



Top Ten Reasons to Register Now for the 2012 ABVE Conference Perfect Your Act: Balancing the Many Aspects of Vocational Expert Practice.

By Estelle Hutchinson, MS, MBA, ABVE/D, Conference Chair

1. **Get inspired** by our keynote speakers!
2. **Catch up with colleagues** at the President's Welcome Reception.
3. **Meet new and aspiring ABVE members.**
4. **Sock away CEU's** for ABVE and related organizations.
5. Get up to speed with **social media and cutting-edge technology** in the courtroom.
6. **Chat with exhibitors** to see what they have to offer.
7. **Learn how to get involved or plan for retirement** at session roundtables
8. Learn how to **market and grow your small business.**
9. Enjoy some **great meals, and maybe a show**, while in Las Vegas.
10. **Leave with the promise of a web site for your practice!**



There are many reasons to join your colleagues from March 22-25 at Harrah's Las Vegas. See you there!

Do You Have Your 42 CEU's for the 2010-2012 ABVE CEU Cycle?

You can earn up to 31.875 CEU's at the 2012 Annual Conference and Pre-Conference Sessions.

This is your last chance to earn CEU's at an ABVE event during this cycle!

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President's Message

By H. Gray Broughton, President, 2011-2013

Happy New Year to everyone and I hope you had a prosperous 2011 and will have an even more prosperous 2012. Prosperity can be measured in many ways. It is not only in realizing your full earning capacity, but also in how kind you are to other people and how kind they are to you. It has always given me a great sense of happiness to give back to the community with my time, money and other support.

ABVE's board is composed of many different people, with many different personalities and knowledge, skills and abilities. Our current board at ABVE functions well together. Some of the things we have worked on this past year are:

- Developing a new Professional Certification which we already have people applying for
- Marketing our organization in Canada (thanks to Ron Smolarski)
- Making an effort to expand our organization through advertising and exhibiting at various professional seminars
- Continuing to work with CORE universities in order to broaden the awareness of students and recruit new members
- Helping to support IARP-CA with their legislative efforts as related to AB 1168
- Reinstate ABVE committee to track and follow OIDAP progress

In addition to this, we continue to run a fiscally responsible organization and have even invested some of our reserves into a bond market account that is doing well. We are continuing to maintain a healthy financial position.

In 2012 we can look forward to a website development program for ABVE members and an Expert Witness Profiler discount for all ABVE members. More information regarding all of the things we have done in the past and continue to do will be forthcoming in newsletters and other correspondence.

Our annual conference in Orlando was a great success and I look forward to the upcoming one in Las Vegas, Nevada to be of the same high quality. Estelle Hutchinson has organized our conference in Las Vegas which will be held March 22 – 25, 2012. The theme for this conference is *Balancing the Many Aspects of Vocational Expert Practice*. If you haven't already registered, please do so today. See you in Las Vegas!

This year, 2012, we will continue to make sure that ABVE remains a leader in forensic vocational rehabilitation. We will make sure that we do an outstanding and professional job in all of our endeavors. If you would like to volunteer to assist in any of our projects please contact ABVE Headquarter and they will make sure you get that opportunity.

I look forward to seeing everyone in Las Vegas. If you have any questions or suggestions, or I can be of service to you in any way please feel free to email me at bai@broughtoninc.com. Best wishes for a healthy and prosperous New Year!

Get CEU's Through AAACEUs.com's New Courses

AAACEUs.com has **NEW courses** to offer ABVE members to help satisfy their renewal requirements (current ABVE 3-year cycle runs from 01/01/10 through 12/31/12.)

As always ABVE members enjoy a 10% discount on AAACEUs.com's courses. Login in on your organization's custom link: <http://www.aaaceus.com/abve>

Your organization's custom link will open to the login or registration page. If you wish to view classes first just click on the ABVE logo in the upper left hand corner and it will take you to the home page. Call us with any questions or problems, 1-866-850-5999.

HM2004: Aging and Life Expectancy with a Disability (4 contact hours)

HM3010: Standard of Care: Making Sense of "Practice, Legal & Credentialing Guidelines in Forensic Rehabilitation

NL0311A: Blast Injuries and Polytrauma - Part A: Overview Treatment and Modalities

NL0311C: Blast Injuries and Polytrauma - Part C: Rehab and Return to Work (6 contact hours)

LC1001: Catastrophic CM and Life Care Plans (8 contact hours)

NL0309: Fibromyalgia: Fact or Fiction (8 contact hours)

HM2003: Brain Injury and Returning to Employment – A Guide for Practitioners (6 Hours)

Please note: ABVE Policy states that the maximum CEU's approved per home study courses is 14 for AAACEUs courses.

Don't miss out on the ABVE Group on LinkedIn

Conversations taking place on LinkedIn in the last month:

- **Withholding Vocational Report Until Payment is Received**
- **New VE Rotation Trends for ODAR**
- **What are the strengths and weaknesses of the MVQS (McCroskey Vocational Quotient System)?**
- **ABVE Exam Preparation**
- **WRTG Consulting Opportunity for Vocational Expert**

Join the conversation or just listen in.

Join the ABVE Group today!



The ABVE group is part of a network of vocational experts and other rehabilitation professionals to connect with colleagues, share resources and exchange ideas. The ABVE Group is open to all ABVE Members, other vocational rehabilitation professionals and professionals seeking the services of vocational experts.

In Memory of Cynthia J Ward

Hope is the thing with feathers
That perches in the soul.
And sings the tune
Without the words,
and never stops at all.

Emily Dickinson (US Poet 1830-1886)

February 1, 2012 our rehabilitation colleague Cynthia lost her fight to recover from a severe Traumatic Brain Injury. Cynthia and her husband Bob were avid cyclists often riding tandem bikes across the United States, Canada and Europe. On August 25, 2011, Cynthia and Bob were traveling in Canada on a bicycle camping trip. Cynthia was riding a single bike

pulling a small trailer with camping equipment when the speed of her cycle overtook her and the tragic accident happened. Cycling was her passion as well as her advocacy to assist persons with disabilities.

Cynthia independently owned and operated Chrysalis Case Management. She partnered with specialists and professionals in nursing, social work, elder law, financial management, long term care planners and other disciplines to ensure comprehensive assessment and appropriate care planning.

Cynthia completed a Post Graduate Certificate in Disability Management from San Diego State University, San Diego, CA; M.Ed., Rehabilitation

Counseling, Boston University, Boston, MA and a B.A from Iowa Wesleyan College.

Cynthia was a member of the American Board of Vocational Experts, National Rehabilitation Association, National Rehabilitation Counseling Association and International Association of Rehabilitation Professionals. She was a Certified Rehabilitation Counselor, Diplomate of the American Board of Vocational Experts, Certified Disability Management Specialist, Vocational Expert with the Social



Cynthia J Ward

She will always be remembered
for her soft spoken voice, beaming
smile, exorbitant energy,
kindness, enthusiasm and
unconditional love for life.

Security Administration and a Rehabilitation Counselor, Certified by the U.S. Department of Labor, Office of Worker's Compensation Programs.

Cynthia was an International Association of Rehabilitation Professionals - New England Board member. She also served on the Certification Peer Review, Communications & Technology and 2012 Las Vegas Conference Committee for the American Board of Vocational Experts.

A celebration memorializing Cynthia's life will be held on April 14, 2012 at 1:00pm at Deering Community Church, 763 Deering Center Road, Deering, NH 03244;

603-464-5643. Please come prepared to share a story of how Cynthia's path crossed yours. For all the out of town guests the town is opening their doors to anyone that needs a place to spend the night before or after the gathering.

Coordinating that effort is: Stuart & Suzanne Huggard. You may contact them at shuggard@mcttelecom.com.

Everyone who knew Cynthia could do nothing but love her. She will always be remembered for her soft spoken voice, beaming smile, exorbitant energy, kindness, enthusiasm and unconditional love for life. She will be sadly missed.

**Submitted By
Cynthia P. Grimley, MS, CRC,
CCM, ABVE-D**

ABVE Announces a New Member Benefit!

Websites4ABVE

ABVE is excited to provide a new member benefit – an option for members to **“claim their place on the web”** – by getting a professionally-developed, good-looking web page and get it found by potential clients; **all for just \$500**. ABVE has teamed with Computer Studios, Inc. (CSI), to provide ABVE members with this new benefit.

“We’re always looking for ways to add value to the ABVE membership package,” says Glenn Zimmermann, ABVE’s Executive Director. “A lot of members either have old web pages or no web page at all. We’re excited to provide a high-value, low-cost solution for our members.”

“It is important to have a beautiful professional-looking website that is easy to update, as well as easy to find. Currently there are more than 360 million websites on the Internet. Without getting the search engines (like Google, Bing and Yahoo) on your side, no one is going to find your webpage. Without strong search engine optimization (SEO), small companies and services are easily lost in the haystack. The ABVE website program gets ABVE members a good-looking website that is simple to maintain keeping the content fresh, as well as making it so that Internet users can actually find it.” Warren Frush, CSI President.

Unlike most web development programs, the one developed for ABVE members is **easy for non-techies to use**. This ABVE

member program has its own dedicated website (www.websites4abve.com) which will give all the details of the program you need to allow you to easily sign up to start building your new website.

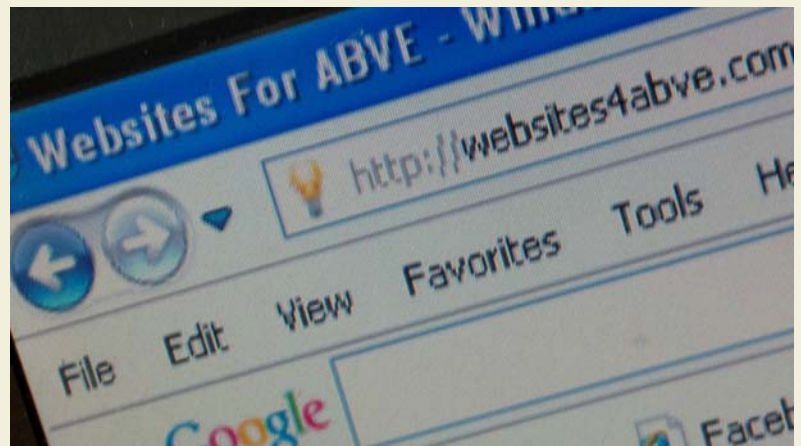
Once a subscribing member has signed up, they use the same website (www.web4ABVE.com) or a Microsoft Word document to collect the words or “content” for their new website. Then, the people at CSI will take those words and pictures and put it in the member’s new website. Also, if you need it CSI will help you obtain a domain name for your website.

The price includes up to two hours of support time to help with the process and the search-engine coaching. Once you approve the proposed site, it gets put on the Internet with your domain name, and you’ll have “claimed your space on the Web!”

All the details are there on the www.websites4abve.com website. Go check it out!

About Computer Studios

Computer Studios Inc. (CSI) believes that customers should have choice and control by providing web and networking services to small and mid-size business. Founded in 1985, CSI delivers solutions that make businesses more productive, secure and manageable in their network and Internet needs. With solutions including Websites4Associates, Management & Cloud Services, and Data Protection, businesses can reach new levels of productivity while minimizing cost, complexity and risk. For more information, visit www.computer-studios.com.



CSI will be at the ABVE Conference in Las Vegas this March, please stop by and visit them at their booth for more information.

Future ABVE Conferences

Mark Your Calendars
Now!



March 22 - 25, 2012
Harrah's Las Vegas
Las Vegas, Nevada



April 12 - 14, 2013
Firesky Resort
Scottsdale, Arizona



March 28 - 30, 2014
Doubletree Hotel
Nashville, Tennessee

American Board of Vocational Experts General Membership Meeting

March 24, 2012 | Noon – 1:15pm
Harrah's Las Vegas
Las Vegas, NV

AGENDA

Call to Order

Opening Remarks

H. Gray Broughton, President

Old Business

1. 2011 Minutes

The 2011 Annual Meeting minutes are made available to all members in handout form. Motion to approve & vote to accept/reject.

New Business

1. Financial Status of ABVE

Estelle Hutchinson, Treasurer and Glenn Zimmermann, Executive Director

2. 2012-2015 Election Results – Michael Graham

3. Other ABVE Business

New Membership benefits:

Website Affinity Program Presentation – Computer Studios

Expert Witness Profiler – Cindy Grimley

4. OIDAP Update – Cindy Grimley

5. New Certification Level Discussion

6. Open Discussion with ABVE Members

7. Awards Presentations

- Scott E. Streater Educational Award

- David S. Frank Lifetime Achievement Award

- Presidential Citation Awards

- Retiring Board Member – Cheryl Chandler, Larry Sinsabaugh, Ron Smokarski & Jayne Barton

Closing Announcements

Adjournment - Motion to adjourn meeting

Upcoming Board of Directors Meetings
March 22, 2012 (Las Vegas)

Annual Membership Business Meeting
March 24, 2012 (Las Vegas)

The American Board of Vocational Experts and Expert Witness Profiler Develop Partnership

By Cynthia P. Grimley, MS, CRC, ABVE-D

Myles Levin and his partner Jim Robinson at the *Expert Witness Profiler* have partnered with The American Board of Vocational Experts to offer the Expert Witness Profile at a discount to American Board of Vocational Expert members. The *Expert Witness Profiler* does not have an annual subscription fee and will only a charge for the type of expert profile report ordered. The *Expert Witness Profiler* is built by attorneys and expert witnesses who are leading authorities on expert witness research. The Frequently Asked Questions will provide answers to questions such as cost and why an expert may want to purchase a profile report. This information will also be available on the American Board of Vocational Expert's website.

Frequently Asked Questions

What is Expert Witness Profiler?

The Expert Witness Profiler, LLC is a company which conducts extensive studies (Profiles) of an expert witness' professional background.

The product has equal appeal to both retaining and opposing attorneys and expert witnesses themselves. Experts are ordering Profiles on themselves so that they can be better prepared to handle surprise deposition questions and to more adroitly avoid pitfalls that may result from opposing attorneys knowing unforeseen aspects of their background of which they themselves were not aware. And, experts are ordering reports on competing experts to improve their utility as trial consultants to retaining attorneys. Opposing attorneys relish the product because of the depth and breadth of information it provides and the enhanced efficacy of their questioning of opposing experts during deposition and trial.

The principals of the company, James Robinson, Esq. and Myles Levin, are two of the co-authors of the seminal white paper *Finding and Researching Expert Witnesses*, reprinted in its entirety as the first chapter of the American Bar Association book, *Litigators on Experts: Strategies for Managing Expert Witnesses from Retention through Trial*

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Secretary's Message

By Cheryl Chandler, ABVE Secretary and Newsletter Editor

As we approach March the next conference is on the horizon. I am looking forward to meeting and networking with many of you. I will be leaving the duties of Board Secretary and Newsletter Editor, but I plan to remain involved in other ways I can serve. I encourage the new members to talk to the Board members about

becoming active. The organization is evolving and in some areas we are endeavoring to be more involved and supportive to the rehabilitation community at large. I would like to welcome Howard Caston as our new Secretary and newsletter editor. Thank you for allowing me to serve and get to know some of you better.

WELCOME NEW ABVE MEMBERS!

Certified - Fellow

Steven Jacobs, ABVE/F
Unum
Yorba Linda, California

Associate Members:

Paul Allen
Diamond Springs, California

Jami Boudinot
Fairfax, Virginia

Cyndee Burnett
Windsor, Colorado

Jeff Cohen
Richmond Hill, Ontario

Aubrey Corwin
Boulder, Colorado

Frank Diaz
Pacifica, California

Lynn Fitzgerald
St. Johns, Newfoundland and
Labrador, Canada

Stuart Gilkison
Madison, Wisconsin

Kathryn Haggerty
John's Creek, Georgia

Neil Hochstadt
Northbrook, Illinois

Rhonda Jellenik
Mansfield, Massachusetts

Marie Kieffer
Fort Wayne, Indiana

Jeffrey T. Kiel
San Antonio, Texas

Jason Lewis
Edna, Minnesota

Oliver Ma
Whitby, Ontario

James Newton
Atlanta, Georgia

Doris Shriver
Denver, Colorado

Marcia Strong
Carmel, Indiana

Diane Taylor
Phoenix, Arizona

Asheley Wells
Richmond, Virginia

Students:

Katheryn Dziekan
Santa Fe, New Mexico

Renee Hall
Lansing, Michigan

Expert Witness Profiling Continued

What Do You Get from Expert Witness Profile Report?

In addition to the Profile report itself, where available, the Expert Witness Profiler also provides access to expert witness transcripts, briefs (including memoranda in support of or in opposition to motions to exclude testimony), and other relevant supporting documents.

Why do I need one?

Challenges to testimony about which an expert may not be aware

Most experts have no real idea what motions and supporting documents have been filed regarding their participation in cases at trial. More often than not, they are very surprised if there has been a motion to exclude their testimony about which they were not aware. They are even more surprised if the motion to exclude their testimony was granted. Furthermore, even if their testimony was admitted at trial, there is always a possibility that an appellate court could deem their testimony to have been improperly

admitted at trial and strike the expert's testimony on appeal. The attorney who handles the appeal is often a different attorney all together than the one who retained the expert and has no obligation to inform the expert that their testimony was deemed improperly admitted. Not knowing about these potential incidences represents an obvious liability to the expert.

Inaccurate information about the expert in court records, public records, records of private and semi-public agencies

Human beings, imperfect as they are, are capable of making simple, seemingly innocuous errors that can sometimes have potentially serious consequences for the expert. Simple omission of words or misspellings in the text of legal documents like docket entries, written opinions, briefs and motions can completely misrepresent the expert's case involvement or rulings regarding an expert's testimony. One recent example- a docket clerk entered into a docket sheet the text "Motion to exclude expert granted." The expert

who ordered the Profile was aghast and requested EWP to order an official copy of the ruling- which proved that the clerk had made a mistake as the motion had clearly been denied. The Profile report allowed the expert to finally understand why questions about the exclusion had become prevalent in depositions and to effectively address them.

Negative, even slanderous information about the expert on the open Internet

To quote the law blog JDSupra, "If loose lips sink ships, what do they do to trials?" That is a question litigators increasingly face as blogs find their way into the courtroom. First it was jurors with blogs, and then came litigants with blogs and now the latest class of blogs to keep lawyers up at night — expert witnesses with blogs." (Read article by Expert Witness Profiler Advisor Robert Ambrogio). In the new wired world of blogging and social media, posts and comments by and about experts on blogs and social media sites are

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Are You Displaying Your ABVE Credential?



AMERICAN BOARD OF
VOCATIONAL EXPERTS

If you are a Diplomate or Fellow, don't miss an opportunity to add to your credibility by listing ABVE/D or ABVE/F on your CV, expert witness listing or marketing material.

**Would you like to add
the ABVE logo to your website?**

Email abve@abve.net subject line "ABVE logo" and we will send you a high resolution logo to add to your website.

Expert Witness Profiling Continued

becoming more and more heavily scrutinized by litigators. Most experts do not have the wherewithal or time to dig deeply into this area as would a professional expert witness research company like Expert Witness Profiler.

Designation without retention

With increasing frequency, trial lawyers are taking it upon themselves to formally designate experts in their cases without formally retaining them by signing the expert's retainer agreement or paying their retainer fee. This happens most often when an attorney has used an expert in the past and convinces himself or herself that formal retention is not truly necessary. In some states, this practice is grounds for disciplinary action and in others, it is grounds for disbarment. Regardless, not only can the expert lose revenue when victimized by this practice, but he or she can risk exposure to the indignity of being asked by the opposing counsel to complete interrogatories without any awareness of the case in question or awareness of even being designated as an expert. But just as often, these cases settle without cognizance by the expert that they were ever designated. In essence, the name of the expert was used by the attorney to imply retention, but the expert was "swindled" out of a retainer fee. A Profile gives the expert some chance of learning of these instances retrospectively and taking the necessary action to recover lost revenues (one expert learned of 11 instances where the same attorney disclosed him without retaining him).

Profiling of Experts is now more general practice and commonplace

As internet and database technology becomes more sophisticated and better-developed and as the big legal research purveyors offer expert profiling products, attorneys are now more than ever before getting information about experts, their testimonial histories and other information about their professional and personal backgrounds. To the extent the Expert Witness Profiler product is by far the most comprehensive and up-to-date product of its kind on the market today, having possession of one's own Profile report guards against surprises that may arise in an upcoming deposition or trial. Experts would not ordinarily purchase access to legal research databases, as it would be cost-prohibitive.

Profile report's use as a marketing tool

When a prospective client calls, being able to state affirmatively that an independent third party has prepared a Profile report endorsed by such organizations as Defense Research Institute (DRI), TrialSmith, the American Institute of CPA's and the American Board of Vocational Experts has significant value from the standpoint of establishing credibility.

Who can order an Expert Witness Profile?

Any potential referral source can now easily order an expert witnesses' profile pre-retention and the opposing counsel on a case in which you are retained has this same access.

What is the cost to purchase my custom Expert Witness Profile?

There are two options:

A Preliminary Profile Screening Report may be purchased for \$75 (ABVE member price \$67.50) in order for the expert to learn generally how much information is likely to be in the full Profile report (testimonial history information only). If the expert would like to order a full custom report the \$67.50 will be applied to the cost of the full custom report. ([Link to Screening report sample](#))

A Full Expert Witness Profile may be purchased for \$450 (ABVE member price \$405). Each Profile report takes an average of 25 hours to compile and is delivered within 10 business days. ([Link to Profile report sample](#))

Means of payment are Visa, MasterCard, Discover and American Express.

To answer additional questions you may read the article:

[Grimley, C.P., Expert Witness Profiling" An Emerging Trend \(2011\), The Vocational Expert, 26 \(3\), p. 5.](#)

To order your Expert Witness Profile go to <http://www.expertwitnessprofiler.com/abve>

Evaluating Employability and Earning Capacity to Obtain the Most Accurate Permanent Disability Rating in California Workers' Compensation Cases after Ogilvie III

By Eugene E. Van de Bittner, Ann Wallace, Robert B. Cottle, and Scott Simon

This excerpt is submitted for the ABVE Newsletter, focusing on the indicators for a vocational expert evaluation, as the article is currently in the peer review process.

Indicators for a Vocational Expert Evaluation

Van de Bittner (2006) described a Screening Checklist for Diminished Future Earning Capacity (DFEC) Referrals. The list of factors to consider in deciding whether an evaluation is needed by a vocational expert has been updated and is outlined in Table 2 below.

The unique education, skills, experience, and clinical judgment of a vocational expert may be required to determine the most accurate permanent disability rating in a particular case. For example, the education, skills, and experience of a vocational expert are often needed to determine which of the 12,974 occupational titles in the U.S. Dictionary of Labor's Dictionary of Occupational Titles most accurately represents the job performed by the injured worker at the time of injury and other jobs in the injured worker's work history. Similarly, a vocational expert is often needed to determine which of the 822 occupational titles in the Standard Occupational Classification system most accurately represents the control group of similarly situated employees. Selecting the most appropriate occupational title for the jobs held by the injured worker is important since training and skill

requirements vary from one occupational title to another and choosing the wrong occupational title can lead to a faulty outcome for a transferable skills analysis. A vocational expert is often needed on a particular case for assistance in determining an injured worker's or control group's pre-injury earning capacity. Pre-injury earning capacity is usually equal to an injured worker's wage at the time of injury. But in some cases, pre-injury earning capacity is different than the wage at the time of injury. An example is the pre-injury earning capacity for a worker who had just started his or her employment at the time of injury. Other examples include part-time workers, seasonal workers, or workers who appear to be employed below their skill level at the time of injury.

An evaluation by a vocational expert is often needed to determine the most suitable post-injury occupation or occupations for an injured worker, particularly in cases where the injured worker has not returned to work by the time decisions are being made regarding permanent disability. Regarding this issue, a vocational expert is needed to determine whether an injured worker is vocationally feasible or amenable to rehabilitation.

The education, skills, experience, and clinical judgment of a vocational expert are needed to identify the most reasonable starting wage that an injured worker will be paid for the occupation or occupations determined to be most suitable based on the

injured worker's medical restrictions, school history, work history, transferable skills, wage history, the requirements of prospective occupations, labor market considerations, and other relevant factors. The skills and experience of a vocational expert are then needed for an opinion regarding the likelihood of future wage increases in the new occupation or occupations throughout the injured worker's worklife expectancy, and if wage increases are likely, the frequency, amount, and duration of future wage increases. Finally, for cases involving a claim for permanent and total (100%) disability, an evaluation by a vocational expert is needed to develop and provide an ultimate opinion regarding whether the injured worker is employable when considering all medical and vocational factors.

CONTINUED ON NEXT PAGE

Evaluating Employability and Earning Capacity in California Workers' Compensation Cases after Ogilvie III Continued

Table 1

Indicators for a Vocational Expert Evaluation under LeBoeuf, LC 4662, or Ogilvie III

A. For the Applicant

1. Medically unable to return to the pre-injury job
2. Injuries to multiple body parts
3. High pre-injury wage and a low expected post-injury wage
4. Not vocationally feasible or amenable to rehabilitation
5. Limited to part-time work
6. Need for mobility aids
7. Appears to be permanently and totally disabled

B. For the Defendant

1. Evaluated by an applicant's vocational expert
 2. Able to return to the pre-injury job
 3. Expected post-injury wages appear comparable to pre-injury wages
 4. Applicant appears employable but has not returned to work
 5. A claim for permanent and total disability is likely
-

The ultimate opinion of a vocational expert depends on the accuracy and completeness of the underlying data relied upon by the vocational expert. This is particularly true for records only evaluation used for settlement purposes. Table 2 below outlines the information typically needed by a vocational expert to complete an evaluation.

Table 2

Information Needed by a Vocational Expert for a LeBoeuf, LC 4662, or Ogilvie III Evaluation

1. Medical records, including medical restrictions, functional limitations, psychiatric impairments or other limitations
2. Job description for the DOI occupation
3. Employment and school records, if available, including any post-injury employment or training records
4. Stipulated occupation at DOI, if available
5. Stipulated average weekly wage (AWW) at DOI, if available
6. Employer's Earnings Statement for the year before the injury
7. W-2 Wage and Tax Statements for 3-5 years before the DOI
8. Social Security Administration Earnings Statement
9. Records of any return to work efforts
10. Employment and wage records for any concurrent employment at DOI
11. Deposition transcripts of the applicant, physicians, and other relevant parties