



The Experts' Express

January 29, 2010

International Association of Rehabilitation Professionals

Providing a Community for Rehabilitation Professionals

Up To The Minute

Welcome to The Experts' Express!

About The Experts' Express

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

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

January 2010 Social Security OIDAP Meeting on the new OIS

*Lynn Tracy
OIDAP Chair*

Having just returned from presenting at the OIDAP* quarterly meeting in Dallas (Jan. 20-22), I would like to provide an overview of that meeting and the status of the new OIS (occupational information system) under development.

Two new members were appointed to the panel, a labor market economist, Dr. H. Allen Hunt from the W.E. Upjohn Institute for Employment Research in Kalamazoo, Mich. and quantitative psychologist, Dr. Abigale T. Panter with L.L. Thurstone Psychometric Laboratory at the University of North Carolina, Chapel Hill.

At this time, OIDAP is moving into a research and development phase, having provided advice and recommendations to SSA regarding content model data elements and the classification system of the new OIS in September 2009. The panel has been restructured for the research and development phase into two subcommittees: User Needs & Relations and Research.

Several stakeholder groups were invited by OIDAP, including IARP, to provide comment on the seven general recommendations made by OIDAP to the Social Security Administration on the content model and classification recommendations for the new OIS being developed by the Social Security Administration.

On January 20, 2010, five stakeholder groups presented to the panel. They in-

cluded: NADE (National Association of Disability Evaluators); NADR (National Association of Disability Representatives); NOSSCR (National Organization of Social Security Claimant Representatives); ABVE (American Board of Vocational Experts); and IARP (International Association of Rehabilitation Professionals).

On behalf of IARP, I reported on the PRW data collection project we have been working on through the IARP SSVE section. (We have collected data on 6649 jobs to date and will continue to collect data through February 15, 2010.) OIDAP and SSA are very appreciative of the participation and work of IARP and its members. Additionally, the approximately 700-page report issued on September 30, 2009, by OIDAP to SSA with its recommendations was reviewed by the IARP OIDAP Liaison Committee members and I provided our comments to the panel on January 20, 2010.

(For those of you interested, I would encourage you to read the first 68-pages which are the actual recommendations of the panel. The rest of the 700-pages includes the OIDAP subcommittee reports and their appendices, stakeholder comments and reports, including the IARP pilot survey we conducted in July 2009 on the DOT.)

SSA staff also presented its work to the panel. It has performed a user needs analysis for the OIS content model. Of particular interest, SSA surveyed disability adjudicators and reviewers, and most of their needs and comments have been in line with our own comments and recommendations.

(OIDAP Panel continued on page 3)

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Chapter Highlights

IARP Pennsylvania

Chapter Events

11th Annual Penn. & New Jersey IARP Conference

"It's More Than Just The Shore"

June 2-4, 2010

Atlantic City, New Jersey

Tropicana Resort & Casino

Atlantic City, New Jersey

Exhibitor opportunities available!

Contact Louise Kaplan at 215-968-2180 or Doug Cerminaro at 609-919-0895.

Pennsylvania Bureau of Worker's Compensation Conference

8th Annual Pennsylvania Workers' Compensation Conference

June 7-8, 2010

Hershey Lodge & Conference Center

Hershey, Pennsylvania

Download the continuing education credits registration form at <https://www.rehabpro.org/local-chapters/pennsylvania/pennsylvania-chapter-events/collateral-materials/Hershey%20Conference%20CEU%20registration%202009.doc>

IARP Florida Chapter

Annual Conference

Jeff Carlisle

IARP Florida Chapter

The Florida Chapter is pleased to announce its annual conference slated for April 14 - 16, 2010 to be held at the beautiful Omni Orlando Resort at Champions Gate. This conference is being held in conjunction with the Workers' Compensation section of the Florida Bar and the Workers' Compensation Claims Professional Association. April is a great time to come to Florida and the weather should be fantastic! We would love to spend a few days with our colleagues from around the country in a relaxed learning atmosphere. Time to raise a glass and break some bread together. We promise a good time for all. For more information and to view the conference brochure please go to http://wccp.site-ym.com/resource/resmgr/docs/2010_fl_bar_brochure.pdf.

To register go to <https://wccp.site-ym.com/events/attendees.asp?id=87806>.

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(OIDAP Panel continued from page 1)

It became very clear to the panel that concerns and issues raised frequently by stakeholders had to do with semantics. Also many comments and concerns expressed by stakeholders after a review of the subcommittee reports/appendices were, in fact, not always part of OIDAP's recommendations to SSA (contained in the first 68 pages). For example, there was a spirited discussion of 'g' (general ability) and the fear that SSA would somehow test only for 'g' as a single measure of cognitive capacity and make disability determinations based on a "one size fits all" test instrument (primarily voiced by NOSSCR). It was made clear to us that this was not recommended nor the intent of the panel. However, Dr. Wilson pointed out that 'g' has been found to have a moderate relationship of correlation to work performance and can be partially included in many aptitudes. Therefore, one can look to 'g' as it relates to activities. He also pointed out that 'g' would be present in almost any test, not any one particular test such as the Wonderlic Personnel Test (WPT) which was widely questioned by stakeholders as to its inclusion by the Panel in the Mental Cognitive Subcommittee report. Dr. Schretlen made an effort to clarify that his committee did not recommend use of the WPT or any instrument as a test for 'g' or any of the 15 data elements recommended for mental/cognitive demands of work (pages 41-42 of report).

The issue of updating the DOT or modifying the O*NET rather than creating a new OIS was again raised by some stakeholders (not IARP). The panel intends to be available to stakeholder groups and SSA user groups to again address this issue, but readers can also go to the OIDAP website (oidap.ssa.gov) to read the panel's findings about the DOT and O*NET, and their rationale for creating a new system. SSA is also writing a paper on what they have learned and why the DOT and O*NET are not usable for their purposes.

As was pointed out by one panel member, the new OIS will not just take the place of the DOT, but go well beyond it, including in efficiency. The same panel member noted that a new system will be scrutinized and have challenges that the DOT and O*NET never had, whether they update the DOT, modify the O*NET or create something new. Another valid point made was that data can always be aggregated to whatever level you want, but cannot be disaggregated to lower levels if only collected at those higher levels. And for these reasons as well, the panel is working on developing the best OIS that they can (for SSA's use in disability matters).

When reviewing the recommended elements for physical and mental/cognitive demands of work (pages 38-42 of the report) it is likely that what we will see in a new OIS will bear a resemblance to the DOT, although no one yet knows to what extent. The OIDAP clearly listened to the comments provided by IARP members as noted in our DOT pilot survey in July 2009.

SSA recently briefed the National Academy of Science on SSA's and the OIDAP's efforts to create a new OIS and issues with using O*NET for disability purposes. They also met with the De-

partment of Labor's Education & Training Administration (ETA).

OIDAP is preparing to release at least one fact sheet to provide a shorter overview of its efforts and explanation of some considerations for the content model and classification system in more user-friendly language and terminology. However, it was pointed out that it cannot get too basic and it would be incumbent upon all of us to become familiar with terminology, concepts, methods and systems.

IARP via the IARP OIDAP Liaison Committee will be providing written comment to the OIDAP's report "Content Model and Classification Recommendations for the Social Security Administration Occupational Information Systems" in which many of the oral comments provided on January 20, 2010, will be included. The comment period has been extended to May 25, 2010. Therefore, we encourage all of you to read the 68-pages and provide this committee with your comments. You may also make comments directly on the OIDAP web site. Please note that any comments made on the OIDAP web site will be published (and live on forever).

In brief, we have recommended: 1) SSA utilize one definition for 'skill'; 2) aptitudes remain a part of any new OIS system; 3) in addition to the 15 recommended cognitive/mental data elements, judgment and decision-making should be included, and elements classified under self-maintenance be excluded such as hygiene and symptom control as these would be considered a basic expectation and requirement of all employers; 4) we are in agreement with the physical demand elements put forth; 5) care should be taken to achieve face validity of the categories in the work taxonomy and a question as to how the taxonomy proposed will be translatable in the world of work; 6) keep consistency in scale structures; 7) SVP should be deconstructed; 8) a common language should be used; 8) all work has some level of skill and as such, the term 'unskilled work' should be re-evaluated, although we understand elimination of the term will require a policy change due to Step 5 of the Sequential Evaluation done by SSA; 9) the format for job analysis as stated in the RHAIJ is not used by stakeholders in every day practice in its complete form but tailored to the needs of the users.

As OIDAP and SSA go forward with the research and development phase, the IARP OIDAP Liaison Committee will remain an active participant. We also hope to continue having OIDAP members come and speak with us at conferences, webinars, etc. as time goes on.

IARP OIDAP Liaison Committee

- Lynne Tracy, Chair, OIDAP Liaison Committee
- Angie Heitzman, Forensic representative to the OIDAP Liaison Committee and Forensic Section Representative to the IARP Board
- Scott Stipe, SSVE representative to the OIDAP Liaison

(Continued on page 5)



Life Care Planning Summit 2010

The IARP International Academy of Life Care Planners section (IARP IALCP), Foundation for Life Care Planning Research (FLCPR), and the University of Florida proudly announce and request your participation in this event.

Saturday, April 17, 8:00 a.m. - 5:00 p.m.

"Best Practices for Establishing Foundation for Necessity: Boundaries for Decision Making"

We hope to reach consensus on objective methodology for how decisions are made about care items included in a life care plan, focusing on what items a life care planner can put into the plan based on his/her scope of practice versus what items require consultation/recommendation from other experts.

"Best Practices for Determining Sources of Attendant Care"

With the goal of reaching consensus on objective methodology for how decisions are made for recommendations about using in-home caregivers from agencies or private-hire.

Sunday, April 18, 8:00 a.m. - 1:00 p.m.

"The Last 10 Years of Summit Statements"

Our third goal is to examine the last 10 years of Summit statements to determine whether selected statements stand as is, go to revision process, or get deleted as an acknowledgment to our growth and achievement within the field of life care planning.

Following this review of prior statements, participants will meet to develop group consensus statements for all three topics.

Registration

Before Feb. 15	\$295 member	\$345 non-member
After Feb. 15	\$345 member	\$395 non-member

Register now and take advantage of the early-bird rate. Download the registration form at http://images.magnetmail.net/images/clients/TCAG_IARP/attach/Summit_2010_registration_form.pdf. Because of the intense nature of these discussions, participation is limited to 100 attendees so be sure to send in your registration today.

Continuing Education Units: Application has been made for up to 11.0 contact hours toward these certifications: CCMC, CRRN, CHCC, CRCC and CDMS.

Hotel Information

Hyatt Regency Atlanta

https://resweb.passkey.com/Resweb.do?mode=welcome_ei_new&eventID=1683992

Participants will take a free shuttle from the hotel to Georgia State University, where Summit topics will be discussed.

Sponsored by the IARP International Academy of Life Care Planners section (IARP IALCP), Foundation for Life Care Planning Research (FLCPR), and the University of Florida.

IARP Outlook

CDMS Commission Seeks Nominations for Quality Leadership Award

Each year, the Certification of Disability Management Specialist Commission selects a company or organization that embraces best practices in integrated disability management to receive its Quality Leadership Award (QLA). CDMS Commission is currently seeking nominations for the 2010 QLA. Nominees may be a for-profit or not-for-profit company, or a public agency that meets the following criteria:

- Has implemented a successful disability management program that includes integrated return-to-work strategies for both occupational and non-occupational disability; has a broader absence management focus, and promotes health, wellness, and productivity
 - Demonstrates creativity in implementation of a corporate disability management program
- Utilizes the services of certified individuals, preferably certified disability management specialists, either as employees or on a consulting basis.

(For more details about the Quality Leadership Award and award application, please see the CDMS Commission web site at www.cdms.org.)

The Quality Leadership Award for 2009 was recently presented to Baptist Health South Florida, recognizing its excellence in workplace programs including return-to-work (RTW), intervention, and wellness. Baptist Health South Florida is a not-for-profit hospital and healthcare organization based in Coral Gables, FL. See the CDMS Commission Web site for the QLA 2009 video presentation and announcement: www.cdms.org.

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Forensic Section

CM / DM Section

International Academy of Life Care Planners

SSA-VE

www.RehabPro.org

(OIDAP continued from page 3)

Committee

- Ann Neulicht, IALCP representative to the OIDAP Liaison Committee
- Pam Warren, CM representative to the OIDAP Liaison Committee
- Rick Wickstrom, DM representative to the OIDAP Liaison Committee
- Amy Vercillo, IARP Board representative and SSVE Section Chair

*OIDAP (Occupational Information Development Advisory Panel)

IARP Outlook

CORE (Council on Rehabilitation Education) Survey of the Importance of Individual Proposed Standards

CORE requests that people who have knowledge relevant to the education of Rehabilitation Counselors carefully evaluate each of the proposed revised Standards for accreditation of Rehabilitation Counseling master's degree programs, and provide feedback about the importance of each Standard. This feedback will help the CORE Board to make decisions about which elements of the Standards **MUST** be satisfied or a program will be denied accreditation, versus which elements **SHOULD** be satisfied because they are "best practices." We are asking interested individuals to complete an anonymous online survey to rate each Standard or section of a Standard as ONE of the following:

- 1) Essential, something that **MUST** be evidenced for a program to be accredited,
- 2) Best practice, something that **SHOULD** be evidenced for a program to be accredited,
- 3) Good **Example**, but not the only way to achieve what is necessary to be accredited, or
- 4) **Unnecessary**, and should not be required for program accreditation.

Although survey responses will be anonymous and cannot be tracked back to individuals or their computers, it would be helpful for CORE to know something about the survey respondents, to facilitate interpretation of the results. For this reason, please respond to the seven short demographic questions at the start of the survey. If there is any question you prefer not to answer, you are welcome to skip that question.

If you are willing to assist CORE with this important task, please go to <https://survey.vcu.edu/cgi-bin/qwebcorporate.dll?idx=4MJT69>

as soon as possible to complete the survey. Feedback before February 1st would be especially helpful for CORE's Standards Review Committee. NOTE: there is an option at the end of the survey to leave additional feedback in text form; please use that to share any concerns or suggestions you have about the wording of any of the Standards. The complete current version of the proposed standards revision is available through the CORE Web site at www.core-rehab.org.

FYI

The survey is lengthy but feedback on each item will be valuable. Comments from those who have already completed the survey say it takes from 45-60 minutes to complete. You are encouraged to set aside up to an hour to complete the entire survey. **Please complete and forward by February 1, 2010 .**

Thank you for responding,
CORE Standards Review Committee



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Section Focus

Forensic Section

Past Chairs of the Forensic Section

Interview by Bob Paré

This article is the first in a series of interviews that will be published in each publication of the Experts' *Express*. Past chairs of the forensic section, a division of IARP since 1996, have been asked to be randomly interviewed to once again commend their service and to encourage a continuous momentum of strong leadership within the section as it renews itself from year to year. Forensic section chairpersons take on an extraordinary commitment by volunteering for a three-year term as Chair Elect, Chair, and Past Chair. Bob Paré, who has served in various roles on the forensic section board and committees, has offered to interview each of the past chairs and bring to you their updates and reflections at this time. The section has been fortunate to have had the benefit of service from the following IARP members:

1996-Kristy Farnsworth; 1997- Steve Duchesne;
1998-1999 Ann Neulicht; 1999-2000 Randall Thomas;
2000-2001 Bob Taylor; 2001-2002 Bob Mosley;
2002-2003 Steve Bast; 2003-2004 John Meltzer;
2004-2005 John Berg; 2005-2006 Brian Preston;
2006-2007 Steve Shedlin; 2007- 2008 Ann Wallace;
2008-2009 Lisa Clapp; 2009-2010 Dale Thomas.

Interview 1: Steve Shedlin, M.Ed., CRC Term: 2007-2008

BP: Steve, we're talking on the day following the sad announcement of the passing of Gale Gibson. I wonder if you have any particular recollection of him as pertains to the forensic section, and when you were at the helm?

SS: Yes, how could we not be sad with the news, Bob? What a loss! Gale and I became more connected as I saw his valuable contributions evolve on the listserv and in our conferences. I always knew that we could count on him for helping us out and as one of our most stable vendors, too. He gave to the whole IARP association, not just to forensics.

BP: What do you recall of your term?

SS: The section had been left in great shape by Brian Preston, my immediate predecessor. Having been in leadership spots be-



fore, I had to re-learn to work within a section, with my great team, and as a sub- part of IARP, if you will. I did get it, the relative repositioning thing, and saw a bigger picture of how and why the section fit within the IARP structure, and not independent on many levels. However, the relationship of the section to the organization and vice-versa are what make it happen to the benefit of both. I was in the thick of it when we transitioned from our former management company to TCAG, but we prospered well even then. The seeds for the SS VE Section were sewn, we skirted potential conflicts with ABOVE, we worked on a re-write of the Bylaws, and had a great conference in Phoenix. Did I ever tell you that I never worried about the section? We were (still are!) doing fine.

BP: Speaking of leadership, you've had quite a substantial run so far with NARPPS and IARP, no?

SS: Yes. Around in 1998, I was president of my local Chesapeake chapter. Then I served as a regional representative to NARPPS, as we were called at that time. We no longer have those, but that was when we first met, wasn't it? (BP: Yes, I was PA NARPPS president then.) Then I moved on to becoming the president of the association.

BP: You just could not let well enough alone, afterwards could you, Steve?

SS: Well, I took some time off after those five solid years in the regional and national office roles. Good to sit back, you know? Then I got involved in the forensic section. When my three year stint of "chair duties" was done, I ran for the IARP board, and I am about to rotate off after my two year term there.

BP: Any more plans?

SS: Odd that you would ask that, Bob. I am next going to run for the president of IARP position again. Call me crazy or what, but it's what I want to do now. And I'm going to Disneyland, win or not! (We laugh)

BP: Before we sign off, what do you have to say to our newest members, or persons considering membership?

SS: Being new to the forensic section is a rare opportunity. The way I see it, one may get a lot out of the section, just be observing the listserv, for instance, or by attending conferences. Or, one can also contribute invaluable, immediately, by volunteering and serving on one of so many committees. There is much opportunity here - by inputting their questions as well as ideas into the Listserv, for instance. So, either jump in with both feet, or sit back and listen. Or do both. We are glad that new-bees are with us. And so are they, I am sure. Thanks Bob.

The International Association of Rehabilitation Professionals

Would like to offer our condolences to the
family, friends, and colleagues of Mr. Gale Gibson.



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It is our distinct pleasure to bring you the first Case Management & Disability Management Section Conference at the beautiful Doubletree Paradise Valley Resort in Scottsdale, Arizona, 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.

The conference is scheduled over the **Valentine's Day** week-end, followed by Monday, February 15th, **Presidents' 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

IARP Member Registration Fee (Early bird rate now extended through January 31, 2010)	\$369
Non-member Registration Fee (Early bird rate now extended through January 31, 2010)	\$469
IARP Student Member Registration Fee	\$200

For more information on the conference or to register please go to <https://www.rehabpro.org/events/2010-CM-DM>.

Express Job Bank Highlights

Vocational Case Managers – Seattle, Wash. and Portland, Oregon

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IARP

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neil@osc-voc.com

J. Patrick Decoteau, Ph.D., Secretary/Treasurer
jdecotea@spfldcol.edu

Dennis Funk, Council of Chapter Presidents Representative
dennisf@funktvoconsulting.com

Steve Shedlin, Member At-Large
ShedlinSatREx@aol.com

Ann Wallace, Member At-Large
ann@wallacerehab.com

Susan N. Riddick-Grisham, IALCP Representative
sgrisham@comcast.net

Angela Heitzman, Forensic Representative
angela@heitzmanrehab.com

Donald Shrey, Disability Management Representative
shreyde@uc.edu

Jon P. Veltri, Case Management Representative
jon.veltri@genexservices.com

Amy Vercillo, SS/VE Representative
avercillo@verizon.net

IARP Notables

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Questions? Contact Ann Neulicht at aneulich@ipass.net



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NL0106R: Models of Disability and Advocacy in Rehabilitation Counseling©
(4 contact hours – 2 hours for CRC/CDMS Ethics Credit)

And many more.....



*International Association of
Rehabilitation Professionals*

International Association of Rehabilitation
Professionals
1926 Waukegan Rd., Suite 1
Glenview, IL 60025

Phone: (847) 657-6964
Toll Free: (888) 427-7722
Fax: (847) 657-6819
Email: IARP-hq@tcag.com

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

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

Member's Corner

IMPORTANT

IARP Journals Now Available in Printed Format

The International Association of Rehabilitation Professionals will now offer both the RehabPro and the Journal of Life Care Planning in a printed format. Members will now be offered the option of receiving their sections journal in a printed format in addition to the regular electronic version.

If you are interested in receiving a printed version of one or both of the IARP journals, please go to the IARP Web site, www.rehabpro.org, log in and click on Members-Only. Download the form by clicking on "Special Printed Journals Order Form." Or, log in and click on this link: <https://www.rehabpro.org/my-iarp/Journals%20PRINTED%20format%20order%20Form.doc>.