

**CURRICULUM VITAE**

**SCOTT T. STIPE MA, CRC, CDMS, LPC, DABVE**

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***EDUCATIONAL BACKGROUND***

**Master of Arts - Rehabilitation Counseling**

University of Northern Colorado  
Granted 1979 (4.0 GPA)  
Commission on Rehabilitation Education (CORE) accredited  
Vocational Rehabilitation Counselor Education Program

**Post-Graduate Coursework**

Oregon Graduate School of Professional Psychology  
Pacific University

**Bachelor of Science - Psychology**

Portland State University - Portland, OR  
Granted 1977

**Undergraduate Coursework**

Whitman College-Walla Walla, WA  
1972-73. Economics/Psychology

***LICENSURE***

**LICENSED PROFESSIONAL COUNSELOR** (C0397)

State of Oregon - Board of Licensed Professional  
Counselors and Therapists

***CERTIFICATIONS***

**DIPLOMATE, AMERICAN BOARD OF VOCATIONAL EXPERTS** (00701)

American Board of Vocational Experts (D/ABVE)

**CERTIFIED REHABILITATION COUNSELOR** (13154)

Commission on Rehabilitation Counselor Certification  
Chicago, IL  
Certified Since 1980

**CERTIFIED DISABILITY MANAGEMENT SPECIALIST** (00817)

Certification of Disability Management Specialists Commission  
Chicago, IL  
Certified since 1984

**CERTIFIED VOCATIONAL EXPERT** (1152-98-6285)

Social Security Administration  
Office of Disability Adjudication and Review  
Certified Since 1984

**REHABILITATION COUNSELOR CERTIFICATION** (14-74)

United States Department of Labor  
Employment Standards Administration  
Office of Workers' Compensation Programs  
Division of Vocational Rehabilitation (1987-2000)  
Authorized for vocational testing services to OWCP  
(2005-present)

**CERTIFIED VOCATIONAL ASSISTANCE COUNSELOR** (AS0275)

State of Oregon  
Workers' Compensation Division  
Certified since 1979

**VOCATIONAL ASSISTANCE PROVIDER** (P004)

State of Oregon  
Workers' Compensation Division  
Authorized since 1981

**REGISTERED VOCATIONAL ARBITER**

Workers' Compensation Division  
State of Oregon

**VOCATIONAL ASSISTANCE PROVIDER** (18812)

State of Washington  
Department of Labor and Industries  
Office of Rehabilitation Services

**REGISTERED VOCATIONAL REHABILITATION COUNSELOR** (0185)

State of Washington  
Department of Labor and Industries  
Office of Rehabilitation Services  
Certified since 1983

**CERTIFIED ADMINISTRATOR AND INTERPRETER**

**GENERAL APTITUDE TEST BATTERY** by:

U.S. Employment Service Standards  
State of Oregon  
Certified 1977

***AWARDS***

**PRESIDENTIAL CITATION: AMERICAN BOARD OF VOCATIONAL EXPERTS: 2009.**

**- REHABILITATION PROFESSIONAL OF THE YEAR – 1992**

For outstanding service to the Oregon rehabilitation community  
Oregon Association of Rehabilitation Professionals in the Private Sector

**- DISTRICT 14 – USDOL/OWCP PLACEMENT (1984)**

Responsible for most placements of approximately 27 counselors in this 4  
state USDOL region

**- REHABILITATION SERVICES ADMINISTRATION TRAINEESHIP**

U.S. Department of Health and Human Services - 1977-1979

***VOCATIONAL EXPERIENCE***

April 1981 - Present

CAREER DIRECTIONS NORTHWEST

Portland, Oregon 97214

**President**

Manage a professional staff of vocational counselors in up to three  
offices throughout Oregon. Involved in personnel, marketing,  
planning and finance. Write proposals for projects and contracts.  
Provide staff training and evaluation.

Responsible for hiring, training and supervising a total of over  
sixty five rehabilitation counselors, placement specialists and  
support specialists over the years. Acted as a qualified internship  
coordinator for several counseling students through Portland State  
University's Council on Rehabilitation Education Accredited  
graduate program in Rehabilitation Counseling.

**Senior Rehabilitation Counselor**

Provide all phases of vocational rehabilitation services to injured  
workers and others with physical and non-exertional limitations  
including eligibility assessment, vocational evaluation, early return  
to work services, work-site modification services, testing,  
placement, training plan development and implementation,  
progress monitoring, medical management, testimony, and follow-  
up.

**Certified Vocational Expert**

Provide vocational expert evaluation and testimony under contract to the U.S. Department of Health and Human Services, Social Security Administration. Provide expert testimony in State Workers' Compensation, Longshore, personal injury, divorce, employment, malpractice and other legal settings requiring an opinion as to employability, assessment of earning capacity, labor market issues and household services needs . Projections of future earning capacity, vocational/economic analysis.

**Licensed Professional Counselor**

Provide personal adjustment and private career counseling, specializing in psychological aspects of disability, work-life planning and improving relationships with co-workers.

June 1980 - April 1981

INGRAM AND ASSOCIATES  
Portland, Oregon

**Rehabilitation Counselor**

Provide the full range of vocational rehabilitation services to injured workers as is described above. Provide limited vocational expert testimony services. Assisted in development of marketing program. Acted as supervisor of intern counselor.

January 1979 - June 1980

INTERNATIONAL REHABILITATION  
ASSOCIATES - Portland, Oregon

**Rehabilitation Specialist**

Provide full range of vocational rehabilitation services with injured workers and individuals on long-term disability programs. Provide supervisory services to new counselors. Provide vocational testimony services. Chosen by supervisor for recommendation to National Offices Presidents Club for outstanding performance in Portland region.

August 1978 - December 1978

STATE OF OREGON  
VOCATIONAL REHABILITATION DIVISION  
Portland, Oregon

**Counselor Intern**

Worked with state vocational rehabilitation counselors in eligibility determination. Assisted in evaluation services. Consulted with psychological and medical advisors. Referred clients for testing services, interpreted testing. Assisted with placement services. Authored independent research project in independent living for disabled persons. Participated in intensive training program for state VRD counselors.

June 1977 - September 1977

NOVA ENTERPRISES  
Pendleton, Oregon

**Group Home Manager**

Supervised and managed activities of ten developmentally disabled adults in a group home for individuals attending a sheltered workshop program. Maintained behavioral and medications records. Provide counseling and behavior modification services. Teach Independent Living skills and pre-vocational skills.

March 1976 - June 1977

PORTLAND HABILITATION CENTER  
Portland, Oregon

**Rehabilitation Aide**

Provided instruction in pre-vocational skills to developmentally disabled adults in this large training oriented sheltered workshop.

***SPECIALIZED TRAINING***

- Continuing Education required to maintain multiple national Board certifications in diverse areas pertinent to:
- Vocational evaluation,
- Vocational testing
- Job development and placement
- Vocational rehabilitation training
- Medical and psychological aspects of disability
- Vocational-economic issues/analysis
- Vocational expert testimony techniques
- Labor market research
- Employment projections
- Analysis of employment/labor market data
- Transferable skills analysis,
- Loss of future earning capacity analysis
- Work life expectancy analysis
- Vocational assessment of minor children
- Valuation of household work
- Life care planning
- Adaptive technology/worksites modification
- Analysis of essential functions-job analysis
- Counseling theory and technique
- Counselor/evaluator ethics
- Cultural differences
- Human resources management
- Assessment of self-employment potential
- other related fields.
  
- Understanding and Applying Labor Market Information – Brenda Turner, Occupational Economist, Oregon Employment Department
  
- Vocational Arbiter Training – State of Oregon – Rehabilitation Review Unit

- Specialized training program on vocational rehabilitation of persons with Traumatic Brain Injury (TBI) - Neuropsychology/ Assessment and Counseling. David C. Clemmons, Ph.D. and Robert T. Fraser, Ph.D. University of Washington
- Diagnostic and Statistical Manual of Mental Disorders (DSM IV)- diagnostic training, Portland State University and Pacific University
- Training in Rehabilitation Services to workers covered under Federal Employees Compensation Act and Longshore and Harbor Workers' Act - U.S. Department of Labor, Seattle, Washington
- Life Care Planning Workshop - Dr. Roger Weed
- Labor Market Access and Wage Loss Analysis - Dr. Timothy Field
- Rational - Emotive Therapy Training - Dr. Hank Robb
- Americans with Disabilities Act (ADA) Training - OARPPS
- Marketing Professional Services - Pacific University, Portland, OR
- Back Pain Seminar - Oregon Health Sciences University
- General Aptitude Test Battery Recertification - State of Oregon Employment Division
- Alternatives to Sheltered Workshop Employment – Multnomah County Mental Health
- Reality Therapy - Dr. William Glasser
- Legal Lecture Series in Workers' Compensation - Oregon Self Insurers Association
- Continuing Education Symposium in Emergency Medicine, Occupational Emergencies - Good Samaritan Hospital - Portland, Oregon
- Expert Vocational Testimony - Center for Continuing Education

### ***TESTING CERTIFICATIONS OR COMPETENCIES***

- Ability Profiler-USDOL
- General Aptitude Test Battery
- USES Interest Inventory
- Raven Progressive Matrices
- Wechsler Adult Intelligence Scale
- Wide Range Achievement Test 3 and 4
- Gates-MacGinitie Reading Test
- California Psychological Inventory
- Myers-Briggs Type Indicator
- Career Orientation Placement and Evaluation Survey
- Self Directed Search
- Career Assessment Inventory
- Strong Interest Inventory
- Career Occupational Preference System
- Experience/training in interpretation of various other psychological, neuropsychological, and vocational testing, work sampling systems.
- Experience training other professionals in appropriate administration and utilization of vocational testing

***AFFILIATIONS (Member)***

- International Association of Rehabilitation Professionals (IARP)
- Oregon Association of Rehabilitation Professionals (OARP)
- National Career Development Association (NCDA)
- American Academy of Economic and Financial Experts (AAEFE)

***PROFESSIONAL INVOLVEMENT***

- **PRESIDENT - OREGON ASSOCIATION OF REHABILITATION PROFESSIONALS (2001 - 02)**
- **BOARD OF DIRECTORS MEMBER INTERNATIONAL ASSOCIATION OF REHABILITATION PROFESSIONALS (IARP)**  
Represented members in the State of Oregon, Washington, Alaska, and Idaho. (1994 – 1998)
- **PRESIDENT - Oregon Association of Rehabilitation Professionals (1990-1991)**
- **BOARD OF DIRECTORS MEMBER- IARP Social Security Vocational Expert Section. (2009-present)**

- **COMMITTEE MEMBER-** IARP Occupational Information Development Advisory Panel Committee
- **CHAIR-** IARP Social Security Vocational Expert Taskforce 2004-2009
- **CO-FOUNDER** of the IARP Social Security Vocational Expert group
- **CHAIR**-Legislative Committee (OARP) (1999 – 2005)
- **BOARD OF DIRECTORS** - OARP (1988 -1994); (1999 – 2005)
- **CHAIR** Conference Committee - OARP 1984
- **REPRESENTATIVE**, Continuing Education - IARP (1990-1994)
- COMMITTEE MEMBER:** American Board of Vocational Experts Test Revision Committee 2008-2009
- Speaker- Occupational Information Development Advisory Panel Social Security Administration : “ Perspectives from Vocational Experts And Case Analysis”. 4/28/09. Atlanta, Georgia.
- Speaker-Occupational Information Development Advisory Panel Social Security Administration : “ Occupational Information User Panel” . 4/28/09. Atlanta, Georgia
- Speaker – Social Security Vocational Experts Roundtable. IARP Forensic Conference 11/01/08. Westin, Florida
- Speaker “ Employment and Earnings Data in Relation to Specific Occupations: Problems and Possible Solutions” Oregon Assoc. of Rehabilitation Professionals Fall Conference . 10/17/08
- Speaker, “Special Topics in Vocational Testimony” 17<sup>th</sup> Annual Educational Conference. Association of Administrative Law Judges Portland, Oregon. 08-14-08
- Speaker, “ An Update to Vocational Experts- SSA review of Experts” IARP Forensic conference Scottsdale,AZ 11/3/06.
- Speaker, “ Opportunities for Vocational Professionals in the Future with the Social Security Administration. OARP Fall Conference 10/13/06
- Speaker, “An Introduction to the U.S. Department of Labor’s O\*NET Ability Profiler”. National Rehabilitation Association, Pacific Regional



Conference. June 22, 2004 Boise, ID.

- Speaker, "Forensic Section: Vocational Expert Task Force Review".  
IARP 2004 Annual Conference, May 15, 2004 Scottsdale, AZ.
- Speaker, "Vocational Assistance to Injured Workers: A View From  
Providers" Workers Compensation Management-Labor Advisory  
Committee, Department of Consumer and Business Services, State  
Of Oregon. December 16, 2003.
- Speaker, "Social Security Vocational Expert Task Force Update"  
Task Force meeting at IARP Forensic Section Conference, 2003, San  
Antonio, TX
- Speaker, OARP 2003 Fall conference: "Ability Profiler: An introduction  
to the "new GATB" with O\*NET Overview"
- Speaker, OARP 2003 Spring conference: "National Trends in  
Rehabilitation"
- Speaker- IARP Annual Conference, 2003 Baltimore, Md. : "The  
Mysterious Life of Vocational Experts In Social Security Administration  
Hearings"
- Speaker, IARP Social Security VE Task Force Roundtable,  
IARP 2002 Annual Conference, San Diego, California
- Speaker, IARP 2002 Forensic Conference "Updates on Vocational  
Experts in Social Security" Orlando, Florida
- Speaker, OARP Spring Conference 2001 "The Present State of  
Vocational Rehabilitation"
- Speaker, Clackamas Family Lawyers group " Effectively utilizing  
the Vocational Expert in Determining Employability and Earning  
Capacity"
- Guest Speaker – Northwest Longshore Administrators Association  
(NWLAA) Conference 1997. Seattle, Washington "Labor Market  
Surveys and Ethical Pit Falls"
- Guest Speaker - NARRPS National Conference, Washington, DC:  
"Current Issues Facing Private Rehabilitation Providers in Oregon" 1991
- Guest Speaker - Longshore & Harbor Workers' Claims  
Administrators Association - 1990 Conference:  
"The Role of the Rehabilitation Counselor in Longshore"

- Guest - KOAP-TV Real Time Program: "Discussion of Rehabilitation Issues" 1990
- Guest - KGW Radio: "A Career Counselors View of Career Planning and Salary Issues" 1990
- Guest Interview - KGW-TV: Profile of Career Counseling "How to Deal with Tough Economic Times" series 1991
- Guest Interview KGW-TV regarding Career Change Strategies 1992
- Guest Lecturer - Rehabilitation Counseling 1991 to present. Topics including "An overview of the private rehabilitation field in Oregon" and "Forensic Vocational Services". Approved by the department as a qualified internship supervisor.
- Interview - Career Marketplace Special Section-The Oregonian 1992
- Guest Lecturer, Drake University - "The Vocational Expert"
- Proctor (Test Administrator) Board for Rehabilitation Certification (CRC, CIRS exam).
- Committee Member, ORCA Certification Maintenance Program-1982

## ***PUBLICATIONS***

- Stipe, Scott T., Dunleavy, Thomas, Broadbent, Emer, Schiro-Geist, Chrisann (2008). An Analysis of Key Characteristics and Practices of Vocational Experts Contracted by the Social Security Administration. *The Rehabilitation Professional* Volume 16 Number 1.
- Stipe, Scott and Dunleavy, Thomas (2006). SSA VE Survey Preliminary Findings. *The Rehabilitation Professional* July/August /September 2006.
- Stipe, Scott (2006) "How to find and Use a Vocational Expert to Support Wage Loss" *Trial Lawyer, Oregon Trial Lawyer's Association*, Winter 2006.
- Stipe, Scott (1998) Use of The Vocational Expert in Motor Vehicle Accident Cases. *Trial Lawyer* (OTLA), Winter 1998.

## ***REFERENCES***

Available upon request

# Career Directions Northwest

Scott Stipe & Associates, Inc.

## PORTLAND

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Portland, Oregon 97215  
(503) 234-4484  
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## EUGENE

Mail to the Portland office  
(541) 343.4107

## SALEM

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(503) 234-4484

## VANCOUVER

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(360) 694-6669

Scott T. Stipe MA, CRC, CDMS  
LPC, D/ ABVE  
Diplomate, American Board of  
Vocational Experts  
Certified Rehabilitation  
Counselor  
Certified Disability Management  
Specialist  
Licensed Professional Counselor

Susan Burkett BS, ABDA  
Vocational Expert  
Vocational Rehabilitation  
Counselor

Doug Smith BS, ABDA  
Vocational Expert  
Vocational Rehabilitation  
Counselor

Brittany Richards BA  
Office Administrator

Kristi Stipe, BS

## VOCATIONAL EXPERT SERVICES AGREEMENT

Career Directions Northwest (CDN) will provide vocational evaluation and related services in reference to \_\_\_\_\_, under authorization from: \_\_\_\_\_ retaining attorney/firm) It is understood that only upon signature by the retaining attorney and return of this agreement to CDN, may the Career Directions Northwest expert be considered, or described to any other party, as being retained on this case.

Professional time, as well as travel or waiting time, will be \$190 per hour. Any costs necessary including, but not limited to: long distance charges, copying, mileage, parking, airfare, or lodging will be billed in addition to the above charges. Minimum fee for trial or deposition is three hours for each morning and/or afternoon appearance. There will be a minimum one hour charge for any scheduled interview or consultation, two hours for testing appointment. Minimum fees may apply for certain documents, forms, resources or software developed or authorized for use by CDN which may be necessary to best evaluate an individual. A four hour minimum will be charged on any case.

A cancellation fee of two hours (three if outside Portland Metro) will be assessed in the event of cancellation of any scheduled appearance at hearing, trial, or deposition for each AM and or PM block set aside without one week (seven days) prior notice. A cancellation/missed appointment fee of one hour will be assessed in the event of cancellation, or missed appointment, and two hours for any scheduled testing session without twenty four hour notice.

If any specific hour limit was discussed at time of referral, it is agreed that the limit will be \_\_\_\_ hours. It is agreed that any limit does not include any necessary expenses, cancellation fees, attorney staffing/consultation time, time consulting with other involved professionals in the case if needed, or travel/wait time, or mileage which will be additional charges, if needed, at the above rates.

It is understood that payment in full is expected from the retaining attorney within 30 days of presentation of a billing statement. Balances will be considered past due after 30 days and will be subject to a fee of 1.5% interest per month.

We understand and agree to the above conditions.

\_\_\_\_\_  
RETAINING ATTORNEY

\_\_\_\_\_  
DATE