

**DEPARTMENT OF REHABILITATION DISABILITY STUDIES
SOUTHERN UNIVERSITY
Spring 2010**

Michael W. Welch Ed.D. CVE

REHB 574 SEMINAR IN VOCATIONAL EVALUATION AND WORK ADJUSTMENT

PREREQUISITES: 572 and 573 (or equivalent/consent of the instructor)

PURPOSE AND GENERAL COURSE DESCRIPTION:

This course is designed specifically to be useful to Rehabilitation Counselors and Vocational Evaluators who need in-depth analyses of work behavior; and for graduate students in Rehabilitation, Special Education, Psychology, Physical Therapy, Occupational Therapy, Social Work, Rehabilitation Nursing, and other related professions who have completed the prerequisites. It will be an excellent opportunity for graduates who plan to work in professional rehabilitation agencies such as hospitals, worker's compensation, expert witness, claims adjustment settings, State rehabilitation agencies, community rehabilitation programs, and evaluation and assessment centers.

Students will be required to learn, in-depth, the worker qualifications profile of the *Classification of Jobs* (COJ), including and emphasizing the use of cross codes such as work fields, census data, standard industrial classification (sic), standard occupational classification (soc), etc. They will be able to utilize these codes for matching evaluatee to the most appropriate job. Instructions will be provided on the procedure for the analysis of jobs, utilizing the *Handbook for Analyzing Jobs*. Students will complete multiple job analyses of actual jobs for actual consumers, work with computerized job search instruments such as, LifeCorp, LifeStep, Careers 2000, Oasis, and other such programs which utilize cross code information. Job analysis information will be utilized by students in various situational applications, such as job coaching, job modifications for ADA, etc., and they will expand upon existing knowledge from previous courses to build highly skilled profiles for proficient job placement. Example scenarios will be utilized to practice and measure the students' ability to interpret the DOT database and to manipulate where possible the existing O'Net database.

STUDENT LEARNING OUTCOMES:

At the end of the semester, the students will be able to:

1. Demonstrate a proficiency in administration, interpretation, and report writing of Vocational Evaluations.
2. Demonstrate a proficiency in the use of cross code information regarding matching client ability to available employment.

3. Demonstrate a proficiency in the analysis of work through the use of the *Handbook for Analyzing Jobs*.
4. Make verbal presentations and provide written defenses of disability determination.
5. Prepare a residual functional capacity evaluation utilizing medical and other allied health documentation.
6. Complete transferable skills analyses on multiple disabilities.

TEXTS:

Blackwell, T. (1991). *The vocational expert primer*. Athens, GA: Elliot & Fitzpatrick, Inc..

Fields, T. (1993). *Strategies for the rehabilitation consultant: Transferability, loss of employment, lost earning capacity, and damages*. Athens, GA: Elliott & Fitzpatrick, Inc.

Weed, R., and Fields, T. (1994). *The rehabilitation consultant's handbook*. Athens, GA: Elliott & Fitzpatrick, Inc.

SUPPLEMENTARY MATERIALS:

Handouts prepared by the instructor

Case study scenarios

Assigned and optional readings from journals. List available on separate class handout

COURSE REQUIREMENTS:

Laboratory evaluation and experiences are a critical part of the course. Students will be required to complete a job analysis. They will be required to access the O'Net site for information concerning vocational evaluation. Students will be required to abstract 10 articles on vocational evaluation (10%). Attendance and participation will make up 10% of the course. The last 50% of the course grade will be made up of mid-semester and final examinations

GRADING CRITERIA: *Total points/natural break. Highest score obtained is the A and B starts when a significant difference accrues between higher scores and next highest score.*

INSTRUCTOR:

Michael W. Welch, Ed.D., CVE, CVS

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Southern: 771-2990

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OFFICE HOURS:

3 p.m. to 5 p.m. Monday-Thursday

CLASSROOM:

Room 303 Blanks Hall

ADMINISTRATIVE REQUIREMENTS

Students are expected to attend all class sessions, take all examinations, participate in all class activities, and complete all class assignments. All assignments must be submitted no later than a given date set by the instructor.

ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES

The Office of Students with Disabilities located in Room 239 Blanks Hall. Please contact Ms. Patricia Hebert, Director for accommodation needs; Phone: 771-3950; Fax: 771-2959; and email: patricia.hebert@subr.edu.

LiveText Subscription

Southern University and A&M College-Baton Rouge has entered into partnership with LiveText, Inc. to provide online academic resources for student collaboration and learning outcomes assessment. Therefore, all students enrolled in this course are required to purchase a subscription from LiveText, Inc. through the Southern University Bookstore. LiveText, Inc. provides students with the electronic tools and services needed to serve them in their courses and in their career or academic pursuits beyond graduation.

LiveText is a dynamic tool that will enable you to:

- Create Electronic Portfolios for storing and displaying coursework for use anytime and anywhere;

- Share your résumés, professional portfolios and virtually any projects that can be photographed, video recorded, and uploaded to prospective employers and others who need or want to know about your accomplishments;
- Engage in discussion boards with other students, exchange feedback, and create study groups and other types of social networks.
- Complete assignments in key/required courses where LiveText has been embedded (without LiveText, you will not be able to complete these assignments).
- Create a complete record of your academic career that is malleable and easily accessible.
- Engage in developing a results driven culture of assessment at Southern University.
- Participate in a process that will allow for data-driven curricular improvements that foster improved student learning and performance.

LECTURES:

1. Introduction to Job Analysis.
2. Steps in the analysis process.
3. Worker Qualifications Profile with Cross Codes.
4. Strategies in the use of cross codes for job matching.
5. Career Assessment and Transferable Skills Analyses.
6. Class presentations of analyzed jobs.
7. Mid-semester Examination
8. Class presentations of Transferable Skills Analyses.
9. Residual Functional Capacity Evaluations, Estimated Work Capacity Disability Management/Return to Work.
10. Loss of employment, loss of earning capacity, and damages.
11. Medical, psycho-social, and vocational aspects of disability.
12. Employer strategies for promotion, job advancement, and maximizing potential.
13. What makes a Vocational Expert?
14. Final Examination as per the university schedule