



The Experts' Express

August 27, 2009

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.

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International Association of Rehabilitation Professionals

Providing a Community for Rehabilitation Professionals

Who Is IARP? I Am!

"I am a Rehabilitation Economics Forensic Expert. I am IARP."

An interview by Ann Wallace

When Richard Pimentel was the keynote speaker at the IARP Forensic Conference in 2008, he recalled visiting his grandparents at age eight and being asked, "What do you want to be when you grow up?" He suggested that none of us dreamed at age eight of becoming a Vocational Rehabilitation Counselor. So how did we get on our career paths to become a vocational expert or life care planner, or case manager or disability management specialist? We will find out as we follow the paths of some of our members in this series, "Who is IARP? I Am!"

Kent Jayne was struck by lightning at age 8.

When Kent earned a bachelor's degree in economics from the University of Iowa in the 70's,

he had no idea he could one day combine it with rehabilitation. He started out in teaching and insurance claims and thought, "Where could I get funding for a master's degree applicable to my interest in corrections?" Reviewing a university catalog, he found a major in vocational rehabilitation would be a fit. And there was funding available.

Kent had almost finished his master's degree in 1976 but found that a full time internship without pay was not an option when he had a family to raise. For several years he worked in the manufacturing of construction equipment as an engineering technician and union rep (ah, the rebel). He learned how things worked mechanically, and on a shop floor, how people got along. During his lunch hours he read about Buddhism, Ancient Christianity, Native Americans (ah, the philosopher). In the midst of the

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IARP Notables

OIS Survey Results Transmitted to OIDAP

Lynne Tracy
OIDAP Liaison Committee Chair

Next OIDAP teleconference August 31, 2009 from 12p.m.-2p.m. (EDT). Any IARP member interested in listening to this OIDAP meeting can do so by calling 1-866-244-4637 and entering the pass code: 1367805.

This is a very important call as the OIDAP will be discussing their recommendations that will be voted on at the September 15-17 Quarterly meeting.

Thank you to all who participated in our pilot survey. We had a wonderful response from the membership, and your time and

effort are not going unnoticed. The results have been sent to the Occupational Information Development Advisory Panel (OIDAP), and they have expressed their appreciation.

Please [click here](#) for a summary of the results from the OIS survey. We will continue to offer ourselves for input and manpower as deemed appropriate and desired by the OIDAP and SSA staff on this very important project. The IARP OIDAP Liaison Committee will keep the membership informed of the progress of the OIDAP and upcoming meetings as information is received.

For those members interested in attending next OIDAP teleconference call on August

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Chapter Highlights

IARP New England Chapter

Spring Conference

Estelle Hutchinson

New England Chapter Past President

The **New England Chapter IARP** has a one-day conference scheduled for **Friday, October 2nd**. The conference will be hosted by Liberty Mutual in Dover, New Hampshire. Topics will include *Visual Impairments and Obstacles in RTW* (Edward Crouch, MD and Jason Miller, Ed.M.), *Overcoming Work-Related Obstacles for those with Vision Impairments* (Linda Yost, JAN), *Functional Biofeedback to Facilitate RTW* (Kathy Bender, CEAS), and *Job Modifications for Persistent Upper Extremity Tendinitis - A Computer Workstation Case Study* (Denise Finch, OTR/L, CHT). 6 CEU's have been requested for CRC, CDMS, and CCM. Stay for the weekend and enjoy the foliage! Please contact Estelle Hutchinson (erhutchinson@cox.net) to request a flyer with registration information.

IARP Carolina Chapter

The Carolinas IARP Chapter, which currently has 211 active members, is looking forward to another productive year. There have been some recent changes to the Board, and current officers include President Nancy Wells, Vice President Carla Marshburn, Past President Jane Rouse, Secretary Kathy Thaman, Treasurer Lynne Sposito, and Members at Large Amy Hazel, Allison Parker, Cindy Boyd, Dr. Chad Betters, and Dr. Nancey Trevanian Tsai.

The Carolinas Chapter has successfully sponsored four educational training sessions across North Carolina, which have been geared towards presenting the North Carolina Workers' Compensation Rehabilitation Statutes, informally known as the "Rehab Rules." Audience members, who have included both medical and vocational case managers, have reported positive feedback, and plan to integrate their better understanding of the current statutes in order to promote successful rehabilitation outcomes. These trainings have served over 230 rehabilitation professionals in North Carolina. Details for those interested in attending a session can contact the board for information and dates regarding future sessions. Contact information available at <http://www.iarp-carolinas.com/>.

The chapter also would like to announce two upcoming educational conferences. The first, which is currently being planned for the middle of November, will be held in Columbia, South Carolina. The second proposed conference, which has been slated for April, will be held in Wilmington, North Carolina. Both events will provide educational opportunities for all parties involved in medical and vocational rehabilitation in the Carolinas. Details pertaining to these educational opportunities will come as the event planning is finalized.

IARP Texas Chapter

Robert Cogburn

TARPPS Chapter President

The Texas Association of Rehabilitation Professionals and Providers

of Services, (TARPPS), have a new governing board in place. As the new President, I want to say hello to all of my rehabilitation professional colleagues both nationally and internationally. I look forward to "surfing into new waters" with all of you. By the way, that's our theme of our next seminar: "Surfing into New Waters" scheduled for October 9, 2009, from 8 am to 12 noon. The location will be at the Bill J. Priest Institute, which is part of the Dallas County Community College District.

Two of our speakers for this event will be Steven Carter, M.S., CRC. CVE and Dr. Lisa Kreber, from the Centre for Neuro Skills. Steve has worked in rehabilitation for more than 25 years and served at vocational evaluation centers at U.T. Southwestern Medical Center, the University of Northern Colorado, and Citizens Development Center. He will speak about the new direction and role of the Vocational Evaluator. Dr. Kreber will speak about the role of medications with traumatic brain injury clientele. We hope to add a third speaker and have our packet ready for distribution after Labor Day.

The TARPPS Board is looking forward to expanding membership. This will require having successful meetings around the big State of Texas. Until now, all of the TARPPS seminars have been held in the Dallas-Ft. Worth area. As president, my goal is for us hold successful gatherings in Houston, Austin, and maybe San Antonio areas. This is vital for our Texas membership.

Gazing out into the future, I see growth happening by combining with other professional organizations. We'll have to manage costs and revenues equally which I think can be done amicably and with ease. As President I will be contacting neighboring Rehabilitation groups to hold mutual seminars in 2010.

We all need each other's expertise as rehabilitation professionals as we begin to Surf into New Waters!

IARP Florida Chapter

Save The Date

2010 IARP Florida Chapter
Statewide Educational Conference
in conjunction with the 2010 Florida Forum

Date: April 15—16, 2010

Location: Champions Gate Resort, Orlando, Florida

More information available at <http://www.iarp-florida.org/webdocs/savethedate.pdf>.

We are currently looking for IARP members that may wish to submit speaker proposals for programs. To submit a speaker proposal please go to <http://www.rwrehab.com/documents/IARPFFloridaRFP.pdf>.

IARP Outlook

Arizona's Job Market Recovery Will Require Patience and Resourcefulness

Lisa Clapp, Vocational Consultant
IARP Member

With the state of the national economy, Arizona's job market has been one of the hardest hit metropolitan areas.

According to an article at <http://phoenix.bizjournals.com/phoenix/stories/2009/06/15/daily32.html> "New research from the Brookings Institution shows the Valley's rising unemployment rate and falling home values position the area as one of the nation's weakest economically." The "new research" is from the first MetroMonitor study from the Washington research group that looks at the impact of the recession on the 100 largest U.S. metro areas. It will be updated quarterly.

The study divided the metro areas into five categories based on overall economic strength and the Phoenix area was positioned in the "second weakest" category with a diverse group of cities including Tucson, San Diego, Minneapolis, Orlando and Cleveland.

"Phoenix has one of the weakest economies in the nation right now," said Lee McPheters, director of the JPMorgan Chase Economic Outlook Center at Arizona State University. "The characteristics of this particular recession all combined to hit Arizona harder than almost any other state, and Phoenix has fallen further than almost any other major labor market."

Overall economic performance for the metropolitan areas was determined by four categories: (1) change in employment rate from peak levels; (2) one-year percentage-point change in unemployment rate; (3) change in gross metropolitan product from peak levels; and (4) one-year change in home values. All data was current through the first quarter of 2009.

"While some areas of the country have experienced only a shallow downturn and may be emerging from the recession already, people living in metro areas that are now performing weakest economically *should prepare themselves for a long recovery period*," said the study co-author Alan Berube, research director of the Metropolitan Policy Program at Brookings. (Emphasis added)

The upshot of the study is that even though the recovery of the labor market will be slow as far as job openings, the effects of other economic factors have actually increased the wages being offered for the positions that remain viable in the labor market. According to the MetroMonitor study, the Valley showed the strongest quarterly growth in wages from the fourth quarter of 2008 to the first quarter of this year. Its gain of 2.6 percent was far stronger than the U.S. average of 1 percent, placing the city at No. 1 in that category.

According to the report, cities such as Phoenix and Las Vegas that have sustained large job losses saw their average wage levels rise over the last quarter. The explanation offered for this effect is the indication that "migration to these places has slowed, especially among less skilled workers, and that recent job losses have occurred disproportionately among lower-paying industries."

As most of us know the minimum wage increase from \$5.15 to \$7.25 per hour may be responsible for some of the "increased wage" effect,

but there are other salient factors considered such as those mentioned in the study that have caused this rising statistic.

So the remaining question is, "What jobs are we left with, after the economic downturn?" An interesting factor most don't consider is that in any economic recession there are jobs that actually increase in demand for qualified workers. For every construction job loss, there is an increase in another employment category, such as collections or customer service positions for example. Healthcare, finance, and customer service/client relation positions have all remained viable and/or actually experienced growth during the economic recession. This has been supported by local labor market research. However, competition for the available positions is fierce for all eligible workers, disabled or not.

According to <http://www.city-data.com/us-cities/The-West/Phoenix-Economy.html> manufacturing and tourism, traditionally the base of the city's economy, continue to be important to Phoenix. Major industrial products manufactured by companies located in the metropolitan area include aircraft parts, electronic equipment, agricultural chemicals, radios, air-conditioning equipment, leather goods, and native American crafts.

The economy of Phoenix has taken on new dimensions in recent decades by moving into technology and service industries. Tourism and business services in particular now account for nearly 77 percent of the area's total employment. Another sector of growth has been financial services and banking as several significant processing and/or regional headquarters operations call Phoenix home: American Express, Chase Bank, Bank of America, Discover Card Services, and Wells Fargo Bank. High technology and aerospace firms hold a considerable share of the manufacturing jobs throughout the state.

Tourism is an especially vital part of the economy. With more than 10 million visitors from the throughout the United States and Canada annually visiting for the warm weather and sunshine in the Valley of the Sun, Phoenix continues to be an important resort center.

On the national level an article printed recently in the Republic at <http://www.azcentral.com/news/articles/2009/08/07/20090807Economy07-ON.html>, reported job losses are slowing and unemployment rates are beginning to fall. "Mainstream economists had been expecting around 320,000 lost jobs for July and an uptick in the unemployment rate. Along with the better-than-expected [economic growth](#) numbers released last month, it all points to an economy that's on its way back up amid 19 consecutive months of job losses."

"The case that the recession ended in June continues to grow with this report," said the forecasting group RDQ Economics in New York to investors.

National statistic revealed the only sector that added a significant number of jobs was health care, where there was measurable employment increase of 20,000 jobs last month. Interestingly, Government employment increased by 7,000 posts, which was a good sign indicating the employment improvement economy-wide in July was driven by the private sector, not by government hiring.

The article also offered, "In another nugget of good news, the Labor Department reported that the average workweek of production nudged

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Section Focus

Life Long Lessons

Barbara Nelson
IARP Forensic Section Member

By the time that most of us qualify to be a recipient of the “The Expert’s Express,” we have been around the proverbial block when it comes to working with clients with disabilities. No matter the disability; no matter the adjustment pattern, all of our clients teach us something. My recent lesson feels more profound, however, because it is being taught to me by loved ones.

My 32 year old daughter-in-law has been rehabilitating from a severe stroke since last October. During the last ten months, she (and my son) have turned to me for advice on occasion because of my professional background. The reality is that they have taught me more than I could ever counsel them about life and its challenges. They have confirmed that life is a fragile, fleeting thing, under any circumstance, and living it can be comic or tragic, weird or wonderful, regardless of one’s limitations, depending on one’s attitude.

My beautiful, enormously talented daughter-in-law is beginning to embrace the idea that while she may not experience a full recovery from her stroke, any residual disability she faces does not have to mean inability. The process she is going through is one we can all contemplate. It is reflected beautifully in a recent journal entry that she wrote. With her permission, I am sharing it with you.

PRUNING A NEW LIFE

"What a difference a day can make."

Yesterday was the first day in 8 years I was not in the classroom on the first day of school. It took me by surprise how upset I was going to be. I woke up thinking that I should be donning my pressed clothes and then greeting my colleagues in the office, happily exchanging morning greetings for the first of what would be the next 180 school days. We would pat each other on the back in anticipation for the meeting of our students for the first time. Then we would go to our respective classrooms and wait outside our doors to greet each child as they eagerly walked in.

Instead, I rolled out of bed and called one of my greatest cheerleaders. My mom. She coached me through the first tears and gave me a necessary pep talk.

Dan, my number one in life, came home for lunch because he knew I was having a hard morning. We ate lunch together. Being my Number One, he made me feel better.

Then after a good shower, and one final (HUGE) cry, I decided to reinvent myself! I love to garden so I pictured myself as one big garden. It needed weeding and the flowers needed pruning. I also noticed that there are some empty plots and it’s never too late in life to start something new. So I started some new things and did a whole lot of pruning.

Here are the ways in which I started to inspire myself yesterday:

- I pulled the piano bench out and started like I always did with Hanon’s exercises. My right hand did all the work. Since I cannot move my left fingers except to squeeze a little, I had to take one finger at a time and play each note that way. My hand wants to curl up badly due to too much spasticity (or tone) so I had stop often and massage my hand and stretch out my shoulder. I often felt like I was fighting my own fingers just to get them to uncurl from the tight fist (which is what too much tone can do). And so I continued one finger at a time until I finished one exercise. I thought about abbreviating the exercise, but was determined to finish what I started. It was extremely slow, but I did it.
- I wrote longhand in my journal. I started keeping one again in Portland after a long hiatus.
- I read another chapter in “The Brain That Changes Itself” by Norman Doidge.
- I picked sugar snap peas from my garden.
- I walked to our dear neighbor’s house to deliver the sugar snap peas. We just love them. We’re always exchanging baked goodies. After I made it to the road, I realized that it was my very first time in 10 and a half months walking beyond my front porch by myself (due to our steep driveway). I made it to their house and back by myself (a total distance of several hundred yards)! I was elated. Especially since I used to go on long walks by myself all the time pre-stroke.
- I pruned all of my flowers around the house.

Then today, every one of my therapists noticed an improvement since they last saw me two weeks ago. I also feel like a new person.

What a difference a can day make.

Much love,
Veta Mae

Fairbanks, Alaska



Express Job Bank Highlights



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

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)

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.

(OIDAP continued from page 1)

31, 2009 12 p.m.-2 p.m. (EDT). Please dial the Call-in number: 1-866-244-4637, Conference ID: 1367805.

The agenda for the meeting is at http://www.ssa.gov/oidap/meeting_information.htm at least one week prior to the start date and you can receive it electronically by e-mail or by fax, upon request. For further information on the OIDAP, see <http://www.ssa.gov/oidap/>.

If you have any questions, please feel free to contact:

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[Lynne Tracy](#), MA, MFT, CRC, CDMS, D-ABVE

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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.**

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

The brochure for the 2009 Forensic Conference is available at http://www.rehabpro.org/events/2009-iarp-forensic-conference/documents/Forensic09_brochure%20Final.pdf.

To register online go to https://www.eshow2000.com/iarp/forensic/2009/registration_form.cfm

(Arizona Market Continued from page 3)

up by 0.1 hour to 33.1 hours. The manufacturing workweek increased by 0.3 hour to 39.8 hours. The average hourly earnings of production and nonsupervisory workers rose by 3 cents, or 0.2 percent, to \$18.56. Those are signs that workers' well-being is improving, even if only slightly".

The Republic article tempered the good news by reporting, "In a prepared statement before the Joint Economic Committee of Congress on Friday, the Bureau of Labor Statistics commissioner, Keith Hall, suggested that there was still plenty of pain in the work force even as the broad numbers improve".

In summary, it appears as though Arizonans will have a steeper hill to climb in recovery from this economic recession. Those successful in their job search will be the benefactors of higher than historic pay rates. The data gleaned from recent publications and local area labor market research indicates recovery, albeit slow and gradual, and demands patience and resourcefulness. Investigation of, and monitoring for, future labor market trends, as they apply to job seekers as a whole, will behoove parties concerned with employability in Arizona.

Up To The Minute

2009 CORE Board Meeting

Dr. Cherie King
CORE Representative

The 2009 annual CORE meeting was very productive and well done. IARP is well represented and acknowledged by the rehabilitation educator community as well as other rehabilitation associations, such as NRCA and ARCA. We reviewed 89 programs for annual monitoring and 15 programs for re-accreditation. The week was full of very long days. I was re-elected as the chair of the Commission on Standards and Accreditation. I am so proud to have represented IARP on the commission and CORE Board. I think having leadership from an IARP representative has done a lot to enhance relationships with our rehabilitation counseling colleagues.

The big activity/project this year is the revision of the CORE standards (this is done every five years). As the chair of the commission, I am on this committee and am also responsible for providing CORE site visitor training. I will attend three meetings and have one training session to provide. This involvement necessitates the need to go to the NCRE/RSA/ CSAVR conference in D.C. in October. Perhaps I will see a couple of fellow IARP members in my travels!

(I am IARP continued from page 1)

80's recession, the construction equipment company collapsed and he was out of a job. He headed back to the university to finish his master's degree.

As I interviewed Kent of Iowa at Brophy's in Santa Barbara, we sat overlooking the Pacific Ocean. As some of our work is portable, he is able to accompany his wife Michelle, when she attends monthly courses in a Ph.D. program in California.

Kent relates that he met his future wife in jail. Both worked in corrections. In 1987, the 24/7 hours as a parole officer drew him to the classified ads where he saw an Intracorp ad for "Private Rehab." One of his mentors was Judy LaBuda and Kent shouts that she changed his life when she taught him case management and how to do forensic rehabilitation. While attending a Nebraska seminar in 1988 he approached Everett Dillman and found his mentor in economics. It was like a light exploding; it was his epiphany on the road to Damascus. It was easier than parole work and he could make money. He could help people as well as develop economics spread sheets. It sounds like the book, "Do What You Love, the Money Will Follow" was written about Kent!

In 1991 Kent started his own forensic rehabilitation practice and in 1996 completed the first LCP training initiated by Paul Deutsch and Horace Sawyer. He holds CLCP # 65. His attendance at NARRPS – IARP seminars (starting in 1987) as well as an ethics statement Kent wrote in 1993, connected him to Tim Field and participation in the Caribbean group which wrote and published many articles and texts. Kent's practice developed as less workers compensation and more P.I., wrongful death, business valuation, economics and present value for life care plans cases. He continued his education and earned a MBA in 2002. And along the way, Michelle and Kent moved from Des Moines back to the Iowa City area and bought a farm, which many horses call home.

Kent has served IARP as a committee member and conference presenter. He is a mentor to many members. He is a member of the forensic, case management and life care planner sections. And he is the resident philosopher of the listserv. Kent Jayne is IARP!

So what does being struck by lightning have to do with being IARP? You'll have to meet Kent at the Forensic Conference in Memphis. That's all I can tell you...



LEARN, LEISURE & FUN IN THE VALLEY OF THE SUN

It is our distinct pleasure to announce the first Case Management & Disability Management Section Conference. We have chosen the beautiful Doubletree Paradise Valley Resort in Scottsdale, Arizona as our conference site. Our conference will take place February 11-13, 2010. This will be a fantastic opportunity to shake off the winter blues and cold weather for many of our members, or for others, an occasion to enjoy all that the area has to offer.

We are also pleased to announce a CM/DM Student Paper competition in conjunction with the conference to attract younger professionals to attend and learn more about the benefits of belonging to IARP.

The conference is scheduled over the **Valentine's Day** week-end, followed by Monday, February 15th, **President's Day Holiday**. Enjoy the resort's exceptionally low daily room rate of **\$135** for up to three additional pre and post-conference days. Or take a side trip to beautiful Sedona.

Registration Information—To help with your budgeting plans, here are the registration fees.

IARP Member Registration Fee (early bird rate by December 1, 2009)	\$369
Nonmember Registration Fee (early bird rate by December 1, 2009)	\$469
IARP Student Member Registration Fee	\$200

More information on the conference program, hotel accommodations and registration details will be forthcoming in future announcements.



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Providing a Community for
Rehabilitation Professionals

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 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

International Association of Rehabilitation Professionals Member Benefits

The IARP Corporate Discount Membership Program

The International Association of Rehabilitation Professionals offers corporate discount membership to employers enrolling ten or more employees as individual IARP members. To qualify for the corporate discount membership program an organization must have multiple members enrolled in IARP. Discounts are based on volume and will be determined according to the numbers of employees enrolled.

For more information on this program, please visit the IARP website at <http://www.rehabpro.org/membership/member-categories/corporate-membership>.

IARP Offers Group Rates on Insurance!

The International Association of Rehabilitation Professionals has great new programs to offer our members! **We now have group rates with Marsh Insurance for IARP members for professional liability insurance, pet insurance and more.** IARP has now made available **medical insurance (for your family or your staff), dental insurance, long-term care insurance, and pet insurance.** That's five kinds of insurance for you to participate in through IARP. Go to <https://www.personal-plans.com/iarp/welcome.do> for more information.