

# ENGLAND & ASSOCIATES

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'EXPERIENCE IS NOT EXPENSIVE.....IT IS PRICELESS'



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## EASSOCIATES REHAB NEWS

### Happy Holidays & Best Wishes To All!

2011 has been a year of very memorable events and progress in our offices. We want to sincerely thank each and everyone of you, our customers, referral sources, clients, and colleagues for your support.

You have kept our offices busy throughout 2011. We have grown our staff and now have two offices. Thank you!! We look forward to an equally memorable 2012!!

We appreciate the confidence in our services and continued referrals. May you all have a wonderful Holiday Season and a Fantastic 2012!

### Legislative Changes for 440.491 & BRRS in 2011

**The 2011 Legislative Session resulted in unexpected changes for 440.491 (1) (d). The regulation and the definition of Qualified Rehabilitation Providers was changed.** The passage of House Bill 7157 was intended to alleviate the financial burden of mandatory electronic DWC-21 submission by Carriers and Rehabilitation Providers. The House Rulemaking & Regulation Subcommittee sponsored **HB7157**, which passed in the House 116 to 0 on April 29, 2011.

The House Bill eliminated Qualified Rehabilitation Provider (QRP) in what effectively resulted in removal of Regulatory Authority for the Department of Education's Bureau of Rehabilitation & Reemployment Services (**BRRS**). The Bureau had collected a \$25 Fee each two years from **QRPs** to confirm that they had one of the nationally recognized credentials for **Rehabilitation Providers**, including: Certified Rehabilitation Counselor (**CRC**), Certified Vocational Evaluator (**CVE**), Certified

Disability Management Specialist (**CDMS**), Certified Case Manager (**CCM**), Certified Occupational Health Nurse (**COHN**), or Certified Rehabilitation Registered Nurse (**CRRN**). Each of these nationally recognized credentials have their own Commissions that monitor the ethical, legal and professional behavior of certificate holders.

The Florida Senate incorporated the House Bill within **Senate Bill 2150**, which was passed on the last day of the 2011 Legislative Session. The **Florida Statute 440.491 (1) (d)** now requires that Rehabilitation Providers have one of these recognized credentials: **CRC, CDMS, CCM, CVE, COHN, or CRRN**. The new designation of **Rehabilitation Provider (RP)** has replaced QRP throughout 440.491. BRRS recently began to hold Public Hearings to review changes in **Administrative Rules** required by the new Legislation. The Bureau proposed Rule Changes will modify language required by

the elimination of **QRP** and change to **RP**. The Administrative Rules that required mandatory electronic submission of DWC-21 Invoices were rescinded entirely. Neither **RPs** or Carriers are required to submit DWC-21s to BRRS. The Bureau had collected and warehoused these invoices for over 17 years.

**The Florida Senate Bill 2150** reduced the BRRS Budget. The Bureau had 82 employees in 9 offices. They had requested an increase for a total 2012 Budget of \$9,000,000. The Senate gave them a 2/3rds reduction. This decision of the Florida Legislature was made following their analysis in a year of budget reductions. The Bureau found it necessary to lay off 2/3rds of their staff by July 1, 2011.

The Bureau has continued to conduct screenings, administer evaluations and fund re-training. They may refer Injured Workers for services. Their mission was modified with elimination of Regulatory Authority related to **QRPs** and **RPs**.

## Vocational & Medical Rehabilitation Professionals

**Bill R. England**, MS, CRC, CDMS, CCM, OWCP RCC  
**Phyllis Rothman**, RN, MS, CDMS, CCM, CLCP  
**Daniel Giles**, MA, CRC, DVR Vocational / Work Evaluator  
**Stephanie Moir**, BS, Vocational Case Manager  
**Leah Braswell**, BA, Administrative Assistant

**Liz England**, BA, MS, SSA Ticket To Work Specialist  
**Sarah Morris**, AA, Rehabilitation Research Specialist  
**Devon Willette**, BA, Vocational Case Manager  
**Pamela Barnette**, MS, Labor Market Specialist  
**Danny Kessie**, CMTS Software Programmer

### E & A Holiday Employee Spotlights:



#### Leah Braswell:

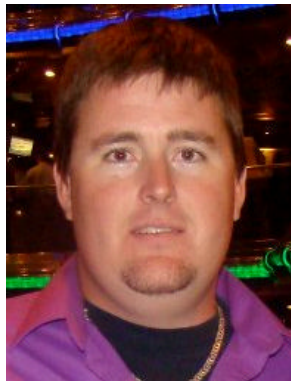
Leah joined the team one year ago in December 2010. She has played a major role in the growth of England & Associates. Many of our referral sources have spoken with Ms. Braswell when requesting services. Leah has a solid knowledge of the Rehabilitation Process.

Leah is the very proud mother of a 10 year old Cornerback for the Azalea Bulldogs. He's a force to be reckoned with on the Basketball Court as well. For the holidays, Leah will enjoy spending time with family. She will be playing her role as Ms. Santa Claus!

Her favorite event of the holiday season is waiting for her son to go to sleep on Christmas Eve, then she brings out the presents. She thinks he is on to her trickery, although he still plays along. "Best Holiday Wishes" from Leah.

#### Daniel Giles:

Daniel is one of our more experienced Vocational Evaluators. Daniel started as a graduate student Intern over 4 years ago. He now has the responsibility of training our new Interns and Vocational Evaluators. He works with Mr. England to provide a range of Vocational Services that include, Evaluations, Testing, Transferable Skills Analysis, Reemployment Assessments, Reemployment Services, and Labor Market Surveys in both the public and private sector.



This holiday season Daniel will be hunting deer in the woods from a lodge near Plains, Georgia.

He plans to spend much of his free time with his fiancée, Sheryl, finalizing the details of their plans for their wedding in March 2012. Dan wishes everyone a "Joyous Holiday"

#### Stephanie Moir:

Stephanie joined the team at the St. Petersburg offices of England & Associates in June 2011. Ms. Moir completed her CRC exam in October. She is a second year graduate student at the University of South Florida (USF). She will graduate in May 2012 with a **Master Degree in Vocational Rehabilitation & Mental Health Counseling**. She completed the comprehensive graduate exams in November 2011, successfully!

Ms. Moir was born in Lima, Peru. Her bi-lingual Spanish / English skills and cultural background have been an asset in working with our Spanish-speaking Clients.

Ms. Moir is planning to spend her holidays with her family in Miami under the Christmas lit palm trees. She is excited about her plans for a wedding in October 2012. Stephanie wishes everyone a "Feliz Navidad"!!



#### Sarah Morris:

Sarah comes to us with her experience in the areas of health education, advocacy, and community outreach. Sarah has been working with us in St. Petersburg since May 2011.

Sarah enjoys her responsibility for contacting potential employers and the pursuit of Job Openings that meet the unique vocational and physical needs of our Clients. She calls employers to review the status of our Clients' applications.

Sarah obtained her Associate in Art Degree from St. Petersburg College. She is now completing her **Bachelor Degree in Health Services Administration**.

She will be celebrating this holiday season with visiting family. Sarah would like everyone to "make this a Christmas to remember with your loved ones." "Enjoy the Holidays".



## England & Associates Announces Opening of New Office

We were pleased to announce the opening of our new office in March 2012. Our new office is centrally located near I-75 in Palmetto, Florida. It is convenient for our Vocational Counselors to travel South of Tampa Bay to Manatee, Sarasota, and Lee County. The Florida Division of Vocational Rehabilitation (DVR) is within walking distance from our office. The office is conveniently located near bus stops. The office features a testing area and conference room for Vocational Evaluations, Reemployment Assessments, and Client meetings. Daniel Giles, MA, CRC, spends his time in Palmetto conducting Evaluations with DVR Customers and training Vocational Case Managers.

## Florida Bar Forum, USF Presentations, FWCI Conference & IARP Seminar

Our Evaluators contributed professional volunteer time to traveling and speaking at several conferences this year. **The Florida Bar Forum** included the **Trial Practice: Use of Vocational Experts** panel for a second year, moderated by Bill R. England, MS, CRC. The panel is scheduled for the 3rd year at the **2012 Florida Bar Forum**. Mr. England presented to Rehabilitation Graduate Students at the **University of South Florida** in February, April, June, September and October 2011, with the help of Daniel R. Giles, MA, CRC. The issue of **449.491 (5) (d)** requirement for **Dual Rehabilitation Providers** became the focus of a presentation for Mr. England at the **FWCI WC Conference** in August. The **Annual SW District of IARP Seminar** at Stetson College of Law included Mr. England's presentation, with Fausto Gomez, to review the **2011 Florida Legislative Session** changes that will save carriers and Rehabilitation Providers 100s of thousands of dollars in expenses associated with mandatory DWC-21 submission.



## England & Associates - USF Graduate Student Practicums & Internships



Over six years ago a Longshore Claims Manager at Zenith, Shaun Aulita, suggested that Mr. England speak at USF to Graduate Students in the Rehabilitation MA program. Six years, countless class presentations and many semesters later, England & Associates is a site for Graduate Students to expose themselves to the private sector, while completing required course work for the 200 field hour **Practicum** and the 600 field hour **Internship**. We currently have graduate students working on both the Internship and Practicum required for graduation. Devon Willette will complete her Practicum during the Winter Semester, she will then begin the Internship.

## Labor Market Surveys: Plan Development & Reemployment Services

**The Labor Market Survey (LMS)** has become one of the basic services that our offices provide weekly. We have provided these services for literally decades. Beginning in 1979 and through the 1980s Mr. England conducted LMS Research in Los Angeles, South LA, SW LA, and Long Beach. The objectives were Direct Placement.

Rehabilitation Providers (RPs) have always focused on **Labor Markets for Sedentary and Light-Duty Job Openings**. To accommodate our Rehabilitation Clients, Vocational Rehabilitation Counselors and Specialists all spend time working on Labor Market Survey (LMS) Research in our offices. **LMS Research** is conducted

for Plan Development and Rehabilitation Plan Implementation.

LMS Research can be defined by its usage. **Plan Development LMS Research** is conducted to evaluate proposed Rehabilitation Plan Job Goals. **Plan Development LMS** efforts may identify training goals, On-the-Job Training objectives or Direct Placement targets for Rehabilitation Plans.

**Wage & Salary Analysis** can be pursued with LMS Research that has a focus on documentation of wages, benefits and salary range. This LMS Research does not require a current or future Job Opening. It

requires thorough wage and salary documentation of the past, present and future compensation trends.

**Reemployment Services** require a proactive, focused, and **Client specific type of LMS Research**. LMS Research will be defined by experience criteria, skills required by employers, **geographic location**, mileage from the Client's home, **physical demands**, exertional and non-exertional factors.

Clients often will provide additional criteria, which we call **Job Acceptance Criteria**: vacation time, benefits, growth potential, work environment, co-workers, flex hours, and personal time off.



## England & Associates - Rehabilitation Services



**England & Associates** is centrally located in the city of St. Petersburg, Florida. We provide Vocational Evaluation Services, Reemployment Services, and Medical Case Management primarily in West Central Florida. We serve the entire State and provide out-of-state case services upon request from our referral sources.

**Medical Case Management Services** are provided within all venues. Our **Nurse Case Manager** Phyllis Rothman, RN, MS, CDMS, CCM, CLCP, is an experienced Medical Case Manager, who will **expedite return to work** for Clients when obtaining review of Job Descriptions, Work Capacity, Work Releases, and documentation of **Life Care Plans** can provide useful information for planning budgets, setting reserves, or negotiating settlements. Our Nurse is a Certified Life Care Planner (CLCP) with over 30 years of professional experience and expertise in Medical Case Management Service.



**Best Wishes for Happy Holidays and a Wonderful New Year!!**

**Rehabilitation Services** include: Florida Workers Compensation, Family Law, Auto Injury, Personal Injury, Longshore & Harbor Workers Act, Jones Act, Social Security, Florida and out-of state Workers' Compensation. Our primary referral sources are Attorneys and Insurance Carriers. We have expanded to provide services through the Social Security Administration, and the Florida Division of Vocational Rehabilitation (DVR). We also accept private-pay referrals.

**Rehabilitation Services** are provided by Vocational and Medical Case Managers, including our professional **Certified Rehabilitation Counselors**, or a **Licensed Nurse Case Manager**, who pursue case work in the most cost effective manner to achieve the customer's objectives. We provide our Services in both the Public and Private Sector. We can provide long-term or short-term Case Management.

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