

Cindy L. Fisher

Vocational Concepts LLC
PO Box 706 Ellenton, Florida 34222
(813) 362-4078 Direct (888) 453-0909 Fax
Email: Vocationalconcepts@gmail.com
www.VocationalConcepts.com

Areas of Expertise

Vocational Evaluation
Social Security Expert Witness
Labor Market Survey
Earning Capacity Evaluation

Work Site Evaluations
Career Counseling
Transferability of Skills Analysis
Standardized Testing

Education

Master of Rehabilitation and Mental Health Counseling - 1997
University of South Florida, with Honors

Bachelors of Business Management - 1986
University of Maryland, with Honors

Accreditations

Nationally Certified Rehabilitation Counselor	Active#15994
American Board of Vocational Experts / Diplomate	Active#20387
International Psychometric Evaluation Certification	Active#20387
Board Certified Professional Vocational Evaluator	Active#00032
Certified Vocational Evaluator	04/97-04/03#V3770
Florida Department of Education Vendor for Vocational Evaluation Services	7/2010 to 7/2020
Social Security Vocational Expert	2013 to 2018
Divorce Collaborative Training Basic	2016

Occupational History

Vocational Concepts LLC 8/2010 to present
Director of Rehabilitation Services,

Conduct vocational assessments; complete transferable skills analysis and labor market surveys; administer and interpret testing to determine interests, abilities, and current academic level, conduct extensive occupational & wage research; and determine any accommodations they may need for RTW, confer with U.S. Department of Labor (Bureau of Labor Statistics) and State Department of Labor and Industry personnel to obtain and/or confirm relevant occupational and wage data for vocational analysis; a variety of methods are used depending on the case. Research and confirm available and appropriate employment opportunities, identifying associated wages to establish earning potential or residual earning power across multiple labor market areas. Confer with medical and professional treating personnel to determine degree of disability,

eligibility for services, and feasibility of vocational rehabilitation and employability. Coordinate return to modified work with pre-injury employer; provide post-employment follow-up and supportive employment services to include job accommodation and the purchase of ergonomically designed tools and technical equipment to facilitate adjustment to and maintenance of employment. Provide vocational rehabilitation services, personal adjustment and career counseling. Advise evaluatee on community and governmental resources to assist with job placement, academic remediation, and training.

Highlights:

- State vendor for DVR vocational evaluation services in eight counties
- Social Security Vocational Expert since 2013
- Labor Market Research, national, state, and regional
- Transferability of Skills Analysis
- Marketing and community relations for placement of individuals in work or adult programs.
- Community Work Site Evaluations to determine employability for the most severely disabled.
- Simulated Skills Evaluations for individual's with most significant disabilities.
- Manage staff of five CRC vocational evaluators in 8 counties.
- Expert witness testimony for: Marital Dissolution, Social Security, and Personal Injury
- Collaborative Divorce evaluations
- Personal Injury Vocational Evaluations for wage loss,
- Career Counseling for persons transitioning in life.

Vocational Rehab Solutions 7/2008 to 8/2010

Vocational Evaluator:

Provide vocational assessments, testing and counseling services to assist individuals in identifying relevant skills and career counseling. Instruct individuals in resume development, interview techniques, job seeking skills, and job search strategies to facilitate rehabilitation and employment. Consult with attorneys, insurance carriers, employers, physicians, government agencies for employment outcomes. Conduct labor market surveys, and work-site modifications. Complete comprehensive Vocational Assessment Evaluation reports. Attend training programs and seminars regarding WC, PI, and divorce case law. Contract with state vocational programs.

Highlights:

- Developed Work Site Locations for Evaluations and Simulated Skills Evaluations in the community.
- Comprehensive Vocational Evaluations for Department of Vocational Rehabilitation Clients.
- Individualized testing and plans for return to work, both self-insured and State Workman's Compensation cases.
- National, State and Local Labor Market Analysis, Transferability of Skills.
- Implemented 35% business growth through public relations and business presentations to the Department of Education and private practice resulting in 30% income increase.

Vortecom LLC 1/2007-6/2008

Manager, Medical Device

- Set-up business entities for two new Veteran owned small business start-up companies.
- Handled AR/AP and budget structure.
- Reviewed and implemented contracts for private and government services.
- Managed all HR functions for compliance with government contracts.

Ladies Professional Golf Association 2000-2006

Teaching Professional

- Class "A" Teaching Professional
- Member Advisor for Section Educational Service
- Testing Evaluator for Academic, Playing Ability and Practical Teaching Testing, National Level
- Supported and taught Special Olympic Athletes for Golf Competition

- Provided "First Tee" with largest city junior clinics on a weekly basis
- Published "A Visual Guide to Golf" a beginners guide.
- Played in State PGA and National LPGA events

Professional Counseling Centers of America 1997-2000

Associate Managing Director of Vocational Services:

Responsible for assessing vocational potential and interests, counseling individuals in developing a vocational plan, training clients in the application process, coordinating placement of clients, and managing psychiatric and physical injury cases. Caseload included chemical abuse, psychiatric, physically handicapped (including chronic pain), and brain injured clients.

Highlights:

- Managed vocational services for US Veterans Administration relating to return to work and career counseling upon discharge. Duties included: intake interview standardized testing, individual vocational evaluation planning, behavioral observation, vocational evaluation, report development and vocational counseling.
- A.D.A. Post offer employment screening with FCE's and academic testing services in 7 states.
- Social Security Representation.
- Vocational Evaluations and FCE for Personal Injury and Workman's Compensation.

Boley Centers 1996-1997

Sr. Vocational Evaluator:

Perform evaluations to determine vocational capacities of individuals. Provide supportive counseling; train clients in job seeking skills; provide occupational analysis, job development and selective job placement.

Highlights:

- Coordinated and provided vocational services for Florida DVR. Specialized in psychiatric disabilities with dual diagnosis. Duties included: intake interview standardized testing, individual vocational evaluation planning, behavioral observation, vocational evaluation report development and vocational counseling.
- Work Site Evaluations
- Supervised Job Placement, Job Coaching, Employment Preparation and Follow-Up Services programs.
- Housing and Adult Day Training Program Placement for Dual Diagnosis.

Abilities of Florida 1996

USF Internship Vocational Evaluator:

Perform initial evaluations to determine vocational capacities of disabled individuals. Design and initiate appropriate individual rehabilitation plans; guide groups and individuals in vocational and career exploration; coordinate services with appropriate professionals. Administer, score and interpret tests.

Highlights:

- Provided vocational evaluation services with supervision to DVR clients.
- Comprehensive Vocational Evaluation and Work Site Evaluations.
- Provided Job Coaching for clients in a supported employment workshop setting.

Memberships/Affiliations

ABVE	American Board of Vocational Experts
VECAP	Vocational Evaluation and Career Assessment Professionals –Professional Membership
IARP	International Association of Rehabilitation Professionals
FL-IARP	Florida Chapter – International Association of Rehabilitation Professionals
Circuit12FCPC	Family Court Professional Collaborative of the 12 th Judicial Circuit
FAR	Florida Association of Realtors
NAR	National Association of Realtors
LPGA	Ladies Professional Golf Association

Specialized Training

- Introductory Training in Collaborative Divorce
- Ergos Functional Capacity Evaluator, Level 1 & 2
- Authorized user Testing level A, B, through Pearson Assessments, PAR, NCS Assessments, EDITS, Western Psych, and the Psychological Corporation.
- Department of Veteran's Affairs, Counselor training.
- Impacts Small Business, Minority and Veteran Disabled contract training.
- HIV/AIDS, CPR, Defibrillator and First Responder training.

Standardized Assessment & Testing Knowledge

WRAT-IV, Shipley II, Beta III, CAPS Abilities, TABE 9/10 D Survey & A Full Battery, TABE Form 9A - Algebra & Geometry, TABE Form 9A - Social Studies & Science, Nelson Denny Reading, Gates McGintie Reading, RAI Reading, RAI Arithmetic, RAI Pictorial Reasoning, Minnesota Clerical, Sales Attitude Checklist, Transferable Skills Scale, Work Readiness Inventory, Bennett Mechanical, Hand Tool Dexterity, Grooved Pegboard, Purdue Pegboard, Minnesota Rate of Manipulation, Career Decision Maker, Self-Directed Search, O-Net Interests and Work Values, PICS Picture Interest, Reading Free Interest Inventory 2, Personal Problems Check List, Personal History Intake, MMPI-2, MMPI-RF, PAI, Neo Factor 5, Beck Depression II & Anxiety Inventory, WAIS III & IV, Chronic Pain Coping Inventory, Rey Auditory-Verbal Learning Test,

Software Knowledge

MS Office 2013, Microsoft 365, Quick Books 2014/17 PRO, Dragon 13 Naturally Speaking, Windows OS XP, Vista, 7 & 10, Oasys Job Match, Skilltran Job Browser Pro, Valpar 2000, MLS, POS Retail and Country Club Systems.

Other Licenses and Certifications

Florida Real Estate Sales Associate 2006-Current
LPGA Teaching Professional Class "A" and Life Member

Continuing Education - CRC

- Alcoholism – Historical and Disease Management Issues – CEU 2012 – 6 hours
- American's With Disabilities Ave Overview, Legal Cases and Political Update – CEU 2012 – 14 hours
- Autism Spectrum Disorder – Unraveling the Clues – CEU 2012 - 8 – 8 hours

- Back Pain Basics, Part I- CEU 2012 – 8 hours
- Depression and Suicide: The Facts – CEU 2012 – 10 hours
- Homelessness: Introduction and Special Populations – CEU 2011 – 14 hours
- MMPI-2-RF: Basic Overview Feb. 15, 2012
- Models of Disability and Advocacy in Rehabilitation Counseling – CEU 2011 – 4 hours
- Return to work: Back Pain Issues, Stress Claims, Workplace and People – CEU 2011 -12 hours
- Schizophrenia – CEU 2011 – 4 hours
- Substance Abuse: Drug Addiction and Drug Counseling – CEU 2011 – 10 hours
- The Power of Addiction – CRU 2011 – 12 hours
- Traumatic Brain Injury – Part 1: The Silent Epidemic - CEU 2011 – 10 hours
- Clients Who Challenge Ethical Boundaries- CEU 3/2013 2-Hours
- Counselor Issues That Increase Risk for Ethical Boundary Violations-CEU 2013 2 Hours, 2013
- Rehabilitation Setting Factors That Threaten Ethical Boundaries-CEU 2013 -2 Hours, 2013
- Vocational Evaluation and Cultural Considerations, Working w/Latinos CEU-2 Hours, 2013
- Issues in ADA-Related Harassment, Discrimination, & Retaliation Claims, CEU 2 Hours, 3/2014
- Legal Red Flags in Forensic & Court Settings, CEU 2 Hours, 3/2014
- Sex Trafficking in the United States: A Call to Action, CEU 1 Hour 10/2015
- Social Security Vocational Expert Training 201 10/2015 - CEU 8 Hours
- 105 SSA ODA Update 10/2015 - CEU 1.5 Hours
- Unmasking Potential of Persons with Disabilities 10/2015 – CEU 1.5 Hours
- Redux of Employer Validation of Jobs with a Sit Stand Option 10/2015 - CEU 1.5 Hours
- Best Practices in Vocational Reentry Following Acquired Brain Injury 10/2015 - CEU 1.5 Hours
- Is Divorce Counseling/Testimony for You? 10/2015 - CEU 1.5 Hours
- Comprehending Economic Reports and Tools Utilized by Forensic Economists 10/2015 - CEU 1.5 Hours
- From Federal Rules to Case Study Research Methods: Evidence in Forensic Practice 10/2015 – CEU 1.5 Hours
- Introductory Training in Collaborative Divorce 08/2016 – CEU 16 Hours
- Family Court Professional Collaborative –Calming the Treacherous Waters of Divorce 10/2016 – CEU 7 hours
- Knowledge Enhancement Seminar 4/2107-CEU 4.5 Hours
- How Experts Make Decisions That Make a Difference 4/2017- CEU 1.5 Hour
- Cannabis VS. Opioids, Which is better for Pain, Understanding the Benefits of Cannabis for PTSD 4/2017-CEU 2.25 Hours
- Rebuilding your Life After Amputation 4/2017-CEU 2.25 Hours
- Writing For Professional Journal Publication and Development 4/2017 –CEU 1.75 Hours
- Psychological Injury & Malingering, Forensic Context, Assessment, & Vocational Implications 4/2017-CEU 2.625
- Employability Assessment of Australian Total & Permanent Disability Claims 4/2017 –CEU 1.875 Hours
- How Many people Have you Placed 4/2017- CEU 1.5 Hours
- Ethical Obligations in Maintaining a Professional Will: Ethics 4/2017- CEU
- Being Culturally Responsive 4/2017 – CEU 1.875 Hours
- The Magic of Mentoring 4/2017- CEU 0.75
- Determining the Loss of Earnings Capacity in Children and Young Adults 4/2017- CEU 1.5 Hours
- Working Overtime: DOL changes to the Fair Labor Standards Act 4/2017 – CEU 1.5
- The Over 50 Client in an Altered Work World 4/2017 – CEU

Presentations and Publications:

Diabetes Type 1 & 2 Presentation USF 1995,
 EMDR Therapy for Trauma Victims, Paper and presentation 1996 USF
 How to understand Functional Capacity Evaluations, DVR Brandon 2011

Understanding Simulated Skills Evaluations for low functioning adults, DVR 2011
Low Intellectual Functioning and Assessment, DVR 2012
Labor Market Trends in South Florida, DVR 2014
Mental Health Status and Returning to Work DVR 2015
Vocational Experts in Collaborative Divorce, Co-Authored a chapter, Open Press 2016

Expert Witness

Qualified as a vocational expert in the following counties: Manatee, Pinellas, Pasco, Hillsborough, and Sarasota.

Social Security testimony in the following states: Florida, New York, New Jersey, Tennessee, Georgia, Indiana and Washington,

Vocational Concepts is qualified as an internship site for the University of South Florida, Rehabilitation and Mental Health Counseling master's program.

Not For Court Use