

Jason Purinton, LPC, CRC, CVE, ABVE/F, IPEC

PURINTON ANALYTICS, LLC

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EDUCATION

Emporia State University

2018-2019

School of Education - Department of Counseling

Master of Science (M.S.) Rehabilitation Counseling, emphasis in Vocational Rehabilitation

Phi Kappa Phi Honors (top 10% of class)

MidAmerica Nazarene University

2016-2017

School of Nursing

Bachelor of Science in Nursing (B.S.N.), Registered Nurse (R.N.)

Basic Life Support & Advanced Cardiac Life Support

Johnson County Community College

2014

Department of Emergency Medical Services

Emergency Medical Technician & Basic Life Support

University of Kansas

1993-1997

School of Business

Bachelor of Science (B.S.) Business, emphasis in Communication Studies

CERTIFICATIONS & LICENSES

Licensed Professional Counselor

State of Missouri, Division of Professional Registration, (# 2021023253)

National Certified Counselor

National Board for Certified Counselors, Inc. (1498945)

Certified Rehabilitation Counselor

Commission for Rehabilitation Counselor Certification, (#361107)

Certified Vocational Evaluator

Commission for Rehabilitation Counselor Certification, (#361107)

Fellow & Board Certified

American Board of Vocational Experts (2025)

International Psychometric Evaluator – Certified

American Board of Vocational Experts (2025)

Forensic Vocational Expert

American Rehabilitation Economics Association, (F0033)

Certified Rehabilitation Provider

State of Missouri, Division of Workers Compensation

Qualified Rehabilitation Professional

State of Kansas, Division of Workers Compensation (#53539)

qualified as a counselor, evaluator, and job placement specialist

Qualified Vocational Rehabilitation Vendor – Vocational Pros, LLC

State of Kansas, Division of Workers Compensation (#15955)

Qualified Vocational Rehabilitation Counselor and Job Placement Specialist

State of Nebraska, Workers' Compensation Court (#1201)

Certified Trauma Professional

Evergreen Certifications – Professional Education Systems Institute (#436179)

Certified Critical Incident Stress Debriefing

The Ontario Critical Incident Stress Foundation, (Reg. # 72265)

Registered Nurse

State of Missouri License (#2017039378)

SUMMARY OF EXPERIENCE

PURINTON ANALYTICS, LLC (Vocational Pros, LLC)

Kansas City, Missouri

Vocational Consultant, 2018 – Present

- ◆ Conducts in-depth vocational evaluations in a wide range of legal contexts, including personal injury, workers' compensation, and family law. These evaluations involved assessing clients' physical and cognitive limitations, identifying transferable skills, and determining their future earning capacity. Such assessments often require delicate balancing of medical evidence, legal requirements, and individual circumstances, demanding a high level of analytical and interpersonal skills. This involved rigorous analysis of medical records, job market trends, and individual circumstances.
- ◆ Serves as a forensic vocational rehabilitation expert witness for the Social Security Administration, Office of Disability Adjudication and Review, providing expert opinions on claimants' vocational capabilities, job descriptions and job numbers. Security disability hearings throughout the U.S.
- ◆ Testified in over 3,000 Social Security disability hearings across the United States, demonstrating a deep understanding of the legal process and vocational complexities involved in these cases. The high volume of cases highlights my ability to handle high-pressure, time-sensitive situations while maintaining accuracy and objectivity.
- ◆ Conducts detailed job analyses using the Dictionary of Occupational Titles, O*NET, the Occupational Requirements Survey and other industry-standard resources. This involves both formal and informal methods, including employee interviews, observation of work environments, and analysis of job descriptions. These analyses are critical for accurately assessing a client's ability to perform specific tasks and determining their potential for future employment.
- ◆ Leverages extensive research and data analysis to identify suitable employment options based on factors such as skill level, job market trends, and regional variations. This included analyzing job types, work schedules, absenteeism rates, and transferable skills to provide clients with realistic and actionable career recommendations. The ability to navigate complex data and draw meaningful conclusions is essential in this field.
- ◆ Offers comprehensive vocational counseling services to individuals seeking career changes or returning to work after injuries or illnesses. This involved providing guidance on job search strategies, resume development, interview techniques, and other essential career management skills. The ability to build rapport with clients and provide empathetic support is crucial in this role.

Welcome House**Kansas City, Missouri**

Vocational Rehabilitation Counselor & Licensed Professional Counselor

Pro Bono: 2019 – Present (vocational rehabilitation services)

Pro Mercede: 2024 - Present

- ◆ Designed and delivered comprehensive six-week and three-week career development curricula for Welcome House University, specifically tailored to individuals seeking long-term sobriety. These programs integrated vocational rehabilitation principles with mental health and substance use recovery strategies to empower clients with the skills and knowledge necessary for successful career transitions.
- ◆ Provided individualized career counseling and job placement services for clients with dual diagnoses, combining my expertise in mental health, substance use, and vocational rehabilitation. This involved assessing clients' strengths, skills, and interests, developing personalized career plans, and facilitating the job search process.
- ◆ Led weekly career development workshops, covering essential topics such as professionalism, resume building, career interest inventories, job search strategies, interview techniques, disability self-disclosure, ADA compliance, and career advancement. These workshops provided participants with practical skills and strategies to overcome barriers and achieve their career goals.
- ◆ Created and facilitated four-week programs on Anger Management and Conflict Resolution, and Mental Wellness Techniques, further supporting clients' overall well-being and recovery from substance use.
- ◆ Provided peer support and counseling services, offering a safe and supportive space for clients to share their experiences, develop coping mechanisms, and build a strong support network.
- ◆ Contributed to the design and implementation of comprehensive recovery programs, ensuring that services align with client needs and evidence-based practices.

Madison Avenue Psychological Services**Kansas City, MO****Westport Counseling Services****Kansas City, MO****Kansas City Psychiatry & Psychological Services****Independence, MO**

Provisional Licensed Professional Counselor, 2021 – 2024

Certified Rehabilitation Counselor

Supervisor: John Wubbenhorst, M.A., Psychologist, license #PY00348

Supervisor: Dr. John A. Francis, D.O., license #2006002053

Supervisor: Dr. Anthony Dishman, PhD, license #2017017293

- ◆ Proficient in diagnosing a wide range of mental health conditions using the DSM-V, ensuring accurate identification and appropriate treatment planning.
- ◆ Employ a flexible and comprehensive therapeutic approach, incorporating elements of cognitive-behavioral therapy, solution-focused therapy, and choice theory to address clients' unique needs and preferences. This versatility allows me to adapt my interventions to achieve optimal outcomes.
- ◆ Develop individualized treatment plans based on thorough assessments and diagnostic evaluations, outlining specific goals, interventions, and expected outcomes. These plans are regularly reviewed and adjusted to ensure ongoing progress and client satisfaction.

- ◆ Actively support clients in developing coping strategies and problem-solving skills to effectively manage life challenges. I foster a collaborative and supportive environment where clients feel empowered to take ownership of their mental health journey.
- ◆ Demonstrate a deep understanding of clients' perspectives and experiences, fostering strong therapeutic relationships. I actively explore clients' interpersonal dynamics to identify patterns and develop strategies for improving social interactions.
- ◆ Utilize mindfulness and other techniques to help clients develop greater self-awareness and insight into their thoughts, emotions, and behaviors. This increased awareness is essential for personal growth and positive change.

Healing House

Kansas City, Missouri

Substance Abuse Counselor & Diagnostician, March 2022 – April 2023

- ◆ Provided comprehensive counseling services to individuals struggling with substance abuse, including alcohol and drug addiction. Specialized in developing personalized treatment plans tailored to address clients' unique needs and challenges.
- ◆ Accurately diagnosed dual diagnosis clients using the DSM-5, effectively identifying co-occurring mental health and substance abuse conditions. This expertise enabled me to develop comprehensive treatment plans that addressed both aspects of the client's condition.
- ◆ Conducted thorough bio-psychosocial assessments to gain a deep understanding of clients' individual circumstances, including their medical history, family dynamics, and social support systems. This information was used to develop tailored treatment plans that addressed both the substance abuse and mental health components of their condition.

Commission on Rehabilitation Counselor Certification Schaumburg, IL

Item Writing Sub-Committee, Item Writer, 2020 – 2021

- ◆ Elected by the Standards & Exam Committee of the Commission on Rehabilitation Counselor Certification (CRCC), demonstrating recognition and trust in my expertise in the field. This role provided valuable insights into the certification process and industry standards.
- ◆ Played a pivotal role in maintaining and reviewing the item bank for the CRCC certification exam, ensuring the accuracy, relevance, and fairness of the assessment tools used to evaluate rehabilitation counselors. This involved staying abreast of industry trends and best practices.
- ◆ Conducted in-depth research to identify and incorporate current best practices in rehabilitation counseling into the exam items. This required a deep understanding of the field's evolving landscape and the ability to translate complex concepts into clear and concise exam questions.
- ◆ Contributed to the development of high-quality exam items for the Certified Rehabilitation Counselor (CRC) exam, ensuring that the assessment accurately measures the knowledge and skills required for effective practice. This involved crafting questions that were both challenging and fair, reflecting the complexities of the forensic vocational rehabilitation field.

Special Operators Transition Foundation**Smyrna, Georgia**

Vocational Counselor & Mentor (pro bono), 2020 – 2021

- ◆ Provided comprehensive career counseling services to Special Operations Task Force (SOTF) Fellows, assisting them in successfully transitioning from military service to civilian careers. This involved understanding their unique needs, skills, and experiences, and developing tailored strategies for a smooth transition.
- ◆ Designed and implemented a specialized mentorship program for SOTF Fellows, connecting them with experienced professionals in the private sector. This program provided valuable guidance on career management, personal development, and networking, enabling Fellows to successfully navigate the challenges of transitioning to civilian life.
- ◆ Expertly translated military experiences, skills, and leadership qualities into terms that resonated with hiring managers and human resource professionals. This involved advocating for Fellows' unique qualifications and demonstrating how their military training could be applied to civilian roles.
- ◆ Provided personalized networking advice and guidance, helping Fellows build strong professional relationships and expand their networks. This included teaching effective networking strategies, identifying key industry contacts, and facilitating introductions.
- ◆ Conducted in-depth evaluations of job offers, assessing compensation packages, fringe benefits, and advanced compensation options such as stock options and deferred compensation plans. This ensured that Fellows were making informed decisions about their career opportunities and maximizing their financial potential.

Jewish Vocational Services**Kansas City, Missouri**

Employment Specialist, 2019

- ◆ Successfully placed clients with a wide range of severe disabilities, including physical, cognitive, intellectual, and developmental impairments. This required a deep understanding of individual limitations and a commitment to finding suitable employment opportunities that aligned with each client's unique abilities.
- ◆ Caseload Management and Reporting: Independently managed a demanding caseload of nine clients, providing comprehensive vocational rehabilitation services. This included conducting thorough assessments, developing individualized career plans, assisting with job searches, and providing ongoing support. Demonstrated strong organizational skills and attention to detail in meeting monthly reporting requirements to the Missouri Department of Vocational Rehabilitation.
- ◆ Achieved an impressive placement rate, successfully securing employment for seven out of nine clients within a six-month period. This accomplishment highlights my ability to effectively identify suitable job opportunities, prepare clients for interviews, and negotiate favorable employment terms.

The Whole Person

Employment Specialist, 2019

Kansas City, Missouri

- ◆ Offered comprehensive career counseling and job placement services for individuals with intellectual, developmental, and cognitive disabilities. This involved conducting thorough assessments, developing individualized career plans, and providing ongoing support to help clients achieve their vocational goals.
- ◆ Conducted in-depth assessments of local communities to identify employment opportunities and potential barriers to job placement for individuals with disabilities. This involved building relationships with employers, understanding local labor market trends, and identifying resources to support client success.
- ◆ Developed customized work conditioning programs to prepare clients with disabilities for successful reintegration into the workforce. These programs focused on improving physical, cognitive, and functional abilities, and addressed any specific challenges related to their disabilities.
- ◆ Cultivated strong relationships with local employers, advocating for the inclusion of individuals with disabilities in the workplace. This involved identifying suitable job opportunities, negotiating reasonable accommodations, and providing employer education on disability awareness and best practices.
- ◆ Conducted thorough job analyses to assess the physical, cognitive, and functional demands of potential employment opportunities. This involved identifying essential job functions, evaluating the suitability of jobs for clients' abilities, and recommending accommodations as needed.

Rehabilitation Expertise

Vocational Rehabilitation Consultant, 2018

Merriam, Kansas

- ◆ **Comprehensive Forensic Vocational Rehabilitation:** Provided case management and vocational rehabilitation services in high-stakes legal matters, including workers' compensation, personal injury, and railroad industry cases. Conducted thorough client assessments, administered standardized tests, and developed detailed vocational profiles to support legal arguments.
- ◆ Conducted in-depth labor market research and job analyses to identify suitable employment options and assess clients' earning potential. This involved analyzing job demands, skill requirements, and industry trends to provide expert testimony in legal proceedings.
- ◆ Demonstrated strong administrative skills, including streamlining office processes, automating tasks, and effectively supervising office staff. This ensured efficient operations and maximized productivity in a demanding environment.
- ◆ Received specialized training in expert witness testimony and the science of forensic vocational rehabilitation. This expertise equipped me to provide credible and persuasive testimony in legal proceedings, effectively communicating complex vocational concepts to judges, juries, and attorneys.

Research Medical Center

Registered Nurse, 2017 – 2018

Kansas City, Missouri

- ◆ Demonstrated exceptional clinical skills and critical thinking abilities while providing direct patient care in a high-acuity ICU setting. Successfully managed complex cases involving trauma, cardiopulmonary, neurology, renal, and transplant patients, often in life-threatening situations.
- ◆ Effectively communicated complex medical information to patients and their families, empowering them to make informed decisions about their care. Provided comprehensive education on disease processes, surgical procedures, and therapeutic regimens, including medication administration and pain management techniques.
- ◆ Demonstrated strong teamwork and communication skills by effectively collaborating with physicians and other healthcare professionals, including respiratory therapists, IV specialists, radiologists, phlebotomists, and laboratory technicians. This collaborative approach ensured optimal patient care and outcomes.
- ◆ Demonstrated excellent organizational and time management skills by efficiently admitting patients, gathering comprehensive medical histories, and administering necessary medications. Maintained open communication with family members and physicians, effectively coordinating patient care and prioritizing tasks in high-pressure situations.
- ◆ Provided accurate and detailed patient condition reports between shifts, both verbally and in written documentation. This ensured a seamless transition of care and facilitated effective communication among healthcare providers.

Rains, Purinton & Babcock

Founding Partner and Director, 2010 – 2018

Overland Park, Kansas

- ◆ Specialized Financial Planning for Individuals with Disabilities: Provided comprehensive financial planning and advocacy services for individuals with disabilities and their families. Conducted in-depth assessments of life care plans and financial needs, offering expert guidance on social security strategies, return-to-work initiatives, and the Ticket to Work program. Advised clients on the establishment of Special Needs Trusts to protect assets and ensure long-term financial security.
- ◆ Possessed advanced financial planning certifications, including Series 3, 7, 63, and 65. This expertise enabled me to provide comprehensive wealth management services, tailored to the unique needs of individuals with disabilities and their families.
- ◆ Conducted thorough financial analyses and needs assessments for a diverse clientele, including individuals, families, trusts, foundations, and institutions. Offered a wide range of financial services, including wealth management, financial planning, portfolio management, insurance products, and retirement planning.
- ◆ Subject Matter Expert and Public Speaker: Developed and delivered informative presentations on a variety of financial topics, including counseling for clients with special needs, elder abuse prevention, elder law, Social Security administration strategies, estate planning, and tax strategies. This expertise and public speaking ability positioned me as a thought leader in the field.

Financial Services Field

Chicago IL & Overland Park, KS

PaineWebber, UBS, Mass Mutual, Merrill Lynch (Bank of America) 1997 - 2010

- ◆ Specialized in evaluating disability insurance programs for companies and individuals, including both short-term and long-term disability policies.
- ◆ Advised own-occupation disability policies tailored for professionals in various industries, focusing on providing robust coverage for white- and blue-collar clients.
- ◆ Collaborated with underwriters to assess risk profiles and ensure optimal coverage placement for clients, aligning with industry regulations and client needs.
- ◆ Certified as a Special Needs Advisor, providing financial guidance to disabled clients and families navigating complex disability systems, including special needs trusts and life care planning.
- ◆ Developed comprehensive financial plans for clients, integrating retirement planning, wealth management, and insurance solutions to secure their financial futures.
- ◆ Focused on serving the LGBTQ+ community, addressing unique financial and legal challenges prior to legislative protections, including estate planning and asset protection.
- ◆ Supported disabled clients and their families by reviewing and integrating various levels of assistance, accommodation, and community resources into their financial plans.
- ◆ Offered wealth management services including investment strategy, retirement planning, and asset allocation to a diverse clientele, ensuring long-term financial stability.
- ◆ Conducted in-depth evaluations of life care plans and special needs trusts, ensuring that financial products aligned with long-term support requirements for disabled individuals.
- ◆ Advocated for inclusive financial services, helping underserved communities access specialized insurance and financial products.

PRESENTATIONS & PUBLICATIONS

J. Purinton & N. Fuscaldo, Vocational Rehabilitation Models: An Introduction for Emerging Professionals, October 2023, International Association of Rehabilitation Professionals - Fall Forum. www.rehabpro.org (professional continuing education, 1.0 hours)

M.Sprong, L. Thomas, N. Fuscaldo, J. Purinton, & T. Oakes, Examination of Forensic Rehabilitation Models: Prior Graduate-Level Training and Current Use per Forensic Setting, *The Rehabilitation Professional* 31(1), pp. 13-26.

J. Purinton & J. Berg, How Much Did They Make?!? 50 Years Later: Woodstock Music Festival, August 2019, LinkedIn. <https://www.linkedin.com/pulse/how-much-did-make-jason-purinton/>

J. Purinton, Better Jobs Class, A three-week and six-week curriculum for finding a better job to ensure long-term sobriety. Welcome House University, September 2019, Welcome House Kansas City.

J. Purinton, LinkedIn for the Rehabilitation Professional & Job Specialist, September 2020, International Association of Rehabilitation Professionals – Summer Series. www.rehabpro.org (professional continuing education, 1.0 hours)

J. Purinton, Vocational Rehabilitation & Career Counseling in Collaborative Divorce, October 2020, Collaborative Divorce Practice Kansas City, LLC. <https://www.collaborativedivorcekc.com/>

PROFESSIONAL DEVELOPMENT

IARP Life Care Planning Summit, May 2025

Distinguish between the different life care planning educational programs, organizations, and certification programs and their benefits and challenges.

Identify the gaps we have in the field of life care planning that need solutions.

Analyze the current list of Consensus Statements and how they apply to widely accepted life care planning practice.

Evaluate the relevancy of individual Consensus Statements to provide a clearer basis for life care planning opinions.

American Board of Vocational Experts, March 2025

Knowledge Enhancement Seminar – Foundations of Artificial Intelligence

Mock Trial parts 1 & 2

Occupational Requirements Survey: Combined and Cumulative Job Requirements

Effect of Vocational Opinion on Personal Injury Awards in Ontario, 20-year review

How Technology is Shaping the Future of Life Care Planning

Domestic Law Cases

Evaluating Symptom Validity in Forensic Evaluations

Challenges in Conducting Vocational Evaluations in Divorce Cases

Analyzing Complex Referral Data, Best Practices

Forensic Vocational Evaluation via Zoom

Colorado State University, Occupational Ergonomics & Safety Program, February 2025

This program provides comprehensive training in occupational ergonomics, equipping students with the skills to anticipate, recognize, evaluate, and control ergonomic risk factors in various workplace settings. Topics covered include risk assessment for low back injury, design for productivity, carpal tunnel syndrome, manufacturing workstation layout, Lean Six-Sigma integration, and computer workstation evaluations. Additional focus areas include office design for different generations, work stress management, absenteeism and presenteeism, and OSHA regulations. The program is designed for both beginners and advanced learners and is beneficial for those seeking certification in ergonomics, contributing 60 hours toward competencies in the Ergonomist Formation Model.

North American Spinal Cord Injury Consortium, February 2025

Research Advocacy Course: Historical Challenges for SCI, Loss of Function, Aging with SCI, Neuroprotection, Neurorepair, Neuroreplacement, Neuroplasticity, QOL Research

Institute of Rehabilitation Education and Training, September – January 2025

Professional Orientation to Life Care Planning

Medical & Psychosocial Aspects of Life Care Planning with SCI

Medical & Psychosocial Aspects of Life Care Planning for TBI

Medical & Psychosocial Aspects of Life Care Planning for Amputations

Medical & Psychosocial Aspects of Life Care Planning for Multiple Disabilities

Life Care Plan Workshop & Capstone Project

American Counseling Association: Conference & Expo, April 2024

Cultural Responsiveness in the DSM-5-TR
Unlocking the Power of Nature in Counseling
Counselor Self-Care: Now More Than Ever
Use of Hip-hop to Prepare Counselors to Work with BIPOC Males
Becoming a Professional Counselor
ADHD on TikTok – the good, the bad and the hashtag
Career Counseling of Refugees and Immigrants
Making Professional Spaces Accessible for Disabled People
The Impact of Psychosocial Work Conditions on Workers with Disabilities

Center for Research on Disability: Annual Disability Statistics Compendium, March 2024

Annual Report on People with Disabilities
Build Your Own Statistics Tool
Defining Disability & Understanding Disability Statistics

American Board of Vocational Experts, March 2024

Vocational/Psychological Test Instruments
Occupational Requirements Survey
Internal Consistency in Life Care Planning & Vocational Assessment
Determining Earning Capacity in the Changing Labor Market
Artificial Intelligence and the VE
Integrating Artificial Intelligence in Vocational Expert Work
More Likely Than Not: Supporting Expert Opinion
Vocational Evaluation of National Football League (NFL) Athletes

U.S. Census Bureau, January 2024

American Community Survey
Best Practices for using ACS data
Differences between ACS-1 year and ACS-5-year data products
Data collections process and margins of error

Social Security Administration, January 2024

Understanding SSI & SSDI for Adults, Seniors and Children

International Association of Rehabilitation Professionals, October 2023

Forensic Practice: A Forum to Share Experiences Part 1 & Part 2
Forensic VR Models
Occupational Requirement Survey
Enhancing Life with Low Vision
Orthobiologics: Understanding a Fast-Growing Treatment for Knee Pain
Revolutionizing Rehabilitation: Empowering Counselors & Consumers with AI Breakthroughs
PEEDS-RAPEL: 20 Years Later, Best Practices in Pediatric Earnings Capacity Assessment
Determining Transferrable Skills Scientifically and Obtain Access to Employment

Kansas City Disability Inclusion Summit, September 2023

Disability, Everyone, Intersectionality and Me

Importance of Intersectionality

Gaining Leadership Momentum to Ensure Sustainability

Intersectionality and Mental Health: The Power of Speaking Your Truth

Finding Purpose at the Intersection of Becoming & Belonging

Benefits of Elevating Business: ERG Intersectionality

Micro-Behaviors: Understanding, Harnessing and Leveraging their Power

American Chronic Pain Association, August 2023

Opioids for Chronic Pain

Maintaining Empathy with the Chronic Pain Population

Nerve Pain and Painful Diabetic Peripheral Neuropathy

Challenges and Advances in the Diagnosis and Treatment of Migraines

Medical Cannabis for Pain Management

Interventional Pain Management

Behavioral Health and Pain

Buprenorphine: How and When to Use with Chronic Cancer Pain

Pain, Lifestyles and Brain-Gut Connection

American Counseling Association, April 2023

Publishing in ACA Refereed Journals

Counseling Research: A Practitioner-Scholar Approach

Imposter Syndrome in Graduate Students

Building a Purposeful Private Practice

Assistive Technology for Everyone

Navigating the Predominantly White World of Counseling

Career Identity Development in Individuals Living with Epilepsy

Using Creative Therapies with Clients with Disabilities

Diagnosing ADHD, ADHD Subtypes, & Emerging Information on SCT

International Association of Rehabilitation Professionals, October 2022

Neurobehavioral Impairments & Mild Traumatic Brain Injury

Forensics 101 & 201

Divorce Cases – The Role of the Vocational Evaluator

History & Ethics of Vocational Testing

Dictionary of Occupational Titles vs. Occupational Requirements Survey

Social Security Work Incentive & Future Earning Capacity

Conflict, COVID and Self-Care

SSVE Testimony: Addressing Mismatched Data & Formats

Ethical Responsibilities in Forensic Practice

Using Integrative-Decision Making Model to Develop Optimal Decisions

Psychological Assessment Resources, Inc. , October 2022

Interactive Course: Mini-Mental State Examination, 2nd Edition

Training in the administration, scoring and interpretation of the MMSE-2.

University of Michigan, School of Social Work, September 2022

Certificate in Disability Inclusion and Accessible Design (DIAD)

The program faculty includes scholars, activists, and others working on the frontlines of disability inclusion and accessibility. Topics include pertinent policy issues affecting people with disabilities, anti-ableist language and practices, accessible interpersonal clinical practice skills, disability inclusive community organizing skills, how to create inclusive management structures and organizational policies, among other topics. In addition, training included American Disability Act (ADA) guidelines, understand the limitations of ADA standards, and gain the knowledge and skills to evaluate and assess built environments and institutional policies for ADA compliance and beyond.

University of Pittsburgh, School of Social Work, September 2022

Motivational Interviewing and Substance Use Disorders

Define Motivational Interviewing (MI)

Identify the core components of the spirit

Open Questioning, Affirming, Reflecting & Summarizing

Explore and practice the use of the OARS (skills)

Certified Clinical Trauma Professional: 2-day Trauma Competency Conference, August 2022

The history and evolution of traumatic stress, grief & loss

The 10 core competencies of trauma, PTSD, grief & loss

Assessment of traumatic stress disorders

Evidence-based trauma treatments & interventions with demonstrations, exercises, and practical applications

Desensitization, integration & closure

Theories of traumatic stress, loss and grief & disorders

Mental Health Documentation & Medical Necessity, August 2022

Determine the importance of proper documentation in informing clinical decision making.

Evaluate the role of clinical diagnosis in justifying medical necessity and providing more services to clients.

Determine use of behavioral language required by insurance companies, facilitate delivery of services to clients.

Assess how to document what really happens in a clinical session without violating privacy or confidentiality.

Assess medical necessity by employing the “golden thread” for improved treatment outcomes.

Analyze potential red flags in documentation and the proper corrective measures for them.

Missouri Department of Mental Health, May 2022

Trauma Informed Care for Helping Professionals

Certificate: RRUQOXIVWP, Issue: 5/18/2022, Expires: 5/17/2024

Ethics: A Comprehensive Look at Today's Issues, May 2022

Current Issues

End of Life Care

Touch in Child Therapy

Technology

The Ontario Critical Incident Stress Foundation, March 2022

Certified Debriefer – Emergency Services (Reg. # 72265)

Critical Incident Stress Debriefer

International Association of Rehabilitation Professionals, Nov 2021

Accessibility & Technology for People who are Visually Impaired
Human Infertility, Evaluation, Management & Costs
BLS Resources: Beyond the Basics
Equine Assisted Therapy, Adaptive and Therapeutic Riding
People with Visual Impairments: Concerns & Topics Related to Accessing Employment
Basing Off-Task Testimony on Current Trends in Research
Human Trafficking in the U.S. and in our Community: What to Look For & How to Respond
Avoiding Discrimination in Estimating Damages
Telemedicine for Pediatric Psychiatry
Understanding Neurobehavioral Issues in Traumatic Brain Injury
Long-term Complications from COVID-19
Pediatric Injury Vocational Analysis: Methodological and Legal Issues
Disc Herniation and Lumbar Radiculopathy
DOT vs. ORS: A Comparison of Common Factors

Brain Injury Association of Kansas & Greater Kansas City, Nov 2021

TBI in Criminal Justice
TBI & Intimate Partners Violence
Brain Injury Waiver Services Update – KS & MO
The Role of the Managed Care Organization in Transitioning Back to the Community
TBI – Criminal Justice and Mental Health Services KS & MO
Racial/Ethnic and Immigration Based Disparities in the 10 years after TBI
Diversity, Equity & Inclusion in the Workplace

Brain Injury Association of Kansas & Greater Kansas City, Oct 2021

The Challenges of Cognitive Impairment & COVID
Mild Traumatic Brain Injury – Management Strategies
Pediatric TBI
Updates on the KS Brain Injury Waiver
Concussion: The Optometrist's Role
Differential Psychiatric & Brain Injury Diagnosis

Missouri State University, Department of Counseling, Leadership & Special Education, Jan 2021

COU 724 – Assessment & Diagnosis (DSM-5)

Study of and practice in conducting clinical interviews, appraising and assessing level of functioning and mental status, and developing diagnoses of psycho-emotional disorders. Includes assessment of learning and functioning of children, introduction to counseling theories, interventions and issues in working with clients from diverse, minority and ethnic cultures.

International Association of Rehabilitation Professionals Annual Conference, October 2020

Best Practices in Remote Assessment
Understanding & Analyzing RAPEL, PEEDS-RAPEL and VRAM
Ethical & Legal Considerations in Vocational Testing
How to add Transition Services to Your Practice
Vocational Implications of Cult Involvement

Harvard University, AnatomyX: Musculoskeletal Cases, September 2020

Musculoskeletal AnatomyX invited students to join medical and basic science faculty at Harvard Medical School (HMS) to learn about musculoskeletal injuries commonly seen in clinical practice.

American Board of Vocational Experts Annual Conference, August 2020

U.S. BLS Occupational Requirements Survey

A New Call of Duty: Impact Veteran Suicide with Vocational Rehabilitation and Interventions

Best Practices for Litigation and Trial Testimony

Vocational Evaluations in Family Law Cases

Reinventing Careers Using Design Thinking

Loss of Household Services: A Methodology for Establishing Probable Worth

Ethical Issues in Vocational Expert Practice

University of Florida, 2019-2020

College of Public Health & Health Sciences - Dept. of Social & Behavioral Sciences

Post Graduate Coursework in Forensic Vocational Rehabilitation

University of Wisconsin – Stout, Stout Vocational Rehabilitation Institute 2019

CRC National Board-Certification Exam Review

International Association of Rehabilitation Professionals Annual Conference, November 2019

Disability Statistics used by Rehabilitation Professionals: What's there, where it comes from, what it all means?

Sedentary Unskilled Jobs: Survey Results - Phase 1

Vocational Recovery: Creating Partnerships to Identify, Mitigate, and Eliminate Needless Work Disability

Enhancing the Employability of Mature Workers

Better Decisions with Better Data - How BLS Can Help You

Denuded by Injury: Preserving Evaluatees' Dignity During Forensic Evaluation

Career Development for People with Psychiatric Disabilities

Working with People on Opioid Pain Medications

Disability-IN Greater Kansas City Chapter, Disability Inclusion Summit, April 2019

Resilience at Work: Intervention Strategies

Positive Approaches to Diversity and Inclusion Efforts

Re-entry Simulation for Justice Involved Individuals

Service Animals in the Workplace

A Look at the Impact of Medical Marijuana on Employers.

American Board of Vocational Experts Annual Conference, April 2019

Professional Ethical Behavior

Neuropsychology Vocational Assessments

Earning Capacities in a Changing Labor Market

Legalized Marijuana and the Impact on Employment

Cultural Considerations of Native Americans

What were You Inking: Impact of Tattoos on Employment?

International Association of Rehabilitation Professionals Annual Conference, October 2018

Loss of Self Following a TBI

Balancing Workplace Mental Health Disabilities and Workplace Safety

A New Era in Task Specific Functioning: Return to Work

Common Therapy Assessment Tools

American Rehabilitation Economics Association Annual Conference, June 2018

FELA/Railroad Workers and Calculating Economic Damages

Lost Earning Capacity of Long-Haul Truck Drivers

Career Earnings of a Commercial Airline Pilot

Hedonic Damages for Dummies

Why Ethics are Crucial in a Professional Practice

PROFESSIONAL ASSOCIATIONS

American Board of Vocational Experts

Fellow 2025 - Present

Member: 2018 – 2020, 2023 – Present

American Rehabilitation Economics Association

Forensic Vocational Expert 2024 - Present

International Association of Rehabilitation Professionals

Member 2018 – Present

Member 2018 – 2020, 2023 - Present

Association for Assessment and Research in Counseling

Member 2022 – Present

LEADERSHIP

AMERICAN REHABILITATION ECONOMICS ASSOCIATION

Board of Directors, President – Elect, 2025

NATIONAL BOARD for CERTIFIED COUNSELORS

Letter of Appreciation and Recognition for Exemplary Leadership, 2024

Job Analysis Focus Group – Chicago, Illinois

INTERNATIONAL ASSOCIATION OF REHABILITATION PROFESSIONALS

IARP Board of Directors, Forensic Section Representative 2022 – 2024

President's Commendation for leadership and outstanding service, 2022

Forensic Section, Board Member-at-Large 2020 - 2022

Marketing & Membership Committee 2020 - 2021

MEDICAL MISSIONS FOUNDATION

President, Board of Directors 2020-2021

Treasurer, Board of Directors 2017-2020

Mission Participant, Kansas City Urban Mission 2016

Mission Participant, Botosani Romania 2015

SAFEHOME

Board of Directors 2012-2016

Capital Campaign Committee 2015 (raised \$3.4 million)

Executive Committee 2014

Finance Committee 2013

KANSAS CITY ANTI-VIOLENCE PROJECT

President, Board of Directors 2012

Member, Board of Directors 2010-2011

HUMAN RIGHTS CAMPAIGN

Golf Tournament Co-Chair 2012

Steering Committee 2010-2012

CIVIC INVOLVEMENT**Friends of Johnson County Developmental Supports (JCDS)****Community Volunteer & Annual Supporter**

Friends of JCDS, Inc is a local non-profit that provides affordable and accessible housing, assistance with basic needs and other support programs for adults with disabilities in Johnson County. We focus on helping individuals who receive services from Johnson County Developmental Supports.

The Whole Person – People with Disabilities Leading Independent Lives**Advocate of Honor, Sporting KC All Abilities Soccer Clinic, Planting Independence**

The Whole Person's Advocates of Honor are a passionate group of people which donate monthly, immediately enabling TWP to provide support for vital programs which empower people with disabilities to live, work, and enjoy their lives with independence, opportunity, and dignity.

Welcome House**Annual Breakfast Table Captain**

Even with each resident contributing his share of living expenses at Welcome House, a gap remains. The contributions to the Welcome House Breakfast make a meaningful difference, helping fund the vital core services that are essential to rehabilitation and recovery.

Miami County Emergency Medical Services**Volunteer Emergency Medical Technician**

Miami County EMS is dedicated to the health and safety of the residents of, and visitors to, Miami County, Kansas. The department strives to provide exceptional pre-hospital patient care with the leadership and support of our Medical Director, Dr. Stephen Meirose, DO, FACEP, and the Medical Executive Committee and Emergency Medicine Committee of Miami County Medical Center. They incorporate advanced treatment protocols with state-of-the-art equipment to provide the best care to the public they serve.

**Overland Park Police Department Lenexa Police Department & Johnson County
Sheriff's Office
Citizen's Academy**

The Citizens Police Academy operates on the premise that informed, educated residents will be more supportive of police officers and promote safety in their communities. Topics covered during the Citizens Police Academy include overviews of our department structure, information on police recruiting and training and hands-on workshops in various areas.