

ENGLAND & ASSOCIATES

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‘Experience is not expensive.....it is priceless’

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EAssociates Rehab News

Holiday Edition

2017 was a year of growth for our firm in Tampa Bay. It was a year of market change for our services. We ended the year by hiring three new employees for our St. Petersburg Office.

We wish you the happiest of holidays!



Labor Market Survey Research—What is it????

Intuitively everyone seems to know what it is. Labor Market Surveys identify particular Job Openings and Employment Opportunity for specific individuals with very specific profiles. There are 20 published methods of **Vocational Evaluation (VE)**. They all recognize that a good Labor Market Survey (LMS) has value in the final determination of the individual's employability and earning capacity.

Definitions for LMS begin to differ within the jurisdictional context of specific venues. There are statutory definitions, sometimes clear and sometimes more suggestive than definite. The elements of a thorough LMS Research Report have weighted value in different venues. We find that the best approach is to insure that all of the key elements for LMS are addressed in every case.

Family Law Case Work LMS Research may vary greatly with individuals' education, past employment experience, age and physical ability. It is not uncommon

in Family Law Case Work to have an **underemployed spouse** working part-time as a personal preference or as a result of child care demands. Family Law often has one spouse with a **significant employment gap**. Wages are a significant factor as they become part of the financial calculation in determination of alimony and child support receipt or payment for same.

Florida Statute 61.30 states in part that "monthly income shall be imputed to an unemployed or underemployed parent...." "...there is a rebuttable presumption that the parent has income equivalent to the medium income" ..as derived from statistical data. We have that data available from the State of Florida for over 700 Jobs, updated quarterly. We may identify Projected Openings and Growth for most of these Jobs.

Statistical LMS Data is referenced in Workers Compensation, Personal Injury, Wrongful Discharge, EEOC Discrimination Cases, FECA, LTD and Florida DVR Case Work.

Reemployment Services require definite "current" Job Openings to document Labor Markets.

Employability Analysis requires consideration of goal selection. Is the LMS Goal within the subject's Vocational Capacity, including: physical ability, education, skills, experience, training and their general learning aptitude?

Physical Ability is a definite LMS criteria in all of the venues that we service with LMS Research.

Functional Capacity is often defined medically prior to our receipt of a LMS request. If it is not defined, we may question the individual subject of the LMS Research for "subjective" tolerances and activity of daily living. We may observe and document work performance.

Functional Capacity Forms have been developed for many systems, including: Workers' Compensation, LTD, L & H Act and the Federal Employee Compensation Act. Variations of these forms may be submitted to Physicians for Medical Opinion and Work Release.

Vocational & Medical Rehabilitation Professionals

Bill R. England, MS, CRC, CDMS, CCM, OWCP RCC
 Daniel Giles, MA, CRC, CDMS, Vocational Evaluator
 Evelyn Byrd, Administrative Assistant
 Ashley Nolan, BS, USF RMHC Intern & Vocational Evaluator
 Daymar Ramos, MSS, Bi-Lingual Vocational Evaluator

Phyllis Rothman, RN, MS, CDMS, CCM, CLCP
 Joanna Aldrich, MA, LMS Research Specialist
 Kimberly Meehan, BS, USF RMHC Intern & Evaluator
 Cindy M. Greene, Business Marketing Consultant
 Joshua J. Simon, LMS Research Specialist

EAssociates - Employee Holiday Updates

Evelyn Byrd:

Evelyn is the firm's Senior Administrative Assistant. This is her third year with the firm. She attended this year's WCI Conference in Orlando. She has spent her time traveling to different beaches and popular destinations throughout Florida with her little "furbaby" Louie. During the holiday season, Evelyn is planning a road trip to Baltimore to visit with her two sons.

Daniel Giles:

Daniel recently celebrated his 10 year anniversary with the firm. He continues to manage the Manatee County Office. He has participated in conferences, seminars and presentations at USF in 2017 (see page 3). This year, Daniel and his wife, welcomed the birth of their son, Gunnar James Giles, in February. Daniel continued his Thanksgiving tradition of spending a week hunting with his father in Georgia. This year was successful and there is the promise of venison jerky. Daniel plans to spend his Christmas Holiday celebrating with his family.

Phyllis Rothman:

Phyllis Rothman has worked with the firm since 2003. She has provided a variety of Medical Case Management Services in the last 14 years. Life Care Plans have been prepared with Mr. England for a variety of Personal Injury and Workers' Compensation cases. Memorable on-site Medical Case Management has been provided for Circus performers. She is our Nurse Consultant Emeritus.

Daymar Ramos:

Daymar Ramos joined the firm in the Fall of 2017 as a Vocational Case Manager & Evaluator. She obtained a Master Degree in Rehabilitation Counseling at Pontifical Catholic University of Puerto Rico. She



was a RSA Scholar in her MS Program. She has a Special Education Certification to teach Braille. She has certification as a Paralegal. She obtained a Bachelor of Social Science in Criminology in 2012. Daymar plans on some relaxation in her new apartment following her move to Tampa from her home in Puerto Rico this Fall.

Ashley Nolan:

Ashley Nolan joined the firm in April 2017. She is currently a graduate student at USF in the Rehabilitation and Mental Health Counseling (RMHC) program. Ashley plans to graduate in the Spring of 2018. She participates as a co-evaluator on Workers' Compensation and Family Law Case Work. Ashley Nolan is a Co-Evaluator with Daniel Giles on Florida DVR Comprehensive Vocational Evaluations (CVEs).

Ashley Nolan was married on 12/02/17. Ashley and her Husband, Kevin, recently purchased a new home. Ashley will be spending the holiday relaxing with her family.

Kimberly Meehan:

"Kim" joined the firm in the Fall of 2017. She will be working as a Vocational Case Manager RMHC Intern. Kim is a student in the RMHC Master's Program at USF. She plans to graduate in the Spring of 2019. She has a B.S. degree in Food Science and Human Nutrition from University of Florida. For the Holidays, Kim will stay locally to celebrate and spend time with her husband and their family.



Cindy Greene:

Cindy Greene has been with the firm for three years. She has a background including work as an Administrative Assistant for a Psychologist and Home Health Administration. She works in the St. Petersburg Office and telecommutes from her Home Office. She enjoys completing Labor Market Survey (LMS) Research on Personal Injury, Workers' Compensation and Family Law Case Work.

Cindy Greene has expedited distribution of Marketing Materials throughout the year. She was instrumental in re-designing our services brochure, company pens and the services portfolio. Cindy Greene has insured that our pens, business cards, brochures and the services portfolio are all color coordinated. She has participated in our quarterly Board Meetings for the last three years

Joshua Simon:

Joshua Simon is employed as a Labor Market Survey (LMS) Research Specialist. He attends St. Petersburg College full-time. He is currently majoring in Business and Marketing. He enjoys fishing and on-line video gaming in his time off.

Joanna Aldrich:

We hired Joanna Aldrich as a full-time LMS Research Specialist in 2017. She has a BA from Dartmouth College. She has a MA in Counseling Psychology from the University of Colorado in Denver. Her Christmas plans are to spend her time off with her friends in St. Petersburg.



2017: Presentations, Conferences & Seminars

Bill R. England, MS, CRC, CDMS, CCM, OWCP RCC, remains involved with the University of South Florida (USF), program for Master of Art in Rehabilitation & Mental Health Counseling (RMHC). The St. Petersburg Office continues to provide an "Internship Site" for the USF MA in Rehabilitation for the 10th year. Internships began in 2007 and continue.

For the last four (4) years Mr. England served on the **USF RMHC Professional Advisory Committee**. Committee Members advise the program on Curriculum needs for the private and public sector. The USF RMHC program now has dual accreditation with Council on Rehabilitation Education (CORE) and the Council on Accreditation of Counseling Related Education Programs (CACREP). Graduates may pursue Vocational Rehabilitation Services or Mental Health Counseling.

Mr. England serves on the USF RSA Scholarship Committee. Scholarship Funds are distributed in amounts of up to \$28,000 to graduate students in the USF RMHC Program that are pursuing employment in Vocational Rehabilitation. USF RMHC Professors, Tammy Jorgensen Smith, Ph.D., CRC, and Christina Dillahunt-Aspillaga, Ph.D., CRC, secured a **\$1,000,000 Grant for Rehabilitation Scholars** from the **Federal Rehabilitation Services Administration (RSA)**. Ashley Nolan in our office is one of those fortunate RSA Scholars. Daymar Ramos obtained the RSA Scholarship in Puerto Rico.

Vocational Evaluator, Daniel Giles, MA, CRC, CDMS, has presented at several graduate-level courses through the **USF Rehabilitation & Mental Health Counseling (RMHC) Program**. Daniel Giles was asked to be a part of the **Expert Panel** for the **Counseling in Community Settings** course.

Ashley Nolan, BS, USF RMHC Intern, joined Daniel Giles on 11/16/17 as a co-presenter for the graduate-level course, **Career and Lifestyle Assessment**. They presented on topics within **Private Sector Rehabilitation** including: Vocational Evaluations, Reemployment Assessments, Transferable Skills Analyses, Job Analyses and **Forensic Labor Market Survey (LMS) Research**. Daniel Giles and Ashley Nolan represented the firm at the **Tampa Bay CareerSource Internship Hiring Event** on 10/11/17. Bill England represented the firm at the first **USF Field Placement Fair** on 02/11/17 at USF in Tampa. These events provided current and future graduates with information regarding our firm as an employer.

Daniel Giles, Ashley Nolan, Bill England, Evelyn Byrd and Cindy Greene attended the **2017 Workers Compensation Institute Conference** from 08/07/17 through 08/09/17. They volunteered at the Florida Chapter of IARP Conference Booth. Bill England Chaired the IARP Legislative Committee Meeting, with the Florida Chapter Lobbyist, Fausto Gomez.

The Florida Chapter of IARP 08/08/17 Annual State Board Meeting in Orlando was attended by Daniel Giles, Chapter President, 2017– 2018, Bill England, Board Member / Legislative Chair, 2017– 2018, and Cindy Greene. IARP Legislative Chair, Bill England, and Cindy Greene, met with Stephen Yon, Employee Assistance Bureau Chief, on 08/08/17 to review results of the Division of Workers Compensation program for Injured Worker (IW) Reemployment Services. Mary Cilek, Program Supervisor, reported that there were 250 new IW service requests from IWs for Reemployment Services, Reemployment Assessments and Vocational Evaluations. This Bureau employs private Rehabilitation Providers statewide.



England & Associates - Rehabilitation Services

Rehabilitation Services are provided by our Vocational and Medical Case Managers. Our professionals include: **Certified Rehabilitation Counselors, Certified Disability Management Specialists, Labor Market Survey Specialists** and a **Nurse Case Manager**.

We provide services in the Public and Private sectors. We can provide long-term services or limited task assignments, upon request.

Rehabilitation Service

Venues include: Florida Workers' Compensation, Family Law, Auto Injury, Personal Injury, Jones Act, Longshore & Harbor Workers Act, Employee Discrimination and ADA Case Work. Testimony has been provided in State District Courts, Civil Court and Federal Court.

Labor Market Survey (LMS) Research Services are provided within all venues served.

LMS Research Elements common to all venues, include: detailed employer contact information, Job Description, Physical Demand criteria, experience requirements, on-the-job training potential, method of application, wage range and the commuting distance required.

Labor Market Surveys can be conducted for Plan Development or for **Reemployment Services**. Job Openings are evaluated for individual Client suitability, Vocational Capacity, Education, Training, OJT potential, Wages and Physical Demand criteria.

Preliminary Reemployment Services and LMS Research provide a picture of Job Openings, Statistical Labor Markets, Wages, unique Client focused and geographically specific Labor Markets. Vocational Evaluators may provide **Preliminary Vocational Evaluation** with review of Depositions, Medical, and Employment Records.



Happy Holidays!

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