



# The Experts' *Express*

## Upcoming Events

IARP Webinar Series -  
SSVE Testimony  
Regarding Limitations and  
Transferability  
Jan. 18

IARP CM/DM Conference  
– Creating a Culture of  
Care  
Scottsdale, AZ  
Feb. 10-12, 2011

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

[Visit RehabPro.org/events](http://Visit_RehabPro.org/events)

## Inside this Issue

2010 IARP Highlights

Strategic Plan Details

IARP Financials

SSVE Campaign Update

OIDAP Update

Industry News

I am IARP Profile

IARP Webinars

## IARP Highlights for 2010

As we reach the end of calendar year 2010 and the halfway point of the fiscal year I'd like to give the membership a report on the activities of the IARP Board of Directors. Execution of the 2010 – 2015 Strategic Plan is at the top of the agenda.

IARP membership revenues are right on budget and thanks to Treasurer Pat Decoteau and our staff, our overall finances are sound. We have included a brief recap of the October 2010 balance sheet and summary income statement in this newsletter. An extensive amount of work is being done by all the sections to acquire membership lists, outline and publicize the benefits of membership and implement aggressive membership acquisition programs to meet the association's goals as outlined in the strategic plan.

Obtaining lists of prospective new members is a high priority and there are two recent examples of campaigns at the chapter and section levels. Erin Welsh and Janine Holloman initiated a recruitment campaign to establish a Puerto Rico chapter of IARP. After the Life Care Planners Section of IARP participated as a sponsor at the AANLCP annual conference in September, recruitment efforts were undertaken with nurse life care planners. Susan Grisham, Heidi Fawber and Elizabeth Davis represented the section at that meeting.

As part of the development of the 2010 – 2015 Strategic Plan, Dennis Funk has been preparing governance task forces that will collaboratively develop new Policy and Procedures manuals for Chapters. The organizational and financial responsibilities of Chapters will be formalized and guidelines set in place to elaborate on those already in place. Amy Vercillo is similarly occupied with governance issues at the Section level.

Norm Hursh represented IARP and the Disability Management section at the International Forum on Disability Management (IFDM) in Los Angeles this September. This bi-annual meeting represents an opportunity for IARP to be involved in an active and ongoing international group of rehabilitation and disability management professionals.

Disability Management specific potential strategic planning goals have been identified. These goals include:

- Developing active involvement with business and industry.
- Forging IARP partnerships with HR and employer associations.
- Promoting memberships for employer-based disability management personnel.
- Actively developing webinars.
- Utilizing the membership expertise of IARP to promote participation in disability management research and grant activities.
- Building meaningful educational opportunities for section members in marketing, public relations and small business strategic planning.

(Continued on next page)



Rodney Isom  
IARP President



# The Experts' *Express*

## IARP 2010 Highlights (continued)

The Case Management and Disability Management sections are collaborating to coordinate planning and capitalize on common needs. They are exploring ways to enhance resources for their sections on the website. The 2011 CM/DM Conference is another visible manifestation of this ongoing process. Additionally Kathy Trumm as the IARP Case Management Section chair has broadened outreach to prospective members.

Lynne Tracy and Angie Heitzman of the SSVE Section attended the quarterly OIDAP meeting on September 1 & 2 in Boston and gave public comment on behalf of IARP, to counteract inaccuracies in the information provided by SSA staff about the SSVE Compensation and Availability Survey findings. They set the record straight and also made comment on IARP's agreement with the Panel's recommendation for an Internal Research Unit in SSA with a more scientific and defensible approach to the Occupational Information System. (Read Angie's recap of the latest OIDAP meeting in December at the end of this newsletter)



The Life Care Planners section sent representatives to attend the ISLCP meeting in Orlando on September 13-14 and the AANLCP meeting in Boston on October 9-10. These were valuable opportunities to interact with professional colleagues and represent the association. Section members are also collaborating with IARP Canada on the Canadian Life Care Planning Summit in 2011.

Steve Sheldin and Patrick Decoteau and their task force are focused on streamlining IARP's student membership program and dues structure.. They will present their recommendations to the IARP Council of Chapter Presidents in January.

IARP will unveil a new annual meeting structure and content in 2012. The co-chairs are Ann Wallace and Lynne Tracy. The meeting will be held in New Orleans, May 20-23, 2012. A full-scale program committee is already at work organizing all the tracks from the five IARP sections...and more.

IARP continues to expand its series of Affinity Programs. An agreement with Brightsun Technologies secures a 50 percent discount on software subscriptions for IARP members. Caragonne and Associates and IARP have reached an agreement that provides members with a \$100 discount to the Third Annual Leisure and Learn Workshop. And Marsh Insurance will be offering IARP members discounted Disability Income Insurance in January.

IARP webinars continue to be strongly supported by members. They are now available on-demand, accessible online via [rehabpro.org](http://rehabpro.org) at your convenience should you be unable to participate at broadcast time.

Hat's off again to Angie Heitzman, Anne Savage Veh and all those who planned the highly successful IARP Forensic Conference in New Orleans in November. It was such a great venue that we're going back to NOLA in 2012.

### Editorial Openings

IARP members, please watch for upcoming announcements regarding the application process for Editorial openings at The Rehabilitation Professional and the Journal for Life Care Planning.



# The Experts' *Express*

## IARP Strategic Plan (2010 – 2015) – Key Goals and Action Steps

In last month's newsletter, we introduced the Vision, Mission and Core Values established in IARP's new Strategic Plan. This month, we look at the eight main Goals and the specific actions steps identified to achieve those goals.

### **1.0 Governance:**

**Establish consistency, clarity, transparency, and conformity of governance and operations.**

- Establish a governance task force for Chapters
- Establish a governance task force for Sections
- Establish a governance task force to review the Constitution and the IARP International Board and respective roles of its members
- Collaboratively develop new Policy and Procedures manuals for both chapters and sections and the national board
- Develop governance model for Sections and Chapters that reflect consistency, clarity, transparency, and conformity
- Create a leadership community dedicated to individual and organizational growth and consistency in governance and support leadership development
- Add Education as a standing committee with representation on the Board (by-laws change)
- Change by-laws language to define role of the past-president or president-elect as chair of the IARP Nominations Committee
- Establish role of past-president or president-elect to manage the implementation of strategic plan in conjunction with executive director
- Review the IARP Policies and Procedures Manual to ensure consistency with governance changes
- Review all agreements with affiliated parties and Management Company (Annually/Biannually)
- Develop policies and procedures for the development or dissolution of an IARP Section or Chapter
- Produce revised IARP By-laws to be approved by the membership

### **2.0 Operations & Finance:**

**Ensure that IARP has the financial and operational resources to reach our stated vision, while maintaining the association's financial stability.**

- Enact annual review of all revenue sources including membership rates, conference rates, and educational products
- Enact annual review of financial reserve policy
- Enact annual review of expenditures to ensure maximum return on investments (ROI)
- Ensure the IARP leadership has a clear understanding of IARP's financial situation, processes, and systems
- Conduct an annual audit of association financials by an outside professional resource with formal reporting presentation to IARP Board
- Increase sponsor, vendor, advertising, and education revenue by 50% by year end 2012 or TBD., mandating the education committee, conference chairs, staff, to provide the board with plans to achieve this benchmark by February 2011 Board meeting

### **3.0 Education:**

**Increase the number and quality of profitable educational offerings that advance professional development of private-sector rehabilitation professionals.**

- Establish an IARP Board level position responsible for leadership of education across sections, and general interests, through conferences, webinars, web site venues



# The Experts' *Express*

## **IARP Strategic Plan (2010-2015) – Key Goals and Action Steps**

(Continued)

### **4.0 Membership:**

**Net increase of 1 to 5% in total membership in the first year; goal to be re-evaluated in the first quarter of the 2nd year.**

- Implement new member recruitment plans for individuals with CRC credentials, life care planners, and SSVEs and other credentialing and professional groups who are not IARP members and for students/faculty in CORE approved programs and life care planner certification training programs, to include a student benefits package
- Implement programs to develop IARP's prospective membership database, e.g., offer a free ethics webinar or Journal Publication
- Implement member retention programs, e.g., send a "free" webinar or journal publication offer to members about to renew
- Implement a comprehensive association-wide (involving chapters, sections, educators, student members, etc.) program to increase student membership and to transition to full membership 100 members by June 30, 2011, and to 150 by June 30, 2012
- Conduct in-depth member needs assessment surveys biannually

### **5.0 Marketing/Public Relations/Publicity:**

**Establish IARP as an effective Association in providing education, research, and networking among its members and those with interest in the private sector rehabilitation.**

- Analyze the cost/benefit ratio of hiring a Public Relations firm for a campaign to promote IARP and its services to prospective members, referral sources, and recipients of our sources
- Obtain from TCAG and/or a Marketing/Advertising firm a RFP to promote the organization and develop a comprehensive membership drive/campaign
- Assess the value and cost of placing advertising in Professional Newsletters/Journals
- Identify two to three professional conferences to purchase exhibit space to market the Association

### **6.0 Research/Journals:**

**Establish IARP professional publications as leaders of peer-reviewed journals among top academic journal publications, sharing innovative and high quality research articles for rehabilitation professionals and others with interest in private sector rehabilitation.**

- Develop policies and procedures to increase the quality and quantity of submissions to IARP journals
- Develop policies and procedures to expedite the review and editorial process of submissions
- Develop strategies to increase readership

#### **Editorial Openings**

IARP members, please watch for upcoming announcements regarding the application process for Editorial openings at The Rehabilitation Professional and the Journal for Life Care Planning.



## **IARP Strategic Plan (2010-2015) – Key Goals and Action Steps**

(continued)

### **7.0 Technology/Communications:**

**IARP's Web site and communication technologies being valued by its members as a major means of communication between members, sections, and chapters; as a marketing tool for IARP; and a repository of publications and resources essential to the needs of private sector rehabilitation practitioners**

- Implement a survey of current members regarding the utility of the Web site in meeting the needs of IARP members
- Employ a part-time researcher to develop and maintain Web content relevant to private sector rehabilitation practitioners; to continually update the Web site
- Train and assist chapter Web site volunteers in maintaining their sites
- For a Technology Committee to work with TCAG in making the Web site more "user" friendly or consider

### **8.0 Leadership Development:**

**Develop future leaders for the association and encourage involvement in association activities for all members.**

- Assign task force to address considerations for leadership; how to identify potential leaders; train; mentor; encourage
- Develop leadership training program
- Conduct recruitment campaign to identify and encourage membership involvement in implementing this strategic plan
- Conduct recruitment campaign to identify and encourage membership involvement in the development of future leaders
- Develop methods to support current and future leaders

The next steps in IARP's Strategic Plan process are the prioritization of all these action steps, the realignment of IARP's budget to fund the most critical items, and the establishment of deadlines. The IARP Board of Directors will spend the majority of its February board meeting working through these final issues.

Stay tuned for further details in future issues of this newsletter.

## **IARP CONNECT**

Learn, Share, Collaborate



### **Questions recently discussed on IARP Connect**

#### **Forensic eGroup:**

- DOT/COJ and Grade Equivalent
- Taking Oxygen to Work
- Other side VE sitting in on claimant interview

#### **SS-VE eGroup:**

- Funds for Fees
- Hypotheticals that equal no occupations
- Absences

#### **Life Care Planner eGroup:**

- Driving Adaptations
- Peer monitoring for SCI

#### **Coffee Talk eGroup:**

- Snow Day
- Joe Havranek
- Some of my favorite things



# The Experts' *Express*

## IARP Financials – Income Statement and Balance Sheet

(July 1, 2010 thru October 31, 2010)

	Annual Budget	Budget YTD	Actual YTD		Current Year	Prior Year
<b>Revenues</b>				<b>Assets</b>		
Administrative	\$14,500	\$7,250	\$8,357	<u>Current Assets</u>		
Chapters	2,500	833	6,603	MB Financial Bank- Checking	\$266,322	\$193,991
DM/CM				MB Financial Bank- Scholarship	5,874	5,979
Conference	106,700	0	0	MB Financial Bank- Reserve(CD)	52,688	52,023
Education	300	100	1,210	Gale Gibson Memorial Educ		
Finance	500	167	195	Fund	1,689	0
Forensic				MB Financial - SSVE Gov't Affa	16,821	0
Conference	175,781	0	0	Other Rec'ble - AZ Chptr.	18,083	0
Journals	4,250	1,367	735	Prepaid Insurance	0	4,170
Membership	380,100	126,700	142,324	Prepaid Travel Expenses	433	0
Sections	200	80	0	Prep. Forensic Conf. Expenses	16,129	285
Symposium	0	0	0	Prepaid CM/DM Expenses	1,364	10,571
Technology	8,200	2,733	1,475			
Webinars	35,380	10,836	16,384			
				Total Current Assets	379,403	267,019
Total Revenues	728,411	150,066	177,283			
<b>Expenses</b>				Total Assets	\$379,403	\$267,019
Administrative	56,826	17,933	18,465	<b>Liabilities and Fund</b>		
Chapters	19,300	5,892	2,763	<b>Balances</b>		
DM/CM				<u>Current Liabilities</u>		
Conference	106,500	0	2,345	Accounts Payable	\$10,112	\$59,801
Education	14,350	1,450	261	Def. Dues- New Members	26,725	22,818
Finance	50,500	14,999	14,050	Def. Dues- Renewed Members	134,712	150,175
Forensic				Def. Forensic Revenues	135,267	0
Conference	149,786	0	20,100	Total Current Liabilities	306,816	232,794
Governance	38,874	4,092	21,077	<u>Fund Balances</u>		
Journals	12,375	4,489	2,877	General Fund	(32,770)	(81,428)
Marketing	0	0	4,637	Reserve Fund	75,000	50,000
Membership	107,128	35,710	27,360	Net Income	30,355	65,652
Misc. Committees	18,191	6,231	3,674			
Sections	10,000	3,000	8,750	Total Fund Balance	72,585	34,224
Symposia	0	0	1,127			
Technology	40,500	14,500	11,066	Total Liabilities & Fund Balances	\$379,401	\$267,018
Webinars	37,375	12,456	8,376			
Total Expenses	661,705	120,752	146,928			
Net Income	\$66,706	\$29,314	\$30,355			





# The Experts' Express

## Industry News

### ***George Washington University's Forensic Rehabilitation Counseling Certificate Program***

The George Washington University's Forensic Rehabilitation Counseling certificate program is a 12 credit online program that can be completed in one year. It will provide you with the education, training and experience needed to become an expert witness.

The program offers a collaborative multidisciplinary approach with GWU's Law School, making it ideal for counselors in private practice, rehabilitation counselors, supervisors, directors of rehabilitation agencies, and counselors seeking additional education. It is offered through GWU's nationally ranked Rehabilitation Counseling Program (6th according to U.S. News and World Report). [Click here for more details.](#)

## Save the Date

Remember, to mark your calendar for the 2011 CD/DM Conference! Building on the enthusiasm and excitement generated by this new conference in 2010, the 2011 IARP CM/DM Conference is guaranteed to advance a culture of care.

Please note: **Conference Hotel Room Cutoff is Jan. 7, 2011**

[Click for complete details.](#) [Download brochure.](#) [Register online now.](#)

**CREATING A CULTURE OF CARE**

# Weaving a Rich Tapestry

**2011 IARP CM / DM Conference**  
February 10 - 12, 2011 • Scottsdale, Arizona

**Keynote Speaker:**  
**Evelyn Cruz**  
Clinical Law Professor, Sandra Day O'Connor College of Law;  
Director, Immigration Clinic, Arizona State University

## SAVE the DATE

--Advertisement--

AMERICAN BOARD OF  
VOCATIONAL EXPERTS  
**2011 CONFERENCE**  
*Medical Aspects  
of Disability*

MARCH 25 - 27, 2011 • ORLANDO, FL

**REGISTER  
TODAY!**  
WWW.ABVE.NET  
REGISTER ONLINE  
AND SAVE \$25!



10% Discount on All Classes

Nearly 700 pre-approved CEUs for  
CRC, CDMS, CCM, CLCP, CRRN  
available online

Use your custom link at:  
<http://www.AAACEUS.com/IARP>

FREE Textbook for the Following 2  
Classes

**HM2090A:** Cognitive and Perceptual  
Rehabilitation: Optimizing Function -  
Part 1; (10 contact hours); Textbook:  
**FREE**; Test: (with 10% discount)  
\$63.00

**HM2090B:** Cognitive and Perceptual  
Rehabilitation: Optimizing Function -  
Part 2; (12 contact hours); Textbook:  
**FREE**; Test: (with 10% discount)  
\$75.60

New Class Just \$50.40 with your  
IARP Discount  
**NLo510:** Chronic Sleep Loss and  
Sleep Disorders  
(8 contact hours)



# The Experts' *Express*

## Social Security VE Section Report

(Report by Amy Vercillo)

2010 has been an active and exciting year for the SSVE section. We have continued to work with SSA and have been working with them to forward our agenda of obtaining an appropriate fee schedule for SSVE's as well as establishing a communication process between IARP-SSVE's and SSA to resolve issues at a regional and national level and developing practice guidelines/expectations for ODAR offices and VE's.

We have developed excellent contacts with the ODAR Commissioner Sklar's Office, the SSA Office of the Inspector General, the Congressional Subcommittee on Social Security, House Ways and Means and Senate Finance Committees, the Social Security Advisory Board, and the Government Accountability Office; Workforce & Income Security Team.

In January of 2010 our Compensation and Availability Survey was distributed to key members of Congress and their staff as well as becoming part of the record of the March hearing on the backlog of cases at SSA.

Our website was redesigned in 2010 and the SSVE section of the website has information essential to all SSVE's.

- The SSVE Compensation and Availability Survey can be reviewed at: <http://www.rehabpro.org/sections/ss-ve/focus/compensationsurvey>
- Essential resource links for all SSVE's (Grids, Medical Listings, POMS, HALLEX, and much more at): <http://www.rehabpro.org/sections/ss-ve/ssve-resources/external-resources>
- The SSVE handbook (last published in 1999 but still an important resource) is available at: <http://www.rehabpro.org/sections/ss-ve/resources/vehandbook/view>
- If you haven't set up your IARP Connect account, do it now as it is a very helpful resource for any practicing SSVE. Connect is a message board format professional exchange that will allow you to keep updated on SSVE issues and post and review questions on SSVE practice such as; How to answer difficult hypotheticals, job number resources and basis, using and interpreting government statistical reports and many more topics.

We have added 54 new IARP-SSVE's this year and of the 1,150 SSVE's nationwide almost half are IARP members.

Our Government Relations campaign is at 28% of its goal. If you haven't donated yet donate now and invest in your future income. You can donate at: <http://www.rehabpro.org/sections/ss-ve>

Our Grassroots Campaign to obtain Congressional Support for the SSVE's has resulted in 6 key members of Congress sending letters of support to SSA Commissioner Astrue.

Our July webinar by Jeff Truthan-Job Numbers and Labor Market Resources for Occupations had the highest number of registrants ever for an IARP webinar and we hope our January webinar on difficult hypotheticals will break another record.

We look forward to a great 2011 and hope all members have a healthy, and prosperous year.

SSVE Executive Board and Regional Chairpersons of IARP-SSVE  
<http://www.rehabpro.org/sections/ss-ve/focus/leadership>





# The Experts' *Express*

## **OIDAP Quarterly Meeting - Report to IARP Membership**

(Report by Angela Heitzman)

Ann Neulicht and I had the opportunity to attend and offer public comment at the recent quarterly meeting (December 8<sup>th</sup>) of the OIDAP in Baltimore Maryland. FYI, meeting dates and locations for the 2011 meetings of the Panel are as follows: March 15-17 in San Francisco; June 21-23 in Seattle; and September 20-22 in Denver. If you live in the area and can attend, please do so.

Sylvia Karman is now Director of the newly established Office of Vocational Resources Development. The OVRD was created to direct and conduct the research and development of SSA's new Occupational Information System (OIS). One branch of the Office is dedicated to research design and development, scientific standards, testing, data collection and data analysis while a second branch will be dedicated to program integration (assuring compliance with legal, program and operational needs of SSA). They have completed an initial draft of a comprehensive OIS Research and Design Plan which includes a Business Process (one item the OIDAP has been pushing for). It will be going to the Assistant Commissioner for review soon. The plan addresses issues such as research design, research questions, methods to answer questions, relevant sources, resources needed, software requirements, risks/threats to validity, communication strategies and budget. The OVRD hopes to have approval in the near future to hire a principle scientist for the OIS project.

The OVRD is at work on a draft content model for the OIS and working with the Office of General Counsel in regards to the legal framework needed to support the OIS. It is continuing its Occupational and Medical-Vocational Study: identifying primary characteristics (occupational, functional, and vocational) of applicants at Steps 4 & 5. They are also investigating existing occupational information systems nationally and internationally. The Office of Disability Programs is collaborating with NIH and Boston University on an exploratory project regarding methods to collect better information on claimants' functioning. Information on this collaboration was presented in the afternoon session.

ICF International was awarded a BPA to establish business process for indentifying and training job analysts. They are in the process of conducting a literature review and focus groups with various professions that complete job analyses (including VEs). They are to have a draft report of training, certification and recruitment of job analysts due in April of 2011 and a draft report on job analysis methodologies due in June of 2011.

Several members of the Panel were involved in a Job Analysis Demonstration Project, where they used two different job analysis procedures to conduct analyses of the occupation of grocery store cashier. This was merely a demonstration project to show examples of different protocols and the differences in information collected by each type. It was not meant to identify methodology for the OIS. Our own Amy Vercillo arranged job sites for the job analyses to take place in the Boston area. Each analyst spent about 1 1/2 to 2 hours onsite and an additional two hours to write up the results. Points of interest included the variation of job duties between the three different job sites although the job being analyzed had the same job title; differences in cooperation or input from the employer; the amount of time necessary to simply identify employers and gain their cooperation to conduct the analyses; difficulty in being able to observe all aspects of a job in the amount of time onsite; the importance of operational definitions so everyone is speaking the same language; an understanding that the more complex or variable a job is, the longer it will take to complete and write-up a job analysis; the need to have rigorous and ongoing training of analysts in whichever procedure is utilized; the importance of deciding if SSA wants to measure the jobs as they exist and/or as they could be done if modified; the need to establish a process to resolve conflict that may result from employee report and analyst's observation; and whether or not videotaping the analyses will be important. One panel member recommended continuation of this project with other JA instruments and allowing other panel members the chance to complete JAs so as to better understand the process and needs.



# The Experts' *Express*

## **OIDAP Quarterly Meeting - Report to IARP Membership**

(Continued from page 9)

One panel member recommended continuation of this project with other JA instruments and allowing other panel members the chance to complete JAs so as to better understand the process and needs.

In the afternoon session the NIH and Boston University reported on their collaboration with SSA on identifying methods that could improve information collection in the disability determination process. One of their recommendations is that SSA look at their operational and statutory definition of disability. The researchers advocate conceptualizing disability per the World Health Organization's (WHO) International Classification of Function (ICF). The ICF advocates for holistic measurement of a person's activities in relation to health condition, participation, body structure and function, environmental factors, and personal factors. SSA utilizes diagnosis and impairment to predict work disability; these researchers suggested utilizing contemporary models of disability that define disability as the gap between functional ability and environmental demands rather than continuing to rely on the medical model. One researcher noted that people continue to work as they develop chronic conditions and it is the sum total of these conditions that may lead to disability.

The second area of emphasis looked at by NIH/BU concerned the large number of decision reversals in the disability determination. They questioned what is happening that causes so many decisions to be reversed at steps 4 and 5. If SSA were to collect more comprehensive information earlier in the process, could this lengthy and expensive process be avoided? As a method for gathering more comprehensive information this research team is examining the feasibility of designing and using claimant and provider-reported computer adaptive tests (CAT). CATs are often used in educational testing, where as an individual answers test questions the computer then offers the next question based on the individual's prior responses rather than on an ordinally-structured test (question number 1, followed by 2, then 3, etc). CATs allow for more efficient responses and data collection. This group is in the process of developing and calibrating item banks of questions for various domains of human functioning. SSA has not adopted or endorsed their work at this point.

## **IARP Public Comment at OIDAP Quarterly Meeting**

December 8, 2010 (Baltimore, MD)

Good afternoon. We (Angie Heitzman and Ann Neulicht) are here today representing the International Association of Rehabilitation Professionals. We would like to comment on today's proceedings. First, we appreciated hearing from SSA Commissioner Astrue and particularly hearing of his and SSA's continued commitment to this process and OIS [Occupational Information System] development. We are pleased with the creation of the Office of Vocational Resources Development and its mission and charge. As everyone is, we are anxiously awaiting the OIS Research and Development Plan.

ICF International has started its focus groups. Three vocational experts participated in a focus group the day before Thanksgiving. The process and questions were thoughtful and the attendees appreciated this. We are concerned as to how ICF identified participants for the focus groups. One VE was contacted. She posted a message on the IARP listserv to alert people of this and two people were able to join on short notice. ICF did not seem to understand what it is that VEs do and were not aware of IARP. We would recommend that ICF approach the professional associations for PTs, OTs, Industrial/Organizational psychologists to identify participants. We are concerned that the only input ICF will have in this process is the contact with those three VEs.

(Continued on page 11)



# The Experts' *Express*

## **IARP Public Comment at OIDAP Quarterly Meeting**

(Continued from page 10)

### **Regarding the Job Analysis Demonstration Project completed by several OIDAP members:**

Over and over we hear the panel bring up the need for scientific rigor and we concur. We were glad to see that although all three analysts were analyzing the same occupation of cashier, panel members experienced different sets of circumstances during their analyses. Variable conditions from employer to employer is real life and supports the need for multiple measures and raters.

Regarding measurement we share Sylvia Karman's concern about the reliance on measures of central tendency and the possibility that they can cover up needed information. We would recommend the use of ranges as more realistic and appropriate. We are not sure it is necessary to be absolute. We acknowledge the importance of capturing those duties that are less common to fully represent the job. The importance of operational definitions cannot be overemphasized. We all need to be speaking the same language. When analyzing the various job analysis formats we would hope that a method be developed to take advantage of the best parts of each. The process of job analysis varies greatly depending on job complexity and this must be accounted for. Adequate training and retraining of analysts in a standardized methodology is critical—training needs to be thorough and ongoing.

As the process unfolds we support the need to be complete and scientifically rigorous, but also the need to finish. Not all questions can be answered in a job analysis. SSA decisions are ultimately individual and the expertise of a vocational expert may be necessary to provide clinical judgment of a claimant's capacity in relation to the labor market.

### **Regarding the afternoon presentations by NIH and Boston University on their joint research projects to improve the disability determination process:**

Dr. Rasch discussed the need for better methods to collect claimant data earlier on in the disability determination process to be most useful in decision making. From our vantage point this would be beneficial, as would holistic measurement of function. However, decision makers at all levels must have the training and the tools to make appropriate and defensible decisions—not just at the hearing level.

As to Dr. Haley's presentation on development of CATs [Computer Adaptive Tests]: we have concerns with the recommended items and whether they are actually measurable. Many of the recommended items require subjective measurement. We are concerned in using self-report as a reliable measure, as there is a body of research supporting the unreliability of self-report. We also have concerns regarding a treating physician's actual knowledge of a claimant's ability to perform a task. We've all seen it where a physician will simply ask a claimant "can you do 'x'?" and then basing their answer solely on the claimant's yes or no response. How do you assure defensibility or even usability with this type of input? Use of measurements such as "some difficulty" is problematic. What does "some difficulty" mean? Overall, we are unsure what the purpose is for collection of this data and how it will be used. Does the system they are developing actually terminate in a job match system? Will it be used to compare claimant response to physician response to the job analysis factors? Although CAT systems are efficient, they do not give all data points. SSA may want access to the full range of a claimant's ability.

Thank you for allowing us the opportunity to provide public comment.

Angela Heitzman and Ann Neulicht  
IARP



# The Experts' Express

## I am IARP Featured Profile

Meet Jim Hill, a forensic expert with more than 30 years experience.



“My primary customer is the State of Wisconsin, Division of Vocational Rehabilitation (DVR). I perform vocational evaluations for their consumers in a 6 county area. However, I also do evaluations and vocational expert testimony for Worker's Compensation, divorce and personal injury cases. My caseload shifts more to the private sector when funding issues hit the public sector referrals. I have also been involved with job placement for insurance carriers, OWCP and the VA.”

“I think sometimes we get focused so much on the technical aspects of our work for expert reporting and testimony that we lose sight of the fact that rehabilitation professionals can make a very positive influence on others. We provide guidance, help get people back to work, and can simply be good listeners. For some of our clients, that alone can make our involvement a good experience. Our influence extends to the students we supervise, or to other professionals we help educate through our involvement with professional associations and conference preparation.”

[Read Jim's complete profile](#)

[Read all the I am IARP Profiles](#)



**International Association of  
Rehabilitation Professionals**

1926 Waukegan Rd., Suite 300  
Glenview, Ill. 60025

Phone: (847) 657-6964  
Toll Free: (888) 427-7722  
Fax: (847) 657-6819

E-mail: [IARP-HQ@tcag.com](mailto:IARP-HQ@tcag.com)  
Web site: [www.rehabpro.org](http://www.rehabpro.org)



IARP is professionally managed by  
The Center for Association Growth (TCAG)

## IARP Webinar Series

### SSVE Testimony Regarding Limitations and Transferability

January 18, 2011

9 am Pacific; 10 am Mountain; 11 am Central; 12 pm Eastern

#### Presenters

Dale Thomas, CRC, CCM, ABVE/D, Principal/Consultant,  
Thomas Vocational Consulting  
Rebecca Williams, CRC, CVE, Principal/Consultant, Rebecca  
Williams Vocational Consulting Services

#### Overview

Occasionally the SS VE is presented with hypotheticals that will not allow a clear-cut decision about whether or not occupations exist within the limitations posed. Part of this presentation will discuss how the occupational base becomes more and more eroded for hypotheticals in these marginal areas. In addition, the presenters will discuss transferability for the older worker. Special attention will be focused on understanding the rulings pertaining to transferability for these age groups. Also included will be recent decisions resulting in remands due to VE testimony. This segment will help the SS VE understand how to avoid testimony that will result in a remand due to VE error or shortcoming.

[Read complete description.](#) [Register online now.](#)

## IARP Webinar Series

Missed one or more of IARP's Webinar Series? No worries. You can still access any of these previous webinars and earn CEUs. IARP's on-demand archive includes:

Clinical Judgment  
Job Numbers and Labor Market Resources for Occupations  
What Works at Work Following TBI  
SSDI Clients' Options for Returning to Competitive Employment  
Adaptive Transportation Safety  
SSA Vocational Experts: The Basics  
Neurofunctional Assessment: How to Find out What You - Really Need to Know to Plan for Your Clients

Visit <http://rehabpro.org/events/webinars> for complete details.

