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Profile

- Rehabilitation Needs
- Vocational Evaluation
- Labor Market Analysis
- Employability Assessments
- Employment Accommodations
- Job Search Activities
- Life Care Plans
- Wage Data Knowledge
- National/State Wage Research
- Vocational Rehabilitation
- Assistive Technologies
- Career Counseling
- Test Administration and Analysis
- Clinical Rehabilitation Counseling

Experience:

- Employment Horizons, Inc., 2025 – present
Interim Chief Executive Officer
 - Requested by board of trustees to return to organization as interim CEO
 - Oversee all agency operations for an over \$11 million a year nonprofit organization
 - Ensure the provision of high-quality vocational rehabilitation services and business services across the organization
 - Responsible for corporate and accreditation compliance
 - Liaison between daily activities of the organization and the board of trustees
 - Plan agency's short-term and long-term business and program strategies and ensure adequate financial resources to achieve organizational goals
- Wolstein Putts Expert Consulting, 2024 – present
Chief Executive Officer/Partner
 - Oversee day-to-day operations of the company
 - Engage in strategic planning and risk management
 - Ensure delivery of consistent quality service to customer and clients
 - Provide counseling services including mental health and rehabilitation counseling
 - Compose labor market surveys and job analysis reports
 - Perform transferable skills analyses
 - Conduct vocational evaluations and assessments
 - Coordinate career counseling needs including all aspects of the job search process
 - Assess vocational history, educational history, past earnings, and vocational reports
 - Counsel consumers in the evaluation, planning, and treatment processes of rehabilitation counseling
 - Administer and interpret vocational assessments and instruments
- Kincaid Wolstein Vocational and Rehabilitation Services, 2023 – present
Chief Strategy Officer, 2025 – present
 - Identify opportunities for expansion including acquisitions of other firms
 - Oversee efforts to expand geographic footprint

- Analyze opportunities to provide new services
- Direct the onboarding of new practices and their staff
- Mentor new members of the expert witness team

Chief Operating Officer, 2024 – 2025

- Oversee day-to-day operations of the company including forensic experts, administration and customer service, and business development
- Engage in strategic planning and risk management
- Ensure delivery of consistent quality service to customer and clients

Forensic Rehabilitation Expert, 2023 - present

- Provide counseling services including mental health and rehabilitation counseling
- Compose labor market surveys and job analysis reports
- Perform transferable skills analyses
- Conduct vocational evaluations and assessments
- Coordinate career counseling needs including all aspects of the job search process
- Assess vocational history, educational history, past earnings, and medical history for vocational reports
- Counsel consumers in the evaluation, planning, and treatment processes of rehabilitation counseling
- Conduct diagnostic interviews for career counseling and personal injury cases
- Research assistive technologies
- Assess rehabilitation needs
- Administer and interpret vocational assessments and instruments

➤ ACCSES New Jersey, 2022 – 2023

Vice President of Government Affairs

- Coordinated all aspects of government relations for advocacy and trade association with a mission to provide leadership and support to members who advocate for and serve persons with disabilities through community-based programs located throughout New Jersey
- Provided expert opinions and drafted white papers and position statements on issues impacting vocational rehabilitation services and member organizations
- Advocated for programs and funding impacting people with disabilities
- Served as liaison between member organizations and government agencies
- Assessed proposed legislation and provided feedback to legislative offices on the anticipated impacts to those served by member organizations.

➤ Kincaid Wolstein Vocational and Rehabilitation Services, 2020 – 2022

Consulting Vocational Counselor and Evaluator

- Composed labor market surveys and job analysis reports
- Performed transferable skills analyses
- Conducted vocational evaluations and assessments
- Assessed vocational history, educational history, past earnings, and medical history for vocational reports
- Conducted diagnostic interviews for career counseling and personal injury cases
- Researched assistive technologies
- Assessed rehabilitation needs
- Administered and interpreted vocational assessments and instruments

➤ Employment Horizons, Inc., 2016 - 2022
Chief Executive Officer

- Provided overall management of \$10 million a year nonprofit organization
- Ensured quality vocational services were provided to more than 450 individuals a year
- Responsible for corporate and accreditation compliance
- Engaged in advocacy regarding disability policy, legislative matters, and funding issues
- Liaison between daily activities of the organization and the board of trustees
- Planned agency's short-term and long-term business and program strategies

➤ Employment Horizons, Inc., 2015 - 2016
Assistant Executive Director

- Provided general agency management and staff supervision
- Oversaw vocational rehabilitation and supported employment services
- Responsible for agency grant writing and reporting, outcomes measurement, and advocacy efforts.

➤ East Carolina University, 2015 - 2015
Adjunct Faculty

- Taught Occupational Analysis and Career Counseling (dual undergraduate/graduate class)
- Planned classes and assessed student learning and work

➤ Fedcap Rehabilitation, 2014 - 2015
Assistant Director of Vocational Rehabilitation

- Oversaw vocational rehabilitation counselors, field counselors, and veterans initiatives
- Directed agency-based work center for individuals with significant disabilities

➤ East Carolina University, 2012 - 2014
Doctoral Graduate Assistant

- Served as Coordinator and Safety Director of Navigate Counseling Clinic
- Provided clinical supervision to students pursuing master's degrees in counseling
- Coordinator and Co-Investigator for Operation Reentry North Carolina: Veteran Resiliency and Reintegration Through Technology funded research

➤ Employment Horizons, Inc. 2007 – 2011
Director of Commercial Services, 2010 – 2011
Assistant Director of Commercial Services, 2009 – 2010
Vocational Counselor, 2009 – 2009
Employment Services Specialist, 2007 - 2009

Education

- East Carolina University
Doctor of Philosophy in Rehabilitation Counseling and Administration, 2014
- Rutgers University (formerly the University of Medicine and Dentistry of New Jersey)
Master of Science in Rehabilitation Counseling, 2011
- University of Central Missouri
Undergraduate Certificate in Spanish for Healthcare Professionals, 2024
- Colgate University
Bachelor of Arts in Psychology, 2007

Affiliations and Credentials

- Certified Rehabilitation Counselor since September 2011
- Certified Life Care Planner since May 2020
- International Psychometric Evaluation Certification since January 2021
- Certified Vocational Evaluation Specialist since January 2021
- New Jersey Licensed Rehabilitation Counselor since September 2022
(NJ LRC: 37RT00888600)
- New Jersey Licensed Professional Counselor since May 2023 (NJ LPC: 37PC00955300)
- National Certified Counselor since June 2023
- New York State Bar Association Family Law Section
 - Executive Committee Member since July 2025
- Member of American Board of Vocational Experts
 - Director-at-Large since April 2023
- Board Member and Executive Committee Member of Workforce Development Board of Northwest New Jersey since July 2020
 - Board Chair since January 2025
 - Board Vice Chair June 2023 to December 2024
- Executive Committee (Board Member) of ACCSES New Jersey April 2020 - December 2021
 - Chairperson January 2021 through December 2021
- Member of Rutgers University Rehabilitation Council Advisory Committee for the Department of Psychiatric Rehabilitation and Counseling Professions since July 2019
- Chair of Workforce Development Board of Northwest New Jersey Disability Committee since 2018
- Member of Morris Area Paratransit System (MAPS) Citizen Advisory Committee, 2015-2021

Public Testimony

- United States House of Representatives Committee on Education and Labor. Joint hearing of the Subcommittee on Workforce Protections and the Subcommittee on Civil Rights and Human Services. *Phasing Out Subminimum Wages: Supporting the Transition to Competitive Integrated Employment for Workers with Disabilities*. July, 2021.
- New Jersey Legislative Manufacturing Caucus. *Projected Impacts of \$15 Minimum Wage on Community Rehabilitation Manufacturing Programs*. February, 2018.

Presentations and Research

- Conference Presentation at American Board of Vocational Experts annual conference: March 2025
 - Knowledge Enhancement Seminar presented with Daniel Wolstein, PhD
- Conference Presentation at Eastern Economic Association annual conference: February 2025
 - The interplay between damage experts: Economic, vocational, and life care planning presented with Paul Bourgeois, PhD and Christopher Skerritt, MS
- Conference Presentation at American Board of Vocational Experts annual conference: March 2024

- Vocational evaluation of professional football players
- Invited Panel Discussion for Colgate University: March 2024
 - Careers in Mental Health & Psychological Services
- Continuing Legal Education presentation for the New York State Academy of Trial Lawyers: November 2023
 - Calculating the Costs of Catastrophic Injuries presented with Daniel Wolstein, PhD and Kristin Kucsma, MA
- Continuing Legal Education presentation for the Florida Bar: August 2023
 - The Intersection of Vocational Experts and Life Care Planners in Personal Injury and Medical Malpractice Cases presented with Daniel Wolstein, PhD and Christopher Skerritt, MS
- Conference Presentation at American Board of Vocational Experts annual conference: March 2023
 - Disability policy and legislation updates and trends
- Conference Presentation at American Board of Vocational Experts annual conference: March 2022
 - Disability policy and legislation updates and trends
- Invited lecture on behalf of the Morris/Sussex/Warren Workforce Development Board and the Newark Regional Business Partnership. Webinar. *Hidden Disabilities in the Workplace*: October 2021.
- Invited Contributor. Audio Podcast. *The Autism Employment Gap*: March 2021
- Class Lecture at Rutgers University, Department of Psychiatric Rehabilitation and Counseling Professions:
 - January 2019, January 2020, March 2021, April 2023, November 2023, April 2024
- Class Lecture at Colgate University, Department of Psychology: October 2019
- Lecture for Colgate University Career Services: October 2019
- Panel Presentation for Morris County Chamber of Commerce: April 2018
- Poster presentation at National Council on Rehabilitation Education Conference: March 2014
 - Flipping the classroom to teach counseling ethics
- Conference Presentation at Jean Mills Health Symposium: February 2014
 - Using mobile clinics to address health disparities: Operation Reentry North Carolina
- Class Lecture at Virginia Commonwealth University, Department of Rehabilitation Counseling: February 2014
- Published in *Journal of Counseling and Development* (January 2014 issue)
 - Recognizing trauma and posttraumatic stress disorder symptoms in individuals with psychotic disorders.
- Poster Presentation at National Council on Rehabilitation Education conference: November 2013
 - Navigate Counseling Clinic: A Services Learning Model for Rehabilitation Counselor Development.
- Conference Presentation at North Carolina Vocational Evaluation & Work Adjustment Association and North Carolina Vocational Evaluation and Career Assessment Professionals joint annual conference: October 2013

- Identifying Posttraumatic Stress Disorder in Individuals with Psychotic Disorders
- Published book chapter in *A Counselor's Guide to Career Assessment Instruments, 6th ed.*: (2013)
 - Life Centered Education Competency Rating Scale and Competency Assessment Batteries.
- Class Lecture at East Carolina University, Department of Occupational Therapy: April 2013
- Co-investigator. *Operation reentry North Carolina: Veteran resiliency and reintegration through technology*. Award of \$828,596 from the Substance Abuse and Mental Health Services Administration.
- Class Lectures at East Carolina University, Department of Addictions and Rehabilitation Studies:
 - October 2012, July 2012, March 2012
- Co-Investigator. *Re-entry with Recovery: Supporting Veteran Recovery from Substance Abuse*. Operation Re-entry North Carolina. US Army Medical Research and Materiel Command. \$89,800 award.
- Published in *Schizophrenia Research* working under Weili Lu, PhD: 2011
 - Post-traumatic reactions to psychosis in people with multiple psychotic episodes

Additional

- New York University Silver School of Social Work – Post-Master's Certificate in Advanced Assessment and Diagnosis: October 2021
- Distinguished Alumnus Award – Rutgers University Alumni Association: May 2021 Award presented annually by the Alumni Association to a graduate of Rutgers School of Health Professions who has made significant contributions to healthcare, education, research, or the community.
- Exemplary Nonprofit Leader (Revenue Exceeding \$1 Million): April 2019 Award presented annually by the Morris County Chamber of Commerce.
- Courses Assisted:
 - REHB 6050- Ethical & Legal Aspects in Substance Abuse & Rehabilitation Counseling
 - REHB 4000- Interviewing Techniques for Health and Rehabilitation Settings
- Invited Reviewer (2014). Reviewed two articles for the *Journal of Rehabilitation*
- Operation Reentry North Carolina Doctoral Research Fellowship awarded for the 2013-2014 academic year for research on increasing veteran treatment participation rates for substance use disorders, traumatic brain injury, and mental illness
- Invited Reviewer (2013). Reviewed article for *Journal of Rehabilitation*
- Invited Reviewer (2012). Reviewed one manuscript for the *Vocational Evaluation and Career Assessment Journal*.
- Academic Achievement Award- MS in Rehabilitation Counseling: May 2011 Award presented for superior academic achievement during the completion of the Master of Science in Rehabilitation Counseling degree