TABVE American Board of Vocational Experts

2022 ABVE ANNUAL CONFERENCE



ABVE Members: We look forward to seeing everyone in person for our 'Welcome Back' conference! We are in the process of recruiting FAAST for a preconference workshop and will have ethics seminars available in the pre-conference workshop too!

This year's keynote speaker will be Dr. JR Harding. He has published multiple books including ADA Adventure and Now What. Mr. Harding is a two-time US presidential appointee and a seven-time Florida gubernatorial appointee.

We are very excited to host Dr. Harding at the ABVE 2022 conference in Tampa, Florida! The conference will have other seasoned speakers including members of the Board of Directors such as ABVE president Mr. Terry Leslie and ABVE past president Dr. Chrisann Schiro-Geist.

Please join us at the 'Welcome Back' conference!

MARCH 24-27, 2022 TAMPA, FLORIDA WESTIN TAMPA WATERSIDE

CONFERENCE HOTEL

The 2022 ABVE Conference will be hosted at the beautiful Westin Tampa Waterside Hotel. Edging the shimmering waterfront near celebrated downtown attractions, stay in a coveted location near the Florida Aquarium, Sparkman Wharf, Amalie Arena, Tampa Riverwalk, and Raymond James Stadium.

Room Rates Starting at \$209/night + tax. Book Online Now!









ABVE PRESIDENT'S MESSAGE

Terry Leslie, M.Ed., ABVE/D, CRC, LPC ABVE President

As Bob Dylan poetically wrote, "The times they are a-changin'". Professionals who we historically felt had job security due to their high levels of education and skills have been laid off due to the pandemic. We have seen professional practices closing or merging, with similar businesses struggling to get their employees back to work. Thousands of restaurants have been permanently closed and yet the industry is struggling to staff the existing businesses, resulting in reduced hours and the offering of sign-on bonuses to servers, and others within the industry. Sign-on bonuses are expanding to other industries, with some companies now paying their employees during break times. Businesses are mandating that their employees and customers wear masks, with others not. The bottom line is for everyone to stay safe.

In the last newsletter, I provided legislative information from California on the use of the U.S. Census data giving earnings based on age, race, and gender. In this newsletter, I am providing information regarding a ruling in Pennsylvania that found that even though medical marijuana is legal in Pennsylvania, employers can terminate employees for using it. If you come across a ruling or law which you feel would be beneficial to the membership of ABVE please reach out and let me know.



As an organization, our members review and produce thousands of vocational expert reports, but there appears to be very little standard methodology from report to report. We are initiating several surveys of the membership regarding standard methodology and other subjects, please take a few minutes to participate as it benefits everyone. Your input will help shape ABVE moving forward. Speaking of moving forward, this newsletter will bring you up to date on the progress being made in the IPEC certification exam, the 2022 ABVE Conference, and promotions ABVE are running.

Finally, by the time you read this, our family will have made multiple cross-country trips with all our flights being rescheduled and the rescheduled flights being delayed. Due to staffing shortages, it is almost impossible to reach anyone in customer service. The best advice I can give is to use the airlines' app to reschedule flights. I have been in flight, rescheduling my next flight, and find that it is the best way to communicate with the airlines. Wear a mask and stay safe.

ABVE BOARD MEETINGS

September 14, 2021 @ 2:00 PT via Zoom December 4, 2021 @ 2:00 PT via Zoom March 24, 2022 @ 1:00 ET - Tampa, FL

To participate in any ABVE Board Meeting contact ABVE at abve@abve.net or call 831.464.4890 or submit the Public Forum/"Person To Be Heard" Form

ABVE members! Have you ever considered hiring an intern? An intern can assist you with your business while you mentor them in your profession. The requirements are simple. Negotiate a reasonable wage, then:

- 1. Students complete 600 clock hours (over one or two semesters) of supervised counseling internship in roles and settings with clients relevant to their specialty area.
- 2. Internship students complete at least 240 clock hours of direct service.

Reach out to your local university to find out more about internship opportunities.



WRONGFUL TERMINATION DUE TO USE OF MEDICAL MARIJUANA

Terry Leslie, M.Ed., ABVE/D, CRC, LPC ABVE President

From the Pennsylvania Law Weekly, July 27, 2021, the case of Abram v. Commonwealth Health Sys., Inc. is cited. The plaintiff was employed as an emergency room technician and provided notice to her employer that her doctor had prescribed medical marijuana for her. The plaintiff believed that she was a disabled employee within the meaning of the Pennsylvania Human Relations Act, (PHRA). The plaintiff alleged that her employer retaliated against her for requesting a reasonable accommodation of the use of medical marijuana off the job to treat her medical condition.

The court had previously dismissed the plaintiff's claim because the definition for "disability" under the PHRA adopted the standards of the federal Controlled Substances Act, which defines marijuana as an illegal controlled substance. Although state law made medical marijuana use lawful in Pennsylvania, it did not alter or even refer to the PHRA. The PHRA is a state law that prohibits discrimination against employees in the workplace, but that discrimination does not include the use of drugs that are illegal at the federal level, meaning that at the current time, even though medical marijuana is legal in the Commonwealth of Pennsylvania, employees can be terminated for using it.





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OCCUPATIONAL REQUIREMENTS SURVEY UPDATE

Terry Leslie, M.Ed., ABVE/D, CRC, LPC ABVE President

In a previous newsletter, I outlined the comments issued to the U.S. Department of Labor (DOL), Bureau of Labor Statistics (BLS) on behalf of ABVE regarding the Occupational Requirements Survey (ORS). Comments regarding ORS, on behalf of ABVE occurred shortly following our annual conference. On July 1, 2021, I received additional information regarding the initial comments made by various stakeholders, with a deadline of July 7, 2021, to make additional comments. In short, the DOL is completing this task at the request of the Social Security Administration for their use in the administration of their disability programs. This is a three-year process of collecting data, starting this year and ending in mid-2024.

It is not the intention of the ORS to replace the DOT, instead, it will use SOC codes representing groups of occupations. It is also not currently able to screen multiple variables to determine the numbers of occupations that exist or the numbers of workers for an occupation in the national economy. For example, in its current format if an ALJ asks for sedentary, unskilled occupations,



in quiet noise environments, this program will not propagate a result. It will allow you to determine the number of occupations within an occupational group with different characteristics, for example, 32.5% of general office clerks work in a quiet environment, 77.6% work at the sedentary level, and 18.7% work at the light level. The user would then need to extrapolate the number of general office clerks within the parameters set forth by the ALJ. From a practitioner's perspective, it does not appear to be a quick process to respond timely to questioning by an ALJ during a hearing.

It appears that they have responded to the comments issued previously in addressing cognitive demands of occupations, specific classifications of work, and education, training, and experience levels. It remains to be seen what the final product will be from this exercise. SSA has already determined that O*Net is not a valid document to be used in their hearings as it is not occupation-specific and it would appear that the ORS will also not be occupation-specific as it will have only slightly more occupations than O*Net.

ABVE TESTING SURVEY - RESULTS

Dr. Romy Siess Tota, ABVE/F

Thanks to all of you who participated in our fun, informal survey on vocational testing instruments. The interest in this survey was borne out of curiosity regarding the impact of COVID and our interest in the continued growth and development of ABVE guidelines and standards. Below are some response highlights.

TOP FIVE RESPONSES (OUT OF 27 RESPONSES) • Wide Range Achievement Test (WRAT) 1

•	Career Occupational Preference System,	
	Interest Inventory/Career Ability,	
	Placement Survey (CAPS/COPS)	12
•	CareerScope	5
•	Purdue Pegboard	4
•	Tests of Adult Basic Education (TABE)	4

With regard to the impact of COVID, the majority of the responders indicated that they had experienced minimal impact due to the ability to complete the testing processes online. Others reported accommodations to in-person testing to meet COVID safety practices. Seven responders indicated a significant impact from fewer referrals to no testing done at all during COVID. Interestingly, there was a significant difference in the number of testing instruments being used.

TOP FIVE TESTS USED INDEPENDENTLY

•	CAPS/COPS	4
•	WRAT	3
•	<u>CareerScope</u>	2
•	Strong Interest Inventory	1
•	Slosson IQ Test	1

MOST POPULAR COMBINATION

• CAPS/COPS, WRAT, PURDUE PEGBOARD 6

As indicated above, 11 individuals indicated the use of only one test however, there are others that have a robust variety of testing instruments that they use in their practice.

A significant limitation to our little survey is our failure to limit the survey question to testing instruments used in forensic evaluations only. Again, thanks to all who participated!

ABVE MEMBER SPOTLIGHTS

JUNE HAGAN, ABVE/F

How did you get started in the industry? Working for a Vocational Rehabilitation company for 10 years.

What was the greatest challenge in your career? Learning expert testimony.

How has COVID affected your business? I don't have to travel to testify.

What is one piece of advice you would give someone starting out in this industry? Get a lot of experience with someone else.

How has being a member of ABVE benefited you? I can continue to testify for Social Security.

Where is your favorite vacation spot? Anywhere new.

AMY KUTSCHBACH, ABVE/D

How did you get started in the industry?
My first job after graduating with my master's degree and obtaining my CRC was as a Vocational Specialist with the Department of Veterans' Affairs, Chapter 31 Vocational Rehabilitation and Employment.

What was the greatest challenge in your career? The greatest challenge in my career was switching from federal to state vocational rehabilitation. At the state level, there seemed to be even less logic, more rules, tighter deadlines, and less willing participants.

How has COVID affected your business?

As with any downward turn in the economy, my business has experienced a decline across products (i.e. workers comp, litigation, social security, etc.). After 20+ years, I have found that when the economy is good, there are fewer cases. When the economy is bad, cases are plentiful. I expect we will see an upturn in work when the stimulus checks stop and the mortgage moratorium ends.

What is one piece of advice you would give someone starting out in this industry?

My advice to vocational rehabilitation counselors is to take a job in the public sector first. Take at least 5 years to experience how things are done. Get to know employers in different industries. Observe how jobs are actually performed. Learn the various agencies' eligibility for disability and services. If you like 9-5 jobs with high caseloads in office settings, public voc rehab is for you. If you prefer to be in control of your schedule, likely earn more money and don't require the comradery of co-workers, consider the private sector.

How has being a member of ABVE benefited you?

The ABVE certification has given me more clout, especially in litigation since I don't have my Ph.D. (I don't think Ph.Ds are beneficial to vocational rehabilitation counselors.) I sense that ABVE members, although colleagues are territorial and guarded. Conferences are good for presentations and CEUs, but not necessarily developing any meaningful relationships.

Where is your favorite vacation spot?

My favorite vacation is an adventurous one! I like to experience different cultures off the beaten path. If I visit another country, I want to visit with the people in the mountain rather than other Americans at a resort. I won't skydive or scuba dive, but I think I'd try just about anything else.



WE WOULD LOVE TO HEAR YOUR STORY TOO!

FILL OUT THE MEMBER SPOTLIGHT FORM!

IPEC ACCOMPLISHMENTS & COMPETENCY EXAM DEVELOPMENT

Scott Whitmer, PsyD, ABVE/D, IPEC IPEC Certification Sub-Committee Chair.

In the last issue of the newsletter, we highlighted a few of the accomplishments of the IPEC committees. For this issue, we wanted to take a moment to acknowledge the strength and tenacity of the ABVE Executive Board members and committees over the course of what has been an exceptionally challenging year. We turned a critical eye to the current demands of the field, and we determined what was needed to get the IPEC exam and certification to the finish line. Adapt, Set New Goals, Implement, Follow Through, Done!

ABVE's consensus is to remain solidly committed to holding up and building IPEC to represent how important it is for forensic evaluators to sharpen relevant skills through training, enhancing knowledge, practicing functional performance, and meeting minimum competency and beyond. We, you, our members, know-how vital this cog in the evaluation rubric is in our forensic expert practice. Rally, Show Up, Work Hard, Done!

The development process may have been slowed a bit due to the heavy lifting a large, important project entails. However, ABVE and IPEC are resolute in their commitment to see this through and build on it for decades to come! Commitment, Membership Support, Long Term Goals, Done!

ABVE and IPEC showed tremendous leadership during a difficult time, especially in adapting collaborative work processes to the digital space. Instead of caving under pressure, ABVE and IPEC members saw these challenges as an opportunity



to learn, gain fresh perspective, emerge with renewed energy, keep pushing forward, and show true resilience. In our observation, ABVE Executive Board and its members have doubled down on our commitments during these uncertain times. Our leadership is tenacious and staunch. Our mantra should be: We Rally, We Show Up, We Adapt, We Persevere, We Get Things Done!

The most current and exciting news about IPEC test development is that ABVE has aligned with an experienced and professional examination development consulting group to help us get across the finish line! Woot Woot! The Pre-panel has met and the panel that is affirming domains and creating tasks and questions is in process. The consulting group and IPEC Test Development Committee have outlined the steps needed to complete the content-valid certification test. Collaboration, Motivation, Commitment, Teamwork, Done!

Learn More About
Becoming IPEC Certified

GRANDFATHERING ENDS THIS YEAR!



ARE YOU DISPLAYING YOUR CREDENTIALS RIGHT?

DIPLOMATE: ABVE/D FELLOW: ABVE/F ASSOCIATE/STUDENT MEMBER:

MEMBER OF ABVE*

*The ABVE Associate & Student Membership is not a certification and may not be displayed as a credential after your name. The appropriate citation would be "member of ABVE" within a resume or CV.

ABVE JOURNAL HIGHLIGHT!

Did you see this article in the ABVE Journal?

American Board of Vocational Experts Salary Survey 2018 and Impression of the CORE/CACREP Merger By, Scott Beveridge & Courtney Glickman

Abstract: The following study builds upon prior research on counseling salary surveys completed by the American Counseling Association (ACA) and the Commission on Rehabilitation Counselor Certification (CRCC), and adds to an existing study on the annual average salary of counselors and vocational experts with the International Association of Rehabilitation Professionals (IARP). The present study provides a current update to the distributions measured in 2016 with IARP participants. This specific effort is to determine the current state of salary distribution within the American Board of Vocational Experts (ABVE).

The survey instrument from the first study in 2016 with IARP was utilized for this research. It was created by building on the existing ACA and CRCC salary surveys in the counseling field and refined with the assistance of a Delphi panel of 10 vocational experts who were IARP members. The Delphi panel that created the survey instrument had an average of 31 years of clinical experience in rehabilitation counseling. The current survey participants included 136 members of the American Board of Vocational Experts who completed the online survey to provide the data to examine the average annual salary, demographics, and participants who experienced disabilities within the ABVE organization.

Login in your <u>member profile</u> to access this article and all past journal articles!



STANDARD METHODOLOGY

SURVEY

This survey is to determine the current standard methodology being utilized by members of the American Board of Vocational Experts in completing vocational expert reports in personal injury cases. The survey is anonymous, and your participation will help determine the components of methodology currently being practiced by our membership. The goal is for this survey process to continue and document a standard methodology for our profession as required by Daubert and Frye.









Tampa, Florida March 24 -27, 2022 The Westin Tampa Waterside



San Diego, CA March 16-19, 2023 San Diego Mission Bay Resort



Memphis, TN Date & Location TBD



WELCOME NEW MEMBERS

DIPLOMATE MEMBERS

Silvio Reyes Decatur, Georgia

IPEC MEMBERS

Michael Shahnasarian Tampa, Florida

ASSOCIATE MEMBERS

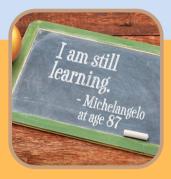
Michelle Repman-Pifer Edinboro, Pennsylvania

Paul Stanford Fresno, California

Robert Cogburn Plano, Texas

STUDENT MEMBERS

Cali Eby Boise, Idaho



42 CEUS NEEDED BY THE END OF YEAR!

Attention ABVE Fellow & Diplomates, in order to maintain your ABVE designation you will need to have 42 CEUs on record by December 31, 2021.

HOW TO EARN CEUS

ALTERNATIVE CEUS

Applicants may apply CEUs earned at other events by submitting an alternative continuing education application and pay the appropriate fees. Click here to access the online application.

2020 ABVE CONFERENCE RECORDINGS

With the 2020 ABVE Conference pivoting to a virtual conference, we were able to record the sessions. You now can view the live recordings and earn CEUs. <u>Click here</u> to learn more!

There are several opportunities to ensure you earn your 42 CEUs. <u>Visit our CEU section of the website to learn more</u>.