

Paul J. Bourgeois, PhD, CRC, CVE, CLCP, FVE, NCC
(413) 289-8224 ▪ paul@KWVRS.com

Profile:

- | | |
|-------------------------------------|---------------------------------------|
| ▪ Rehabilitation Needs | ▪ Test Administration and Analysis |
| ▪ Vocational Evaluation | ▪ Medical Cost Projections |
| ▪ Labor Market Analysis | ▪ Transferable Skills Analysis |
| ▪ Employability Assessments | ▪ Earning Capacity Evaluation |
| ▪ Social Security Vocational Expert | ▪ Vocational Expert Testimony |
| ▪ Job Search Activities | ▪ Job Placement Services |
| ▪ Life Care Plans | ▪ ADA Compliance Consulting |
| ▪ Wage Data Knowledge | ▪ Case Management |
| ▪ National/State Wage Research | ▪ Job Analysis and Modification |
| ▪ Vocational Rehabilitation | ▪ Transition and Education Evaluation |
| ▪ Assistive Technologies | ▪ Return to Work Planning |
| ▪ Career Counseling | ▪ Forensic Vocational Expert |

Experience:

- Kincaid Wolstein Vocational and Rehabilitation Services, May 2024 - Present
Chief Life Care Planner, Vocational Consultant

Compose labor market surveys and job analysis reports, perform transferable skills analyses, and conduct vocational evaluations and assessments. Address career counseling needs, assess vocational history, educational background, past earnings, and medical history for vocational reports. Perform life care planning assessments and reports, analyze home care service needs and costs, and counsel consumers in rehabilitation planning and treatment. Conduct diagnostic interviews for career counseling, personal injury, and matrimonial cases, research assistive technologies, assess rehabilitation needs, and administer and interpret a wide range of assessments and instruments. Provide deposition and court testimony and analyze the loss of household services using the Dollar Value of a Day and the American Time Use Survey.
- University of New Haven 2018-2025
Associate Professor of Counseling, Department of Psychology

Developed curriculum and courses, teach masters level courses, conduct research, develop research proposals, mentor students, conduct program evaluation activities, engaged in leadership activities within professional organizations and provided general service to the field, developed education, research, and service collaborations across the university and within community.

- Vocational Diagnostics, Inc. May 2023-May 2024
Vocational Consultant & Research Specialist

Provided litigation support services to team of experts related to life care planning, earning capacity evaluation, labor market research, job placement, job seeking skills training and related areas within the scope of practice of vocational rehabilitation counseling. Participated in clinical interviews and administered vocational test batteries in forensic cases.

- Assumption College August 2017-August 2018
Visiting Assistant Professor of Rehabilitation Counseling

Taught graduate courses in rehabilitation counseling, supervised practica and internships, recruit and advise graduate students, developed research projects, served on departmental and college committees, developed curricula for specialty programs and seminars, provided community and professional service.

- CRC Services, Inc. June 2016-August 2017
Vocational Rehabilitation Consultant

Provided vocational guidance and counseling services to injured workers in Massachusetts and Connecticut as well as veterans with disabilities to facilitate return to suitable employment; conducted vocational assessment interviews, vocational testing, transferable skills analyses, labor market surveys, job seeking skills training, job development, retraining development, and coordination of job placement services; served as an impartial vocational expert witness in Social Security Disability hearings before Administrative Law Judges and testify to hypothetical questions relative to job classifications, skill level, transferability, and work force numbers.

- Springfield College August 2013-August 2017
Assistant Professor of Rehabilitation & Disability Studies

Taught graduate courses in rehabilitation counseling, supervised practica and internships, recruit and advise graduate students, developed research projects, served on departmental and college committees, developed curricula for specialty programs and seminars, provided community and professional service.

Education:

Post-Graduate Certificate, Vocational Evaluation Specialist (2024)

Commission on Rehabilitation Counselor Certification (CRCC)

Post-Graduate Certificate, Life Care Planner (2024)

Institute of Rehabilitation Education & Training (IRET)

Doctor of Philosophy (PhD), Rehabilitation (2015)

Minor: Educational Technology

University of Arizona, Tucson, AZ

Master of Science, Rehabilitation Counseling & Services (2011)

Concentration in Psychiatric Rehabilitation and Substance Use Counseling

Springfield College, Springfield, MA

Bachelor of Science, Rehabilitation & Disability Studies (2009)

Springfield College, Springfield, MA

Affiliations and Credentials:

Certified Rehabilitation Counselor, CRC, #00115038

Certified Vocational Evaluation Specialist, CVE, #00115038

Certified Life Care Planner, CLCP, #1765

Forensic Vocational Expert, FVE, #F0035

National Certified Counselor, NCC, #1153498

Publications and Presentations:

Peer-Reviewed Journal Articles

- Bourgeois, P. J., Clarke, B., Skeritt, C., & Allison, A. (2025). Navigating the ethical frontier: Evaluating AI's role in rehabilitation counseling decision-making. *Journal of Forensic Vocational Analysis*, 25, 53-66.
- Bourgeois, P. J., Skeritt, C., & Clarke, B., & Allison, A. (2025). Artificial intelligence and electronic medical records: Applications for rehabilitation professionals. *Journal of Forensic Vocational Analysis*, 25, 20-52.
- Bourgeois, P. J. (2024). Peer support team utilization and outcomes: A survey of emergency dispatchers. *Annals of Emergency Dispatch & Response*, 12(2), 4-8.
- Bourgeois, P. J., Allison, A., & Skeritt, C. (2024). Harnessing artificial intelligence for enhanced life care planning: Innovations, challenges, and ethical considerations. *Journal of Life Care Planning*, 22(1), 25-37.
- Bourgeois, P. J. (2024). Knowledge and training regarding the link between trauma and health: A national survey of emergency dispatchers. *Annals of Emergency Dispatch & Response*, 12(1), 4-10.
- Hartley, M. T., Bourgeois, P. J., Clarke, B. (2023). Ethics of technology practice: Beliefs and behaviors of certified rehabilitation counselors during the COVID-19 pandemic. *Rehabilitation Counseling Bulletin*.
- Bourgeois, P.J., Hotz, E., Perrott, S., & Bigelow, T. (2021). Stress and wellbeing in emergency dispatchers. *Annals of Emergency Dispatch & Response*, 9(2), 12-18.
- Bourgeois, P. J., Glynn, K., Hartley M., & Clarke B. (2021). Moral distress within rehabilitation counseling. *Rehabilitation Research, Policy, and Education*, 35(2), 1-13.
- Hartley, M. T., & Bourgeois, P. J. (2020). The Commission on Rehabilitation Counselor Certification Code of Ethics: An emerging approach to digital technology. *Rehabilitation Research, Policy, and Education*, 34(2), 73-85.
- Pebdani, R. N., & Bourgeois, P. J. (2019). An alternative education approach to wheelchair accessibility awareness. *The American Journal of Occupational Therapy*, 73, 1-7.

- Hartley, M. T., Mapes, A. C., Taylor, A., & Bourgeois, P. J. (2016). Digital media education and advocacy: Addressing attitudes toward disability on college campuses. *Journal of Postsecondary Education and Disability*, 29(3), 238-247.
- Chou, C. C., Bourgeois, P. J., & Tan, S. (2013). Perceptions of on-the-job supervision needs of drug rehabilitation center helpers in Malaysia. *Substance Abuse*, 34, 150-154.
- Lane, F., Shaw, L., Young, M. E., Bourgeois, P. J. (2012). Rehabilitation Counselor's perception of ethical workplace culture and the influence it has on ethical behavior. *Rehabilitation Counseling Bulletin*, 55, 219-231.
- Bourgeois, P. J., Decoteau, J. P., & King, C. (2011). Filling in the gaps: Seeking an ethical framework for supervision and consultation of the forensic rehabilitation practitioner. *Rehabilitation Professional*, 19(2), 49-56.
- Bourgeois, P. J. (2010). Coping with cancer, quality of life, and return-to-work. *Journal of Life Care Planning*, 9(2), 29-36.

Non-Refereed Manuscripts

- Bourgeois, P. J. (2025). Mental health matters: Safeguard your mental health. *The Journal of Emergency Dispatch*. Retrieved from: <https://www.iaedjournal.org/safeguard-your-mental-health>
- Bourgeois, P. J. (2025). Mental health matters: Call to action. *The Journal of Emergency Dispatch*. Retrieved from: <https://www.iaedjournal.org/call-to-action>
- Bourgeois, P. J. (2024). Mental health matters: Inaugural edition. *The Journal of Emergency Dispatch*. Retrieved from: <https://www.iaedjournal.org/mental-health-matters>
- Bourgeois, P. J. (2016). The case of personal virtual relationships. In *Ethics: Exploring the 2017 Code*. CRCC e-University. Retrieved from <https://euniversity.crccertification.com>
- Bourgeois, P. J. (2011). A student's perspective. *Counseling Today*, December 2011.

Book Chapters:

- Bourgeois, P. J., & Shaw, L. R., Hartley, M., & Clarke, B. (2022). Technology, distance counseling, and social media. (2nd ed.). In J. F. Stano (Ed.), *Ethics for rehabilitation counselors: A case study approach*. Linn Creek, MO: Aspen Professional Services.
- Bourgeois, P. J., & Shaw, L. R. (2016). Technology and distance counseling. In J. F. Stano (Ed.), *Ethics for rehabilitation counselors: A case study approach*. Linn Creek, MO: Aspen Professional Services.

Peer-Reviewed Presentations:

- Bourgeois, P. J. (2025, March 12, 2026). Guidelines for ethical AI use in forensic vocational evaluations. American Board of Vocational Experts 2026 Conference, Santa Fe, NM.
- Bourgeois, P. J. (2025, March 13, 2025). Foundations of artificial intelligence in vocational evaluation. American Board of Vocational Experts 2025 Conference, Asheville, NC.
- Bourgeois, P. J., Skerritt, C., & Putts, M. (2025, February 21). The interplay between damage experts: Economic, vocational, and life care planning. Eastern Economic Association Spring meeting, New York, NY.

- Bourgeois, P. J., & Skerritt, C. (2025, February 11). Artificial intelligence and ethical decision-making in rehabilitation counseling. 10th Annual Law and Ethics in Counseling Conference. Virtual.
- Bourgeois, P. J. (2024, May 19). Intersection between artificial intelligence, forensic economics, and vocational rehabilitation. American Rehabilitation Economics Association 2024 Conference, Savannah, GA.
- Bourgeois, P. J. (2024, April 17). 911 & mental health crises: A national survey of emergency dispatchers (Encore). International Association of Emergency Dispatch NAVIGATOR 2024 Conference, Washington, DC. April 2024
- Bourgeois, P. J. (2024, April 16). 911 & mental health crises: A national survey of emergency dispatchers. International Association of Emergency Dispatch NAVIGATOR 2024 Conference, Washington, DC.
- Skerritt, C., & Bourgeois, P. J. (2024, March 9). Integrating artificial intelligence in vocational expert work: A new horizon. American Board of Vocational Experts 2024 Conference, Memphis, TN.
- Skerritt, C., & Bourgeois, P. J. (2024, January 18). Rehabilitation counseling and artificial intelligence. Stout Vocational Rehabilitation Institute Virtual Innovation Inspiration Expo.
- Skerritt, C., & Bourgeois, P. J. (2023, October 27). Revolutionizing rehabilitation: Counselors and consumers with AI breakthroughs. International Association of Rehabilitation Professionals 2023 Fall Forum & Symposium, Washington, DC.
- Skerritt, C., Wolstein, D., Bourgeois, P. J. (2023, August 18). Revolutionizing rehabilitation: Empowering counselors and consumers with AI breakthroughs. International Association of Rehabilitation Professionals 2023 Virtual Conference.
- Green, K., Bourgeois, P. J., Fullmer, L., Barakauskas, A. (2022, September 15). Integrating correctional populations into the curriculum: A survey of rehabilitation counselor educators' perspectives. National Council on Rehabilitation Education 2022 Virtual Conference.
- Bourgeois, P. J., Hartley, M., & Clarke, B. (2022, September 2). Perceptions of ethical behavior and the use of technology: Pre/post COVID-19. American Counseling Association 2022 Virtual Conference Experience.
- Bourgeois, P. J. (2022, April 27-28). The link between occupational stress and health. International Association of Emergency Dispatch NAVIGATOR 2022 Conference, Nashville, TN.
- Bourgeois, P. J. (2022, April 27-28). Interviews with emergency dispatchers: Thoughts on stress and wellness from the front lines. International Association of Emergency Dispatch NAVIGATOR 2022 Conference, Nashville, TN.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2021, October 5-8). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology: Pre/Post COVID-19. Association for Counselor Education & Supervision. Fall Conference. Atlanta, GA.
- Bourgeois, P. J., Green, K. (2021, October 5-8). Exploring Moral Distress in Rehabilitation Counseling. Poster presented Association for Counselor Education & Supervision. Fall Conference. Atlanta, GA.
- Bourgeois, P. J., Bourgeois, E. F. (2021, July 14). The HERO'S Choice – Results of a Multipart Mixed-Methods Research Study. International Association of Emergency Dispatch NAVIGATOR 2021 Conference, Las Vegas, NV.

- Bourgeois, P. J., Hotz, E., & Perrot, S. (2021, July 13). Stress and Wellbeing in Emergency Dispatchers. Poster presented at the International Association of Emergency Dispatch NAVIGATOR 2021 Conference, Las Vegas, NV.
- Bourgeois, P. J., Hartley, M., Clarke, B. (2021, June 30). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. National Council on Rehabilitation Education Online Spring/Summer Conference.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2020, November 12-14). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. Western Association for Counselor Education and Supervision Conference, Tucson, AZ (Conference canceled).
- Bourgeois, P. J., Green, K., & Hartley, M. (2020, November 12-14). Moral Distress within Rehabilitation Counseling. Western Association for Counselor Education and Supervision Conference, Tucson, AZ (Conference canceled).
- Green, K., Bourgeois, P.J., Hartley, M., Clarke, B. (2020, October 26-30). Moral Distress within Rehabilitation Counseling National Council on Rehabilitation Education Fall 2020 Online Conference.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2020, October 26-30). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. National Council on Rehabilitation Education Fall 2020 Online Conference.
- Bourgeois, P. J., & Hartley, M., Clarke, B. (2020, November 5-8). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. North Atlantic Association for Counselor Education and Supervision Conference, Pittsburgh, PA (Conference canceled).
- Bourgeois, P. J. & Hartley, M., Clarke, B. (2020, October 3). Rehabilitation Counselors' Perceptions of Ethical Behavior & the Use of Technology. Rocky Mountain Association for Counselor Education and Supervision Virtual Conference.
- Bourgeois, P. J., Green, K., & Hartley, M. (2020, October 1). Moral Distress within Rehabilitation Counseling. Rocky Mountain Association for Counselor Education and Supervision Virtual Conference.
- Bourgeois, P. J., Bourgeois, E. F. (2020, April 29). Stress and Wellbeing in Emergency Dispatchers. International Association of Emergency Dispatch NAVIGATOR 2020 Conference, Orlando, FL (Conference canceled).
- Bourgeois, P. J., Bourgeois, E. F. (2020, April 30). The HERO's Choice. International Association of Emergency Dispatch NAVIGATOR 2020 Conference, Orlando, FL (Conference canceled).
- Whitson, M. L., Lopez, M., & Bourgeois, P. J. "Am I Cut Out for This?": Gatekeeping and Mentorship Through a Multicultural Lens. 37th Winter Roundtable on Cultural Psychology and Education. Teachers College, Columbia University. New York, New York. February 2020.
- Bourgeois, P. J. Exploring Moral Distress in Rehabilitation Counseling [Concurrent session canceled]. National Council on Rehabilitation Education Fall Conference. Washington, DC. October 2019.
- Bourgeois, P. J., & Hartley, M., Green, K. Exploring Moral Distress in Rehabilitation Counseling. Association for Counselor Education & Supervision. Fall Conference. Seattle, WA. October 2019.

- Pebdani, R. N., & Bourgeois, P. J. Examining Gender Differences in Rehabilitation Counseling Publication: 1990-2015. National Council on Rehabilitation Education Spring Conference. Anaheim, CA. April 2017.
- Pebdani, R. N., & Bourgeois, P. J. The Effect of Disability Simulation Educational Activities on College Student Attitudes Towards Disability. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2016.
- Bourgeois, P. J., & Pebdani, R. N. Technology in Practicum Supervision: Faculty Perspectives. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2016.
- Bourgeois, P. J., & Pebdani, R. N. A Review of Clinical Supervision Practices as Documented in Rehabilitation Counseling Syllabi. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2016.
- Bourgeois, P. J., & Pebdani, R. N. Reframing Disability: Teaching Students to Think Critically About Popular Media. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2015.
- Bourgeois, P. J., Accordino, M., & Pebdani, R. N. Comparing Traditional and Distance Formats of a Psychiatric Rehabilitation Course. National Council on Rehabilitation Education Spring Conference. Newport Beach, CA. April 2015.
- Bourgeois, P. J., & Hartley, M. T. College Student Perceptions of Mass Media and Its Construction of Disability. National Council on Rehabilitation Education Spring Conference. San Francisco, CA. April 2013.
- Bourgeois, P. J., Shaw, L., & Pomeranz, J. Ethics Consultation in Life Care Planning. International Symposium on Life Care Planning. Denver, CO. September 2012.
- Decoteau, J. P., & Bourgeois, P. J. 2010 CRCC Code of Professional Ethics: Meeting the New Consultation and Supervision Guidelines. International Association of Rehabilitation Professionals New England Chapter Spring Conference. Worcester, MA. April 2011.
- Bourgeois, P. J., Decoteau, J. P., & King C. Filling in the Gaps: Seeking an Ethical Framework for Supervision and Consultation of the Forensic Rehabilitation Practitioner. International Association of Rehabilitation Professionals Forensic Conference. New Orleans, LA. November 2010.
- Bourgeois, P. J. Coping with Cancer and Chronic Illness, Quality of Life Indicators, and Return- to-Work. Conference of the Association of Schools of Allied Health Professionals. Charlotte, NC. October 2010.
- Bourgeois, P. J. Coping with Cancer, Quality of Life, and Return-to-Work. International Association of Rehabilitation Professionals CM/DM Conference Student Paper Competition. Scottsdale, AZ. February 2010.
- Bourgeois, P. J. The Career Orientation Placement and Evaluation Survey Profile of Undergraduate Rehabilitation Students at Springfield College. Greater New York Conference of Behavioral Research. Brooklyn, NY. November 2009.

Invited Presentations

- Bourgeois, P. J., & Skeritt, C. Artificial intelligence 101 for rehabilitation professionals. Part 2. American Board of Vocational Experts Spring 2026 Webinar Series. February 2026.

- Bourgeois, P. J., & Skerritt, C., & Wolstein, D. Artificial intelligence 101 for life care planners. Part 2. International Commission on Health Care Certification (ICHCC) Spring 2026 Webinar Series. February 2026.
- Bourgeois, P. J., & Skerritt, C. Artificial intelligence 101 for life care planners. Part 1. International Commission on Health Care Certification (ICHCC) Spring 2026 Webinar Series. January 2026.
- Bourgeois, P. J., & Skerritt, C. Artificial intelligence 101 for rehabilitation professionals. Part 1. American Board of Vocational Experts Spring 2026 Webinar Series. January 2026.
- Wolstein, D., Bourgeois, P. J., Skerritt, C. Turning experts into game changers: Strategies for injury litigators. MyLawCLE Webinar Series. November 2025.
- Bourgeois, P. J. Artificial intelligence and ethical decision-making in rehabilitation counseling. International Association of Rehabilitation Professionals Fall 2025 Forensic Webinar Series. October 2025.
- Bourgeois, P. J., Skerritt, C., Wolstein, D. The damages triangle: Medical, vocational, and economic integration. International Commission on Health Care Certification (ICHCC) Summer 2025 Webinar Series. August 2025.
- Bourgeois, P. J., & Skerritt, C. Ethics and emerging technology in vocational rehabilitation. Part 2. Michigan Rehabilitation Association. Summer 2025 Webinar Series. July 2025.
- Bourgeois, P. J., & Skerritt, C. Ethics and emerging technology in vocational rehabilitation. Part 1. Michigan Rehabilitation Association. Summer 2025 Webinar Series. July 2025.
- Bourgeois, P. J., & Skerritt, C. Harnessing artificial intelligence in rehabilitation counseling practice: Exploring ethical considerations and best practice. Penn-Ohio Chapter of the International Association of Rehabilitation Professionals 2025 Spring Webinar. April 2025.
- Kucsma, K., Wolstein, D., & Bourgeois, P. J. Calculating costs in construction accident cases. New York State Academy of Trial Lawyers Spring 2025 Webinar Series. April 2025.
- Bourgeois, P. J., & Skerritt, C. Harnessing artificial intelligence in rehabilitation counseling practice. American Rehabilitation Counseling Association Spring 2025 Webinar Series. January 2025.
- Bourgeois, P. J., & Skerritt, C. Artificial intelligence 101 for rehabilitation professionals. Part 2. International Association of Rehabilitation Professional Spring 2025 Webinar Series. January 2025.
- Bourgeois, P. J., & Skerritt, C. Artificial intelligence 101 for rehabilitation professionals. Part 1. International Association of Rehabilitation Professional Spring 2025 Webinar Series. January 2025.
- Bourgeois, P. J. Artificial intelligence: Use and practice in rehabilitation counseling. International Association of Rehabilitation Professionals, Midwest Chapter Conference. Naperville, IL. September 2024.
- Skerritt, C., & Bourgeois, P. J. Artificial intelligence: Use and practice in rehabilitation counseling. International Association of Rehabilitation Professionals, MS Chapter Conference, August 2024.
- Skerritt, C., & Bourgeois, P. J. Revolutionizing rehabilitation: Counselors and consumers with AI breakthroughs. International Association of Rehabilitation Professionals Spring Webinar Series. April 2024.

- Bourgeois, P. J. Human Services & Rehabilitation Studies. The Integration of Liberal Arts & Professional Studies. Assumption College Faculty Colloquium. Worcester, MA. May 2018.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics – Technology and Computerized Assessment. International Association of Rehabilitation Professionals New England Chapter Spring Conference. Worcester, MA. April 2018.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics. Major Changes – Technology & Social Media. Massachusetts Chapters of NRA & NRCA Spring Conference. Worcester, MA. June 2017.
- L. R., Shaw, & Bourgeois, P. J. Ethics Unleashed: A Sneak Peek at the New CRCC Code of Professional Ethics. NCRE/RSA/CSAVR National Rehabilitation Education Conference. Arlington, VA. October 2016.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics – Latest Update. International Association of Rehabilitation Professionals New England Chapter Fall Conference. Portland, ME. September 2016.
- Bourgeois, P. J. 2017 CRCC Code of Professional Ethics – Latest Update. Annual Ethics Conference at Springfield College. Springfield, MA. June 2016.
- Bourgeois, P. J. CRCC Code of Professional Ethics Revision Taskforce – Multicultural Counseling Competency. Annual Ethics Conference at Springfield College. Springfield College, Springfield, MA. May 2015.
- Bourgeois, P. J. & Decoteau, J. P. Building and Strengthening Ethical Decision Making. Annual SAASI Conference at Springfield College. Springfield, MA. June 2010.
- Bourgeois, P. J. Coping with Cancer, Quality of Life, and Return-to-Work. International Association of Rehabilitation Professionals New England Chapter Conference. New Britain, CT. April 2010.

Professional Training Seminars Delivered:

- Bourgeois, P. J. Support the Front Lines: Organizational Strategies for Support Emergency Dispatch Mental Health and Wellbeing, American Emergency Preparedness. Online training. February 2024.
- Bourgeois, P. J. & Green, K. CRCC Code of Professional Ethics. Technology and Social Media. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Online training. April 2021.
- Bourgeois, P. J. & Green, K. Rehabilitation Counselor Stress, Self-Care, & Ethics. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Online training. March 2021.
- Bourgeois, P. J., & Bourgeois, E. F. Stress Management and Self-Care for the 911 Emergency Dispatcher. Training sponsored by Public Safety Training Consultants. Webinar. April 2020.
- Bourgeois, P. J., Bourgeois, E. F., & Prescott, J. Stress Management and Self-Care for the 911 Emergency Dispatcher. Training sponsored by American Emergency Preparedness. Waltham, MA. November 2019.
- Bourgeois, P. J. Ethics Training for Vocational Rehabilitation Counselors: Technology, Distance Counseling, & Social Media. Commonwealth of Massachusetts, Commission for the Blind. Boston, MA. November 2018.

- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services Bureau of Rehabilitation Services. Wethersfield, CT. June 2018.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology and Social Media. State of New Hampshire, Department of Education, Bureau of Vocational Rehabilitation. Concord, NH. April 2017.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology, Social Media, and Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Wethersfield, CT. February 2017.
- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services Bureau of Rehabilitation Services. Wethersfield, CT. November 2016.
- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Wethersfield, CT. August 2016.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology, Social Media, and Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Education & Services for the Blind. Windsor, CT. June 2016.
- Bourgeois, P. J. CRCC Code of Professional Ethics – Latest Updates. Technology, Social Media, and Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services, Bureau of Rehabilitation Services. Wethersfield, CT. November 2015.
- Bourgeois, P. J. CRCC Code of Professional Ethics - Multicultural Counseling Competency. State of Connecticut, Department of Rehabilitation Services Bureau of Rehabilitation Services. Wethersfield, CT. September 2015.

Administrative Services/Committees:

Committees/Taskforces

- Member, American Board of Vocational Experts, Ethical Use of Artificial Intelligence in Forensic Vocational Evaluations, Ethics Sub-Committee (2025)
- Chair, Commission on Rehabilitation Counselor Certification, Standards & Examination Committee (2019-2020)
- Member, Commission on Rehabilitation Counselor Certification Examination, Item Writing Taskforce (2018)
- Secretary, International Association of Rehabilitation Professionals Board of Directors, New England Chapter (2017-2018)
- Member, Commission on Rehabilitation Counselor Certification Code of Professional Ethics Revision Taskforce (2014-2016)

Editorial/Reviewer Activities

- Editor, Journal of Forensic Vocational Analysis (2026-Present)
- Editor-Elect, Journal of Forensic Vocational Analysis (2025-2026)
- Journal of Forensic Vocational Analysis, Consulting Reviewer (2025-Present)
- Journal of Counselor Preparation and Supervision, Consulting Reviewer (2020-2022)
- Journal of Applied Rehabilitation Counseling, Consulting Reviewer (2020-2022)

PJB
Updated 2026

NOT RETAINED