

Standard Methods in Vocational Forensics vs. The Real World: Is it Time to Question Some Methods?

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- We are all nice people
- But we do not all use proper method.
- Those of us who do sometimes let it limit us, and blind us, and not allow us to depart from it even when brought face to face with certain realities and very good questions

- Strict adherence to most any method causes some folks at least sometimes to be ruled in or out of something which may be possible or even probable in the real world.
- But here is what I see as a kind of Greatest Hits of method problems for further research and discussion.

1) THE ONLY METHOD USED SEEMS TO BE NO OR LITTLE METHOD

- This is the method we need to change most
- It seems to be growing in popularity

2) Should TSA always be done using Classic method?

- Yes, but is that enough?
- Should it not be part 1 of our hypothesis testing
- with part 2 being our knowledge and experience in interviewing and placing and training people.

3) Testing is not done even when it could/should be

- It is a mission of mine to bring back testing.
- We all know why it is done less and less. VEs do not always like the outcomes.

4) Another methodological problem is that testing results become gospel.

- VEs don't always listen to what testing says. They use it to sentence folks to current levels

5) It is common method of experts to downplay role of tested interest

- Should people be expected to lie in an interview when asked why they want to work in sales when they don't.
- How good a liar will they be and will their lying be perceived by a skilled interviewer?

6) The value of dexterity testing

- A default position is often that an evaluatee can do assembly
- Based upon what?

7) Wage Method Problems

- Many/ Most? counselors really do not like to do labor market surveys
- LMS is a standard technique
- Neulicht, A., Gann, C., Berg, J. F., & Taylor, R. H.(2007). Labor market search: utilization of labor market research and employer sampling by vocational experts. *The Rehabilitation Professional*, 15(4), 29-44.
- Quit making up lame excuses for not doing LMS
- Either do it or find someone who likes to do it.

8) OES is every VEs darling

- Does the lawyer or do you make only median wage?
- Are 50% of folks in an occupation outliers? Impossible
- Really? Use it for hypothesis testing, step one. Then test it with employer sampling where needed

9) Does overtime count?

- Why discriminate against welders and iron workers?
- Is their physical work more “demanding” than a lawyer or VE’s mental work?
- HOUSEHOLD DATA ANNUAL AVERAGES 23. Persons at work by occupation, sex, and usual full- or part-time status

10) Common practice is to consider several years past wages in evaluating prior earning capacity.

But a simple averaging almost always artificially lowers the wages below what a person last earned.

11) PRE/POST ACCESS Method Problems

- Is only one pre-injury model and one post-injury model realistic?
- One post-injury model is often illogical as well.

• Cite: BLS March 2015 News Release: NUMBER OF JOBS HELD, LABOR MARKET ACTIVITY, AND EARNINGS GROWTH AMONG THE YOUNGEST BABY BOOMERS: RESULTS FROM A LONGITUDINAL SURVEY

12) The myth of the "minimum wage occupation"

- Such is mythology. If you look at OES for unskilled occupations or better yet if you do employer sampling hardly anything which starts at minimum wage stays their forever. Avoid junk opinions.

13) Impact of Age (with no method)

Cite: CPS: Employed persons by detailed occupation and age, 2013 annual averages

CONCLUSION

Resist the tendency to keep things simple. Our work is complex. Individuals are complex and require thoughtful analysis.
