



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OIDAP Updates (cont.)

OIDAP subcommittee reports on Job Analysis Scaling, Sampling, Field Job Analysis, User Needs and Taxonomy

Deb Lechner and Juan Sanchez (panel members) provided a report on [Job Analysis Scaling Issues](#) and brought up several interesting issues regarding balancing the level of detail in the job analysis for the new OIS and the feasibility and reliability of the data collection. The hyperlinked report above outlines some of the factors and definitions to be considered (i.e. occasional, frequent, constant, DOL strength definitions).

During the public comment section of meeting IARP members thanked the panel for their continued work on this important project, stated we were encouraged by the approval for hiring a senior scientist for the development of the OIS and the continued funding support by SSA for the OIDAP panel.

Additional comments were that the Scaling and Taxonomy must be measurable, concrete and behavioral; the factor list for the job analysis should be de-duplicated and released so that stakeholder can comment, and that the pilot Job Analysis will help in the development of the factors/variables to be measured in the new OIS.

It is anticipated that the next several quarterly meeting will be in Baltimore, and stakeholders are always encouraged to attend. The IARP OIDAP Liaison Committee will remain an active participant.

If you wish to be notified about teleconferences and meetings, or other OIDAP activities, please send a request to be placed on the OIDAP electronic e-mail list to oidap@ssa.gov.

Mary Barros Bailey and Sylvia Karman will be at the Forensic Conference in Las Vegas and will be providing an update on the SSA OIS.

Respectfully,

IARP-OIDAP Liaison Committee

The Rehabilitation Professional (Vol. 19, No. 3) - Now Available

Editorials

Patrick L. Dunn,
Editor

Scott Smith,
Managing Editor

Articles

Rehabilitation Counselor Supervision in the Private Sector: A Qualitative Examination of Long Term Disability
Cherie L. King

Post-Settlement Quality of Life Differences Among Adults with Spinal Cord Injuries
Tanya Rutherford Owen and Irmo Marini

Attitudes Toward Organizational Polices for Employees with Disabilities Among Kenyan Undergraduate Students
George. I. Mamboleo, Charles M. Kampfe, and S. Mae Smith

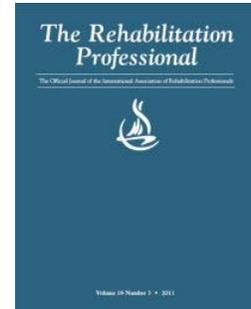
Uses of the American Time Use Survey to Measure Household Services: What Works and Does Not Work
Thomas R. Ireland

A Review of Forensic and Proprietary Rehabilitation Course Availability in CORE Accredited Rehabilitation Counseling Programs
Patrick L. Dunn and Lee Ann R. Rawlins

Book Reviews

Deskbook Encyclopedia of Employment Law (19th ed.)
Timothy F. Field

[Download Issue from IARP Connect](#)



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Welcome the Newest IARP Members

Please help us welcome the newest members of the IARP family. October was a very active month with 22 new members joining the association. To see more about a member, click on their name. This will take you to the new member's profile in the Member Directory on IARP Connect. Then use the Send Message link on their profile to send a welcome message.

Students

[Peter Droese](#)

Chapter: New England Chapter
Section: Disability Management

[Michelle Peterson](#)

Chapter: Washington Chapter
Section: Life Care Planners, Case and Disability Management

[Laura Kase](#)

Chapter: Washington
Section: Case Management

Associates

[Colleen Cormack](#)

Chapter: Oregon

[Steven Kirshner](#)

Chapter: New Jersey

[Lenora Fairbank](#)

Chapter: Kansas
Section: Disability Management

[Krista Main](#)

Chapter: Washington
Section: Disability Management

[Rebecca Taylor](#)

Chapter: Carolinas

Individual Professionals

[Brooke Allan-Davis](#)

Chapter: Members at Large
Section: Disability Management

[Michael Anderson](#)

Chapter: Florida
Section: Disability Management

[Alida Coles](#)

Chapter: Georgia Chapter
Section: Social Security Vocational Expert

[Luke Gordon](#)

Chapter: Washington
Section: Case Management

[Ian Hegwood](#)

Chapter: Louisiana
Section: Forensic and Life Care Planners

[Thomas Heiman](#)

Chapter: Wisconsin
Section: Social Security Vocational Expert

Amy Jenkins

Chapter: New York
Section: Case Management Section

Individual Professionals (cont)

[Cindy Miller](#)

Chapter: Canada
Section: Case Management, Life Care Planners

[Bruce Nelson](#)

Chapter: Nevada
Section: Forensic, Life Care Planners

[Steven Rockett](#)

Chapter: California
Section: Forensic

[Hollie Rosser](#)

Chapter: Nebraska
Section: Forensic

[Kelly Schuelke](#)

Chapter: Washington
Section: Case Management

[Jennifer Smidt](#)

Chapter: Kansas
Section: Forensic

[Lory Wylot-Thomas](#)

Chapter: Florida
Section: Case Management



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Classes you might be interested in for renewing your license this fall:

CRC/CDMS/CCM

HM2080: Overcoming Prescription Drug Addiction: A Guide to Coping and Understanding *6 contact hours*

HM2075: The Overweight Patient – A Psychological Approach to Understanding And Working with Obesity - *16 hours*

NL0910: Autism Spectrum Disorder – Unraveling the Clues - *8 contact hours*

HM2003: Brain Injury and Return to employment - *6 contact hours*

CRC/CDMS ETHICS:

NL0906C: Methods and Models of Empowerment for the Disabled - 8 hours
(*Pre-approved for 8 hours CRC/CDMS Ethics Credit*)

ET1050: 2011 URAC Ethical Framework Class for Case Managers and Rehab Counselors (**2 hours**) *PRE-APPROVED for 2 hours CRC & CDMS Ethics credit*

NL0106R: Models of Disability and Advocacy In Rehab Counseling 4 hours
(*PRE-APPROVED for 2 hours CRC Ethics credit*)

LIFE CARE PLANNERS (CLCP):

HM2026: Life Care Planning: A Step-by-Step Guide - *4 hours*

LC1001: Catastrophic Case Management and Life Care Plans – *8 hours*

HM2024: Aging and Life Expectancy with a Disability - *4 hours*



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Chapter Governance Takes Shape

The recommendations of the Chapter Governance Task Force to improve how IARP assists its chapters have resulted in a series of new services. These programs and services are now being shared to the chapter leaders through IARP CONNECT.

According to Dennis Funk, chair of the Council of Chapter Presidents, the new governance tools are being released over the next 90 days. They will also be featured at the Chapter Leadership Conference next March 9-10 in New Orleans.

Here are the main categories of the new services:

- General administration
- Conference guidelines
- Education programs, including CEU processing
- Financial management Governance tools
- Brief history of IARP
- How to use IARP CONNECT
- Insurance coverage for chapter leaders
- Leadership job descriptions
- Membership Recruitment Retention and Marketing
- IARP staff resource
- We site templates



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IARP

Webinar Series

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- SSVE Testimony and Psychiatric Impairments
- Starting or Steering Your Forensic/Expert Witness Practice
- The Complex World of Healthcare Ethics
- Internet Based Forensic Rehabilitation Power Tools for the 21st Century
- Decoding a Neuropsychological Report; Are You Interpreting this Correctly?
- SSVE Testimony Regarding Limitations and Transferability -
- Anosognosia: The Impact of Impaired Self Awareness
- Clinical Judgment
- Job Numbers and Labor Market Resources for Occupations
- SSA Vocational Experts: The Basics

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