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CRITERION-REFERENCE MEASUREMENT EVALUATING EMPLOYABILITY; A VOCATIONAL ASSESSMENT

The primary measurement outcome for a vocational evaluation for California Workers' Compensation is responding to the question:

Is the Applicant Employable?

Does the Application have access to employment?

Can the Applicant compete in the open labor market (in any capacity)?

Can the Applicant successfully engage in Competitive employment?

The vocational evaluation should answer that question. Evidence-based evaluation should reference specific measurement criteria required for competitive employment. The ability to engage in competitive employment is based upon the primary work demands involved with occupations in general and, more specifically, specific jobs. Every job or occupation is characterized by the hiring employer's requirements for **job performance, productivity, and attendance**. The parameters involved with these three factors vary, based upon the specifics of each job or occupation and is consistent with the job duties and responsibilities identified by each individual employer. However, the basis of success in the performance of an individual job remains constant, as follows:

1. Performance: Employee must be able to meet demands such as quality of work product, co-worker/supervisor behavior consistent with company structure, rules, and employment guidelines.
2. Productivity: Employee must be able to meet the production demands as identified in each, individual job description. Production demands may be hourly, daily, weekly, monthly, or annually.
3. Attendance: Employee must be able to meet the employer's demand for work schedule for any given job or occupation, in terms of scheduled work time (hourly, daily, monthly, etc.) and conform to the limits for vacation and sick leave.