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The Evolution of the International Psychometric Evaluation Certification (IPEC)

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Abstract. This article presents the evolution of The International Psychometric Certification (IPEC). The IPEC will be a new credential developed by the American Board of Vocational Experts (ABVE) that will train master's degree level counselors in the administration, scoring and interpretation of psychometric tests and measurements to preserve the framework of forensic evaluations and standards within the legal system. The article further explains the need for a new credential and how the American Board of Vocational Experts has begun to execute the IPEC with a scientific foundation, while maintaining the mission and goals of the original ABVE Bylaws. The infrastructure of the IPEC will demonstrate standards, ethics, psychometric methodologies, an empirical exam, legal competencies, evidence-based assessment and accreditation. This will begin in January 2015 during the grandfathering period, which will establish the grassroots underpinning for the project.

Psychometric Evaluation Competency: The International Psychometric Evaluation Certification (IPEC) in the Era of Evidenced Based Assessment Within the Forensic Environment

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Abstract. This article will draw upon relevant clinical, psychometric, forensic methodology, and empirical data to illustrate the utility of a certification for competency in psychometric evaluation. The International Psychometric Evaluation Certification (IPEC) was conceptualized by the American Board of Vocational Experts (ABVE) in 2014 after two years of research and membership collaboration. The IPEC mission is to endorse and support qualitative and quantitative empirically based methods, ethically driven standards, efficiency of evaluation, competency of experts/evaluators, and legally defensible work. Evidence Based Assessment (EBA) criteria share these common goals that underlie the IPEC mission and will serve to align with the EBA national mandate. In the tradition of collaboration and transparency, the ABVE wishes to call upon all evaluators from all corners of the evaluation industry to come forward to share in the vision that will not only improve methodology, competency, ethics, efficiency, and legally defensible work but align with EBA goals. This article will also serve to highlight methodology that is emerging within the discipline of Forensic Vocational Evaluation that will build upon research and broaden methodology associated with psychometric theories, methods and applications. Our discipline and related specialties wish to build upon this important element of empirical work to demonstrate to future legislative leaders that regardless of differences in mission and vision within the counseling and expert communities, we as psychometric evaluators stand united in endorsing a methodology,

standards and purpose that will continue to effectively serve the courts and general public.

Maximizing Return to Work

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Abstract. This paper addresses the elusive concept of why persons with disabilities—those who have either never worked or who have left work secondary to an impairment having become a work disability—choose to return to work, in spite of financial disincentives. Some people whose impairments clearly limit their access to work do choose to work, while others, with the same level of impairment, choose not to work or seek competitive employment. The Social Security Administration widely admits that less than one percent of those whom they support financially do return to work. Since dollars that support return to competitive employment are always scarce, it would be helpful to be able to identify the “best bets” for clients who are likely to choose to attempt to return to work. Limited resources both in personnel and funding could then be directed at those most likely to benefit from services. Several scholarly attempts have been made to find out who are these best prospects for return to work. This article reviews the past attempts and introduces a psychometric instrument that might help rehabilitation workers in their screening of persons with disabilities for likelihood of successful return to work.

Labor Market Study

Furniture Rental Clerk, DOT: 295.357-018 SVP: 2 Strength: Light

Counter Clerk, DOT: 249.366-010 SVP: 2 Strength: Light

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Abstract. This Labor Market Study provides an answer to the question, “Can an individual capable of Light physical demands and who is restricted from using his or her arms for reaching, handling, grasping and fingering tasks on an occasional or less than occasional basis, perform the occupations of either Counter Clerk or Furniture Rental Clerk?” The functional limitations within this question are commonly found in hypothetical questions asked of Vocational Experts (VEs) acting as expert witnesses by Administrative Law Judges (ALJs) in Social Security Disability Hearings. This question, or a variation thereof, arises when a disability claimant presents with a medically-determinable disability that restricts the use of his or her upper extremities. VEs are asked to identify a job or jobs that an individual could perform given these functional limitations. VEs make use of data collected and offered from a variety of sources including their own professional experience, the U.S. Department of Labor, and U.S. Publishing. VEs utilize software, such as OccuBrowse and Job Browser Pro. These software programs organize data from the U.S. Department of Labor for use by VEs, attorneys and ALJs. This study found that the jobs of Counter Clerk and Furniture Rental Clerk do not exist today as defined by the Dictionary of Occupational Titles (1991) and that each job requires frequent use of the upper extremities bilaterally. The findings of

this paper are validated by nine separate, national employers who employ the bulk of the Counter Clerks and Furniture Rental Clerks in the United States.

Economic Evaluation of Earnings Capacity Loss in Personal Injury Cases: Issues for Forensic Economists and Implications for Vocational Evaluators

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Abstract. This paper will present the early role of vocational experts in determining disability for the Social Security Administration, and then discuss ways in which this role can be expanded. Vocational experts must understand the impact that age, education, residual functional capacity, and transferable skills have on the employment of people with disabilities. This expertise is crucial to the disability determination process in Social Security. However, vocational experts can be used to improve not only the accuracy and consistency of the decision-making process for eligibility, but also increase the number of SSA beneficiaries who can return to work.

A Model Course for Training in Forensic Rehabilitation

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Abstract. This paper identifies the plethora of issues that a vocational evaluator must address when including the present value of a personal injury lost earnings capacity as part of a vocational evaluation report. For a given personal injury evaluation, there are at least 54 different present value approaches, each of which has forensic economist proponents. A secondary outcome of this paper is to inform new vocational evaluator practitioners and refresh the memories of veteran vocational evaluator practitioners of the different approaches taken when they review reports prepared by forensic economists.

Longitudinal Vocational Rehabilitation Employment Outcomes

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Abstract. The primary purpose of this longitudinal research was to examine the relationship between Individualized Plan for Employment (IPE) goals and vocational rehabilitation (VR) employment outcomes to determine whether obtaining a job congruent to the IPE goal increased vocational satisfaction, wages and job retention. Longitudinal study participants were 30 vocational rehabilitation clients served by the Maryland State Department of Education's Division of Rehabilitation Services (DORS) who were successfully rehabilitated and closed (Status 26) in 2002. Results generally supported the relationship between Holland's person-environment congruence construct and employment outcomes for this population. The IPE goal and employment outcome congruency was found to have an effect on participants' job retention. In addition, disability category and educational attainment were also found to affect vocational rehabilitation employment outcomes. However, person-environment congruence did not increase participants' vocational satisfaction.