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Emerging Markets of Vocational Experts

Guest Editor: Chrisass Schiro-Geist, Ph.D.

Training and Competency.

Janikowski, T. P. & Riggan, T.F. (1999)

Abstract. The literature on training, experience, and other credentials of vocational experts is reviewed. Traditional rehabilitation counseling education (e.g., medical aspects of disability, psychosocial adjustment to disability, vocational development, job placement assessment) is seen as a necessary part of the preparation of vocational experts. This type of training, however, is not considered to be sufficient preparation of the individual to begin practice as a vocational expert. Recommendations are made regarding enhancing training experiences for future vocational experts. Additionally, computer databases and Internet resources which augment vocational expert practice are discussed.

The Future of Training: An International Distance Learning Model for Forensic Vocational Specialists.

Healy, M., Bruce, A., Crandall, L., Schiro-Geist, C., Broadbent, E. (1999).

Abstract. The paper describes the delivery of a Master of Science (M.S.) Degree in Rehabilitation Counseling through distance education from the Department of Community Health, University of Illinois at Urbana-Champaign (UIUC) to Irish-based students. A feasibility study (1997) and a pilot project preceded implementation of the programs (Jan 1998-Aug 1999). Mid-career students attend bi-weekly for two-day- on-site and video-conferencing sessions. The paper describes the nature of the program and its start-up, the pedagogical strategy and the information and communication technology (ICT) systems. The potential of this initiative for training needs for professionals in rehabilitation and vocational experts will be noted. The use of audio-video conferencing systems and Internet-assisted content delivery clearly define the future for profession training and education.

The Rehabilitation Counselor As Life Care Planner.

Brodwin, M.G. & Mas, L.O. (1999).

Abstract. Rehabilitation counselors work in the present but need to have a perspective for the future trends of the profession. Life Care planning is a specialty area in rehabilitation counseling that is both a present and an emerging trend in the field. At the present time, relatively few rehabilitation professionals provide services in life care planning; it is clear that most practitioners are not sufficiently prepared for work in this area. This article reviews the importance of life-care planning to both practitioners and students being trained in rehabilitation counseling.

Proactive Lifestyle Planning : A Way to Enhance Life Choices for Injured Individuals.

Olney, M.F. (1999).

Abstract. People who acquire severe injuries resulting in significant cognitive limitations are often relegated to nursing homes, group homes or other forms of congregate care. When they are able to return to work, vocational options are significantly reduced, often resulting in long periods of unemployment or sheltered work. Whether they are supported in a facility or in the community, human service agencies provide the bulk of needed services in settings that are often removed from familiar people and places. Based on a hypothetical case study, the authors illustrate how proactive lifestyle planning can result in improved outcomes for the injured individual. A series of recommendations to facilitate proactive lifestyle planning are provided.

Forensic Rehabilitation with an Emphasis on Multicultural Issues.

Garske, G.G. & Havranek, J.E. (1999)

Abstract. The growth of forensic rehabilitation has been quite extensive in recent years. This article

discusses the impact of multicultural issues on forensic rehabilitation with special attention given to the impact on rehabilitation counselors, assessment problems and ethical issue. Finally, recommendations are offered to improve assessment of multicultural factors in forensic rehabilitation.

Vocational Assessment: Evaluating MultiCultural Consumers With Disabilities.

Williams, Brent. (1999).

Abstract. The demographics of the United States are changing and vocational evaluators are assessing more consumers who identify themselves as being of minority status. If current trends hold and demographic projections pan out, with the next 20 years individuals who identify themselves as being members of a minority group will become the statistical majority of the U.S. population. Vocational evaluators, indeed all rehabilitation professionals., must closely examine these trends and develop an understanding of how diverse cultural beliefs and values may impact their vocational evaluation process. The level of acculturation identification, language fluency of the consumer and the biases inherent in standardized test are typically the most pervasive challenges encountered by vocational evaluators. Despite these challenges, it is the vocational evaluator's task to understand and work with cultural diversity rather than against it. Although initially more time consuming and expensive, thorough and accurate multicultural vocational evaluations are both more efficacious and economical in the long-run. This article discusses the problematic issues in the vocational evaluation of consumers to identify themselves as being of minority status as well as possible solutions and recommendations for future practice.

Vocational Experts in Social Security: Yesterday, Today and Tomorrow

Dunleavy, Thomas.

Abstract. The history of vocational experts as part of the Social Security Disability adjudication process is reviewed, with particular attention to the results of the recent Social Security "Disability Process Redesign" initiative. The formal and informal process of qualification of a vocational expert as a witness is discussed as are current experimental efforts that are being pursued by administrative judiciary personnel with the Social Security Administration. Ideas for the solution of current and developing problems in the Social Security Disability hearing and adjudication process are put forth.

From the Judge's Chamber.

Lillios, Judge P. (1999).

Abstract. This presentation represents an attempt on the part of the editors of the special issue to represent some of the reality of the forensic process from the judicial side of the bench. It is hoped that this format will be one which "catches on" with the readership of the Journal of Forensic Vocational Assessment. Following is an edited version of an interview carried out in spring 1999 with Judge Paul Lillios, Chief Administrative Law Judge, Social Security Administration, Region V (Chicago), Office of Hearings and Appeals. In this interview, Mr. Lillios gives the Journal of Forensic Vocational Assessment his view of the current state of the Social Security adjudication process, including current movement toward change in this special court system. He gives information on the role and function of the Vocational Expert in the Social Security Disability decision-making process.

After-words: The Emerging Trends in The New Millennium.

Kundu, M.M. & Dutta, A. (1999).

Abstract. Vocational experts have traditionally played an important role in the rehabilitation service delivery process. These practitioners have been instrumental in establishing a link between and individual's disabling condition and vocational potential. During the past four decades, the evolving demands of the field have resulted in diversification of the scope of duties and responsibilities of a vocational expert. This abbreviated commentary reviews the previous articles.

Admissibility of Vocational Expert Testimony Post-Daubert: A Statistical Validation of the Vocational Quotient As a Predictor of Labor Market Entry Wage.

Mayer, L. L.

Abstract. As data-based information and its retrieval from public and private sources proliferates, an increasing focus will be directed to the most credible and validate information upon which experts render their conclusions and opinions. Within the vocational expert's plethora of available information, sources, and assessment tools, there is an increased emphasis upon computerized databased labor market access and wage capacity programs. The majority of these programs are grounded in worker traits and job matching, which yield earning estimates of an individual's employability.

Job Search Software Under Daubert: Will It Withstand Scrutiny As Part of Expert Opinion

Dennis, M. L. & Dennis, K.L.

Abstract. In the Daubert decision, the United States Supreme court established "scientific" knowledge as the standard for admissibility for expert testimony (Feldbaum, 1997). It is anticipated that this standard will have a significant impact on psychological rehabilitation, vocational, and economic experts. One general expectation is that the instruments used to assess disabilities and predict their consequences will need to be reliable (provide consistent results), valid (measure which it is expected to measure), and exhibit acceptable error estimates (accuracy of predictions). In the context of the Daubert standards of acceptability, computer job search software programs used by experts are surveyed.

Transferability of Skills Methodologies Used in Computerized Matching systems: Sufficient or Insufficient Control of Methodologically Induced Error Variance?

Williams, J.M.

Abstract. This article focuses on the reasons for differences that sometimes occur in the results of transferability-of-skills computer software when such software is provided identical search criteria. The article also addresses the implications the differences may have with regard to the use of the software as the basis for scientific expert opinions given in civil and administrative law hearings. Included within this article are quotations from representatives of the Department of Labor commenting on the correct methodology to be employed in a transferability of skills analysis.

Book Review. Murphy, P.A. & Williams, J.M. (1998). *Assessment of Rehabilitative and Quality of Life Issues in Litigation.* CRC Press. 335 pp.

Ireland, T.

Book Review. Barros-Bailey, M. & Boyd, D. (1998). *Internet Disability Resources '98*, 482pp. Includes CD-ROM.

Van de Bittner, E. E.