

AMERICAN BOARD OF VOCATIONAL EXPERTS (ABVE)

DIPLOMATE (ABVE/D)

SURVEY ADMINISTRATION AND DATA ANALYSIS



TECHNICAL REPORT

SUBMITTED TO
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EXECUTIVE SUMMARY

In 2017, PSI administered a national survey and analyzed the data collected for the American Board of Vocational Experts (ABVE) Diplomate (ABVE/D) Certification Examination. The data analysis results included survey response-informed suggestions for updating the ABVE/D test blueprint and content outline. The survey response-informed test blueprint lists the content domains and subdomains to be covered by the examination with the coverage weight of each content domain and subdomain. The survey response-informed content outline includes the task statements classified under each content domain and subdomain.

The project began in May, 2017, when ABVE provided content to be included in a national survey of vocational experts, including a list of task statements which describe accountabilities that are essential to competent practice as a vocational expert. The list of task statements formed the basis of an online, national survey questionnaire that vocational experts across the country were invited to participate in during July and August, 2017. Survey respondents were asked to rate each task statement in terms of frequency performed and importance to their practice as vocational experts. Of the 151 individuals who logged into the survey, 125 completed all task statement ratings. All survey results are based on data from 125 respondents who completed the entire survey.

1 INTRODUCTION

In 2017, PSI administered a national online survey and analyzed the collected data for the American Board of Vocational Experts (ABVE) Diplomate(ABVE/D) Certification Examination. The data analysis results included survey data-informed suggestions for updating the ABVE/D test blueprint and content outline. The survey data-informed test blueprint is lists the content domains and subdomains to be covered by the ABVE/D examination and the coverage weight of each content domain and subdomain. The survey data-informed content outline includes task statements organized within each content domain and subdomain.

The ABVE national survey and data analysis involved the following components:

1. National Survey of Vocational Experts

PSI and ABVE administered a national web-based survey of vocational experts to collect empirical ratings data on the task statements corresponding to each content domain and subdomain.

2. Data Analysis and Technical Report

PSI analyzed the data collected from the ABVE survey of vocational experts and organized the results in a technical report.

The methodology used for the survey data analysis is consistent with the validation process recommended in the following 2014 Joint Standards for Educational and Psychological Testing (AERA/APA/NCME, 2014):

Standard 4.12 “Test developers should document the extent to which the content domain of a test represents the domain defined in the test specifications.”

Standard 11.03 “When test content is a primary source of validity evidence in support of the interpretation for the use of a test for employment decisions or credentialing, a close link between test content and the job or professional/occupational requirements should be demonstrated.”

Standard 11.13 “The content domain to be covered by a credentialing test should be defined clearly and justified in terms of the importance of the content for credential-worthy performance in an occupation or profession. A rationale and evidence should be provided to support the claim that the knowledge or skills being assessed are required for credential- worthy performance in that occupation and are consistent with the purpose for which the credentialing program was instituted.”

2 SURVEY CONTENT

2.1 Definition of a Vocational Expert

The definition of a vocational expert, provided by ABVE, is presented in Appendix A.

2.2 Development of Content Domains, Subdomains, and Task Statements

ABVE supervised the development, review, and approval of content domains, subdomains, and corresponding task statements for the ABVE/D exam. The resulting list of 3 content domains, 11 subdomains, and 84 task statements are presented in Appendix B.

2.3 Background Questions

ABVE provided a list of background questions to include in the national survey of vocational experts. Responses to the background questions are presented in 2.3 Background Questions.

3 NATIONAL SURVEY

The 84 task statements, developed and approved by ABVE, were used in a national survey of vocational experts. Survey responses were collected during June and July, 2017, using the SurveyGizmo web service. ABVE announced the survey to its general membership and contact lists, providing a universal URL that participants used to access the web-based survey.

The survey questionnaire consisted of two parts. In the first part, respondents were asked to provide background information about themselves and their experience as vocational experts. In the second part, the respondents were asked to rate each of the 84 tasks in terms of the frequency performed and importance to their roles as vocational experts.

The task statement rating scales for frequency and importance were as follows:

FREQUENCY

For each statement, please rate how often you perform the task in your current position as a vocational expert.

- Several Times Per Day
- Daily
- Weekly
- Monthly
- Yearly
- Never

IMPORTANCE

For each statement, please rate the importance of the task to your performance in your current position as a vocational expert.

- Critical
- Major
- Moderate
- Minor
- Not Applicable

In the subsequent analyses of the survey data, task frequency ratings were coded as 0 = Never, 1/52 = Yearly, 0.25 = Monthly, 1 = Weekly, 5 = Daily, and 15 = Several Times Per Day (i.e., 3*5). Task importance ratings were coded as 0 to 4 (i.e., 0 = Not Applicable to 4 = Critical). For each task statement, a criticality value is reported. A task's criticality value is based on a multiplicative statistical model that aggregates mean task frequency and mean task importance. The objective weights reported are the task criticality values expressed as percentages.

4 SURVEY DATA ANALYSIS

4.1 Survey Response

A total of 151 respondents started the survey. Of the 151 survey attempts, 125 individuals completed the survey. All survey results that follow are based on responses from 125 respondents (83% of the survey attempts).

4.2 Survey Results – Background Questions

Appendix C contains frequency tables for each background question, based on responses from 125¹ survey participants. Highlighting some of the background question results, 60% of respondents reported self-employment with 100% Forensic case work as vocational experts and 86.40% indicated that they were ABVE certified (ABVE/Ds).

4.3 Survey Results – Task Statements

The mean (average) and standard deviation (SD) of the task frequency and task importance ratings for each task statement are listed in Appendix D. Again, the results are based on responses from 125 survey participants. For each task statement, a criticality value was computed using a multiplicative statistical model that aggregates mean task frequency and mean task importance. Appendix E lists the task statements again, this time as sorted by task criticality values.

4.4 Survey Results – Domain and Subdomain-Level Criticality and Weights

The survey response-informed domain and subdomain-level weights (i.e., the percent of items on each test form covering each domain) are presented in Appendix F. Each domain/subdomain criticality value represents the sum of task criticality values across tasks within a given domain/subdomain. The domain and subdomain weights are equal to the domain and subdomain criticality values expressed as percentages. Each domain and subdomain weight represents the survey response-informed percentage of items to be covered by the given domain and subdomain on each test form of the exam.

¹ Missing values resulted in a sample size of 124 respondents for some of the background questions.

Appendix A. DEFINITION OF A VOCATIONAL EXPERT

A certified vocational expert is expected to keep abreast of the effects of personal injury on earning capacity, labor market changes, hiring practices, and knowledge of occupational requirements, as well as the growth and decline patterns in local labor markets.

Appendix B. CONTENT DOMAINS AND TASK STATEMENTS FROM ABVE

<p>I. Vocational Assessment</p> <p><i>Assess the physical, psychological, and vocational areas and combine the variables into a composite picture of the vocational assets of the evaluatee.</i></p>
<p>A. Forensic Vocational Reporting</p> <p>Task 1. Conduct an initial diagnostic interview.</p> <p>Task 2. Perform file review to identify medical, vocational, and psychosocial factors.</p> <p>Task 3. Determine individual’s ability to perform sustained competitive employment.</p> <p>Task 4. Address individual’s ability to work.</p> <p>Task 5. Compare pre and post earning capacity.</p> <p>Task 6. Describe methodology used to assess individual’s earning capacities.</p> <p>Task 7. Prepare a comprehensive report that summarizes findings and conclusions.</p>
<p>B. Medical/Functional Aspects of Disability: <i>Medical, functional, and environmental aspects of disability.</i></p> <p>Task 8. Identify functional limitations.</p> <p>Task 9. Evaluate the implications of impairment type on individual's functional limitations.</p> <p>Task 10. Assess client’s functional ability and disability in their living, learning, and working environment.</p> <p>Task 11. Interview physician(s) and other treatment providers.</p> <p>Task 12. Formulate vocationally-relevant medical and psychological questions.</p>
<p>C. Forensic Vocational Rehabilitation Tools: <i>Utilize vocational rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.</i></p> <p>Task 13. Survey evaluatee’s work history. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.</p> <p>Task 14. Classify work history using standard occupational resources such as Dictionary of Occupational Titles. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.</p> <p>Task 15. Conduct transferable skills analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.</p> <p>Task 16. Conduct task analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.</p> <p>Task 17. Conduct job analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.</p> <p>Task 18. Identify job modifications. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.</p>

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D. Psychometric Evaluation: *Using standardized psychometric instruments—including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.*

Task 19. Select psychometric testing instruments based on purpose of evaluation. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.

Task 20. Administer instruments according to test design protocol. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.

Task 21. Score evaluatee’s test responses.—including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.

Task 22. Interpret scores in relation to standardized norms. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.

II. Forensic Vocational Practice Venues and Systems

A. Disability Systems: *Provide vocational analysis within disability systems such as workers’ compensation, long term disability, and Social Security Disability.*

Task 23. Define the skill and exertion level of jobs.

Task 24. Identify jobs that can be performed within a given set of residual functional capacities.

Task 25. Estimate job numbers using valid published data.

Task 26. Assess employability based on “Own Occ” and “Any Occ.”

Task 27. Analyze wage information.

Task 28. Provide recommendation within a “return to work” hierarchy.

Task 29. Provide vocational opinion to hypothetical questions.

Task 30. Determine vocational impact of claim-related versus unrelated conditions.

B. The American Legal System: *Applying basic understanding of the American legal system within the context of an expert witness.*

Task 31. Consult with attorney on the vocational theories of a case.

Task 32. Summarize expert qualifications in compliance with Federal Rules of Civil Procedure Rule 26.

Task 33. Respond to questions during the voir dire process.

Task 34. Respond to subpoena.

Task 35. Provide opinion testimony.

C. Civil Litigation: *Provide vocational opinion to assist the trier of fact to determine vocational damages.*

Task 36. Review life expectancy tables.

Task 37. Educate attorney.

Task 46. Respond to questions under direct examination.

Task 38. Calculate current earning capacity.

Task 39. Assess future earning potential.

Task 40. Describe vocational damages.

Task 41. Determine the vocational relevance of evidence.

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Task 42. Explain how data was analyzed.

Task 43. Explain forensic case activities.

Task 44. Provide rationale for vocational conclusions.

Task 45. Respond to questions under cross-examination.

D. Life Care Plan: *Develop life care plans using standards of practice to assess individuals' current and future needs, services, equipment, supplies, living arrangements, and associated costs required to maintain optimal health and to maximize functioning.*

Task 47. Organize and tab medical records. to maintain optimal health and to maximize functioning.

Task 48. List treatment providers and specialties. to maintain optimal health and to maximize functioning.

Task 49. Compile list of medications with dose and frequency. to maintain optimal health and to maximize functioning.

Task 50. Summarize medical records in layman's terms. to maintain optimal health and to maximize functioning.

Task 51. Summarize relevant information contained in deposition transcripts. to maintain optimal health and to maximize functioning.

Task 52. Report results of medical research with citations. to maintain optimal health and to maximize functioning.

Task 53. Interview physician(s) and other treatment providers. to maintain optimal health and to maximize functioning.

Task 54. Prepare visual aids for presenting evidence. to maintain optimal health and to maximize functioning.

Task 55. Identify appropriate and reasonable care and associated costs. to maintain optimal health and to maximize functioning.

Task 56. Determine need for vocational assessment. to maintain optimal health and to maximize functioning.

Task 57. Prepare comprehensive life care plan report. to maintain optimal health and to maximize functioning.

Task 58. Provide cost information in a manner that can be projected by an economist. to maintain optimal health and to maximize functioning.

III. Professional Standards and Practice

A. Clinical Judgment: *Develop and use valid methodology; utilize reliable, relevant, and established foundation information; practice within area of expertise; relate testimony to the facts of the case and to clinical experience*

Task 59. Select valid methodologies in vocational case analysis.

Task 60. Interpret rehabilitation research.

Task 61. Articulate the questions asked by the referral source.

Task 62. Compare subjective reports to objective findings.

Task 63. Conduct research using objective sources and information.

Task 64. Apply the relevant data that relate to the research questions.

Task 65. Formulate opinions and conclusions based on relevant data.

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B. Research and Statistics: *Drawing evidence-based conclusions using basic measurement, statistical concepts, research methodologies, and interpretation of research studies.*

Task 66. Interpret descriptive and inferential statistical data.

Task 67. Explain research methodologies.

Task 68. Apply statistical methods.

Task 69. Determine reliability and validity of research results.

Task 70. Articulate methodology limitations.

Task 71. Interpret studies in relation to a general or specific population.

Task 72. Differentiate types of research used for a particular study.

Task 73. Locate peer-reviewed articles relevant to topics of interest.

C. Professional Standards and Ethical Issues: *Demonstrate adherence to the ethical standards for vocational expert's scope of practice and ensure the standards are enforced.*

Task 74. Explain professional roles.

Task 75. Educate others on the boundaries of expertise.

Task 76. Explain dual responsibilities.

Task 77. Identify conflicts of interest.

Task 78. Maintain confidentiality of case records.

Task 79. Perform professional activities within a scope of practice.

Task 80. Disclose the purpose of evaluation.

Task 81. Obtain informed consent.

Task 82. Evaluate potential conflict of interest when accepting referrals

Task 83. Separate charges for services from the outcome of a case

Task 84. Cite all sources of information utilized in case decision-making.

Appendix C. SURVEY RESULTS – BACKGROUND QUESTIONS

1. What percentage of your cases are defense work?

	Frequency	Percent
Less than 20%	31	24.80%
20 - 40%	33	26.40%
41 - 60%	46	36.80%
61 - 80%	11	8.80%
More than 80%	4	3.20%

2. What percentage of your cases are plaintiff work?

	Frequency	Percent
Less than 20%	25	20.00%
20 - 40%	32	25.60%
41 - 60%	46	36.80%
61 - 80%	16	12.80%
More than 80%	6	4.80%

3. What percentage of your cases are from disability adjudication organizations?

	Frequency	Percent
Less than 20%	78	62.40%
20 - 40%	14	11.20%
41 - 60%	15	12.00%
61 - 80%	7	5.60%
More than 80%	11	8.80%

4. Which of the following best describes your work as a vocational expert?

	Frequency	Percent
Full-time employee	35	28.00%
Full-time rehabilitation consultant	1	0.80%
Independent contractor ODAR	14	11.20%
Self-employed 100% Forensic	75	60.00%

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5. Which job title best describes your occupation?

	Frequency	Percent
Nurse Case Manager	1	0.80%
Occupational Therapist	1	0.80%
Rehabilitation Counselor	11	8.80%
Supervisor/Manager	2	1.60%
Vocational Case Manager	3	2.40%
Vocational Evaluator	7	5.60%
Vocational Expert	69	55.20%
Vocational Rehabilitation Counselor	15	12.00%
Other	16	12.80%

6. Which occupation best describes your employment background prior to becoming a vocational expert?

	Frequency	Percent
Disability Management Consultant	3	2.40%
Occupational Therapist	3	2.40%
Rehabilitation Counselor	28	22.40%
Vocational Evaluator	14	11.20%
Vocational Rehabilitation Counselor	64	51.20%
Other	13	10.40%

7. How many years of experience do you have as a vocational expert?

	Frequency	Percent
Less than 1	1	0.81%
1 to 3	4	3.23%
4 to 6	3	2.42%
7 to 10	10	8.06%
11 to 15	12	9.68%
16 to 20	10	8.06%
More than 20	84	67.74%

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8. Which certifications do you hold?

	Frequency	Percent
ABVE	108	86.40%
CCM	31	24.80%
CDMS	28	22.40%
CRC	86	68.80%
CEA	5	4.00%
IPEC	27	21.60%
LCP	28	22.40%
Other	50	40.00%

Note. Respondents were asked to select all that apply, thus allowing for percentages to sum to more than 100%.

9. In which sector(s) do you have experience as a vocational expert?

	Frequency	Percent
Non-Profit	29	23.20%
Private	117	93.60%
Public	56	44.80%

Note. Respondents were asked to select all that apply, thus allowing for percentages to sum to more than 100%.

10. In what geographic region do you practice?

	Frequency	Percent
Canada	4	3.20%
United States	121	96.80%

11. In which province or territory do you practice?

	Frequency	Percent
Alberta	1	0.80%
British Columbia	2	1.60%
Newfoundland and Labrador	1	0.80%

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12. In which state do you practice?

	Frequency	Percent
Alabama	2	1.60%
Arizona	1	0.80%
California	25	20.00%
Colorado	6	4.80%
Connecticut	2	1.60%
Florida	5	4.00%
Georgia	1	0.80%
Idaho	3	2.40%
Illinois	2	1.60%
Indiana	2	1.60%
Kansas	1	0.80%
Louisiana	5	4.00%
Maryland	2	1.60%
Michigan	2	1.60%
Minnesota	3	2.40%
Missouri	1	0.80%
Montana	1	0.80%
Nebraska	4	3.20%
New Hampshire	1	0.80%
New Jersey	1	0.80%
New York	4	3.20%
Ohio	6	4.80%
Oregon	3	2.40%
Pennsylvania	11	8.80%
Rhode Island	1	0.80%
South Carolina	1	0.80%
Tennessee	3	2.40%
Texas	2	1.60%
Utah	1	0.80%
Vermont	2	1.60%
Virginia	3	2.40%
Washington	12	9.60%
West Virginia	1	0.80%
Wisconsin	1	0.80%

13. What is your annual income as a vocational expert?

	Frequency	Percent
\$50,000 or less	11	8.87%
\$50,001 to \$75,000	13	10.48%
\$75,001 to \$100,000	19	15.32%
\$100,001 to \$150,000	20	16.13%
\$150,001 to \$200,000	20	16.13%
More than \$200,001	24	19.35%
Prefer not to respond	17	13.71%

14. What is your age?

	Frequency	Percent
30 to 39 years	6	4.80%
40 to 49 years	15	12.00%
50 to 59 years	30	24.00%
60 to 70 years	63	50.40%
Greater than 70 years	11	8.80%

15. What is your gender?

	Frequency	Percent
Female	60	48.00%
Male	62	49.60%
Prefer not to respond	3	2.40%

16. What is your ethnicity?

	Frequency	Percent
African American	1	0.80%
American Indian/Alaska Native	1	0.80%
Asian	1	0.80%
Caucasian	108	86.40%
Hispanic/Latino	5	4.00%
Other	5	4.00%
Prefer not to respond	4	3.20%

Appendix D. SURVEY RESULTS – TASK STATEMENT RATINGS

The following task statements results, based on the total number respondents who completed the full survey, are presented in this appendix:

1. Content Domain Criticality – Sum of Task Criticality Values across all tasks within that content domain
2. Content Domain Weights – Sum of Objective Weights Across Task Statements Within a Given Content Domain
3. Mean (average) and standard deviation (SD) of Task Frequency by Task Statement
4. Mean (average) and standard deviation (SD) of Task Importance by Task Statement
5. Task Criticality Value (Aggregate of Mean Task Frequency and Mean Task Importance, Based on a Multiplicative Model)
6. Objective Weight by Task Statement (Equal to Task Criticality Value Expressed as a Percentage)

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Domain 1. Vocational Assessment (Criticality = 68.808, Objective Weight = 31.72%)						
Tasks	Task		Task		Task Criticality Value	Objective Weight
	Frequency		Importance			
	Mean	SD	Mean	SD		
A. Forensic Vocational Reporting						
Task 1. Conduct an initial diagnostic interview.	2.760	0.640	1.829	2.876	3.398	1.57%
Task 2. Perform file review to identify medical, vocational, and psychosocial factors.	2.896	0.377	4.872	5.079	4.997	2.30%
Task 3. Determine individual’s ability to perform sustained competitive employment.	2.792	0.558	3.76	4.717	4.406	2.03%
Task 4. Address individual’s ability to work.	2.880	0.393	4.436	5.009	4.811	2.22%
Task 5. Compare pre and post earning capacity.	2.408	0.899	1.769	3.129	2.931	1.35%
Task 6. Describe methodology used to assess individual’s earning capacities.	2.320	0.885	1.617	2.69	2.738	1.26%
Task 7. Prepare a comprehensive report that summarizes findings and conclusions.	2.840	0.482	1.887	2.904	3.534	1.63%
B. Medical/Functional Aspects of Disability						
Task 8. Identify functional limitations.	2.616	0.831	3.537	4.522	4.042	1.86%
Task 9. Evaluate the implications of impairment type on individual's functional limitations.	2.640	0.653	3.477	4.39	4.055	1.87%
Task 10. Assess client’s functional ability and disability in their living, learning, and working environment.	2.344	0.890	2.642	3.939	3.276	1.51%
Task 11. Interview physician(s) and other treatment providers.	1.504	1.104	0.293	0.682	0.986	0.45%
Task 12. Formulate vocationally-relevant medical and psychological questions.	2.016	0.959	1.017	1.926	2.028	0.94%
C. Forensic Vocational Rehabilitation Tools						
Task 13. Survey evaluatee’s work history. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	2.864	0.428	4.427	4.771	4.781	2.20%
Task 14. Classify work history using standard occupational resources such as Dictionary of Occupational Titles. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	2.608	0.706	4.318	5.272	4.317	1.99%
Task 15. Conduct transferable skills analysis. rehabilitation tools including	2.576	0.699	2.719	4.028	3.635	1.68%

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transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.						
Task 16. Conduct task analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	1.720	1.005	1.361	2.913	1.913	0.88%
Task 17. Conduct job analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	1.832	0.998	0.507	1.213	1.450	0.67%
Task 18. Identify job modifications. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	1.872	0.967	0.628	1.273	1.595	0.74%
<i>D. Psychometric Evaluation</i>						
Task 19. Select psychometric testing instruments based on purpose of evaluation. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.	2.200	1.055	1.255	2.366	2.379	1.10%
Task 20. Administer instruments according to test design protocol. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.	2.192	1.112	1.424	2.894	2.476	1.14%
Task 21. Score evaluatee’s test responses.—including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.	2.232	1.064	1.412	2.87	2.514	1.16%
Task 22. Interpret scores in relation to standardized norms. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.	2.256	1.069	1.420	2.868	2.546	1.17%

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Domain 2. Forensic Vocational Practice Venues and Systems (Criticality = 77.752, Objective Weight = 38.85%)						
Tasks	Task Frequency		Task Importance		Task Criticality Value	Objective Weight
	Mean	SD	Mean	SD		
A. Disability Systems						
Task 23. Define the skill and exertion level of jobs.	2.648	0.612	4.575	5.631	4.471	2.06%
Task 24. Identify jobs that can be performed within a given set of residual functional capacities.	2.728	0.544	4.486	5.544	4.575	2.11%
Task 25. Estimate job numbers using valid published data.	2.344	0.872	3.623	5.467	3.652	1.68%
Task 26. Assess employability based on "Own Occ" and "Any Occ."	1.736	1.101	1.846	3.984	2.144	0.99%
Task 27. Analyze wage information.	2.424	0.786	2.161	3.202	3.161	1.46%
Task 28. Provide recommendation within a "return to work" hierarchy.	2.032	0.975	1.283	2.822	2.214	1.02%
Task 29. Provide vocational opinion to hypothetical questions.	2.200	0.967	3.249	5.373	3.301	1.52%
Task 30. Determine vocational impact of claim-related versus unrelated conditions.	1.856	1.105	1.092	2.524	1.913	0.88%
B. The American Legal System						
Task 31. Consult with attorney on the vocational theories of a case.	2.312	0.797	1.174	2.278	2.443	1.13%
Task 32. Summarize expert qualifications in compliance with Federal Rules of Civil Procedure Rule 26.	2.080	1.013	0.481	0.907	1.616	0.75%
Task 33. Respond to questions during the voir dire process.	1.984	1.107	0.283	0.671	1.285	0.59%
Task 34. Respond to subpoena.	1.768	1.064	0.246	0.661	1.090	0.50%
Task 35. Provide opinion testimony.	2.736	0.649	2.161	4.531	3.568	1.65%
C. Civil Litigation						
Task 36. Review life expectancy tables.	1.416	1.172	1.197	2.105	2.434	1.12%
Task 37. Educate attorney.	2.288	0.831	1.936	4.383	3.003	1.38%
Task 46. Respond to questions under direct examination.	2.392	0.949	1.474	2.656	2.743	1.27%
Task 38. Calculate current earning capacity.	2.400	1.032	1.622	2.748	2.608	1.20%
Task 39. Assess future earning potential.	2.208	1.080	1.344	2.887	2.507	1.16%
Task 40. Describe vocational damages.	2.264	0.985	2.101	3.607	2.862	1.32%
Task 41. Determine the vocational relevance of evidence.	2.216	0.876	1.740	3.67	2.188	1.01%
Task 42. Explain how data was analyzed.	1.808	0.931	1.265	3.082	2.889	1.33%

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Task 43. Explain forensic case activities.	2.664	0.740	2.927	4.604	3.833	1.77%
Task 44. Provide rationale for vocational conclusions.	2.648	0.721	1.863	4.228	3.261	1.50%
Task 45. Respond to questions under cross-examination.	1.416	1.172	1.197	2.105	2.434	1.12%
<i>D. Life Care Plan</i>						
Task 47. Organize and tab medical records. to maintain optimal health and to maximize functioning.	2.632	0.724	0.958	1.945	1.513	0.70%
Task 48. List treatment providers and specialties. to maintain optimal health and to maximize functioning.	1.560	1.174	1.052	2.319	1.473	0.68%
Task 49. Compile list of medications with dose and frequency. to maintain optimal health and to maximize functioning.	1.536	1.126	1.079	2.035	1.700	0.78%
Task 50. Summarize medical records in layman’s terms. to maintain optimal health and to maximize functioning.	1.448	1.174	0.586	1.142	1.384	0.64%
Task 51. Summarize relevant information contained in deposition transcripts. to maintain optimal health and to maximize functioning.	1.656	1.192	0.515	1.649	0.910	0.42%
Task 52. Report results of medical research with citations. to maintain optimal health and to maximize functioning.	1.664	1.191	0.131	0.251	0.608	0.28%
Task 53. Interview physician(s) and other treatment providers. to maintain optimal health and to maximize functioning.	1.144	1.216	0.022	0.061	0.154	0.07%
Task 54. Prepare visual aids for presenting evidence. to maintain optimal health and to maximize functioning.	1.224	1.170	0.427	1.651	0.543	0.25%
Task 55. Identify appropriate and reasonable care and associated costs. to maintain optimal health and to maximize functioning.	0.576	0.845	0.828	1.885	1.477	0.68%
Task 56. Determine need for vocational assessment. to maintain optimal health and to maximize functioning.	0.728	1.194	0.365	1.548	0.509	0.23%
Task 57. Prepare comprehensive life care plan report. to maintain optimal health and to maximize functioning.	1.576	1.226	0.442	1.545	0.924	0.43%
Task 58. Provide cost information in a manner that can be projected by an economist. to maintain optimal health and to maximize functioning.	0.720	1.261	0.958	1.945	1.513	0.70%

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Domain 3. Professional Standards and Practice (Criticality = 70.267, Objective Weight = 32.39%)						
Tasks	Task Frequency		Task Importance		Task Criticality Value	Objective Weight
	Mean	SD	Mean	SD		
A. Clinical Judgment						
Task 59. Select valid methodologies in vocational case analysis.	2.536	0.838	2.984	4.376	3.695	1.70%
Task 60. Interpret rehabilitation research.	1.848	0.951	1.080	2.343	1.898	0.88%
Task 61. Articulate the questions asked by the referral source.	2.016	0.959	1.398	2.653	2.263	1.04%
Task 62. Compare subjective reports to objective findings.	2.320	0.867	2.386	3.277	3.130	1.44%
Task 63. Conduct research using objective sources and information.	1.960	1.208	1.664	3.197	2.336	1.08%
Task 64. Apply the relevant data that relate to the research questions.	1.944	1.166	1.511	2.764	2.241	1.03%
Task 65. Formulate opinions and conclusions based on relevant data.	2.624	0.748	3.281	4.307	3.951	1.82%
B. Research and Statistics						
Task 66. Interpret descriptive and inferential statistical data.	1.792	1.152	1.607	3.216	2.110	0.97%
Task 67. Explain research methodologies.	1.688	1.103	0.998	2.546	1.687	0.78%
Task 68. Apply statistical methods.	1.456	1.167	1.190	2.905	1.546	0.71%
Task 69. Determine reliability and validity of research results.	1.376	1.216	0.756	2.195	1.250	0.58%
Task 70. Articulate methodology limitations.	1.480	1.060	0.919	2.56	1.438	0.66%
Task 71. Interpret studies in relation to a general or specific population.	1.560	1.103	0.885	2.503	1.496	0.69%
Task 72. Differentiate types of research used for a particular study.	1.128	1.039	0.337	1.425	0.775	0.36%
Task 73. Locate peer-reviewed articles relevant to topics of interest.	1.816	0.919	0.702	2.078	1.608	0.74%
C. Professional Standards and Ethical Issues						
Task 74. Explain professional roles.	2.288	0.781	1.686	3.133	2.739	1.26%
Task 75. Educate others on the boundaries of expertise.	2.256	0.802	1.367	2.879	2.512	1.16%
Task 76. Explain dual responsibilities.	1.824	1.017	0.902	2.729	1.760	0.81%
Task 77. Identify conflicts of interest.	2.168	0.948	1.544	3.371	2.518	1.16%
Task 78. Maintain confidentiality of case records.	2.840	0.482	8.116	5.571	5.842	2.69%
Task 79. Perform professional activities within a scope of practice.	2.872	0.380	8.306	5.794	5.955	2.75%
Task 80. Disclose the purpose of evaluation.	2.616	0.705	2.609	4.008	3.640	1.68%
Task 81. Obtain informed consent.	2.544	0.866	2.243	3.731	3.360	1.55%
Task 82. Evaluate potential conflict of interest when accepting referrals	2.568	0.755	2.688	3.932	3.610	1.66%

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Task 83. Separate charges for services from the outcome of a case	2.016	1.314	3.342	4.776	3.055	1.41%
Task 84. Cite all sources of information utilized in case decision-making.	2.608	0.646	3.103	4.017	3.852	1.78%

Appendix E. SURVEY RESULTS – TASK STATEMENTS, SORTED BY TASK CRITICALITY AND WEIGHT

Task Statement	Mean Task Freq.	Mean Task Imp.	Task Criticality Value	Objective Weight
Task 79. Perform professional activities within a scope of practice.	8.306	2.872	5.955	2.75%
Task 78. Maintain confidentiality of case records.	8.116	2.840	5.842	2.69%
Task 2. Perform file review to identify medical, vocational, and psychosocial factors.	4.872	2.896	4.997	2.30%
Task 4. Address individual’s ability to work.	4.436	2.880	4.811	2.22%
Task 13. Survey evaluatee’s work history. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	4.427	2.864	4.781	2.20%
Task 24. Identify jobs that can be performed within a given set of residual functional capacities.	4.486	2.728	4.575	2.11%
Task 23. Define the skill and exertion level of jobs.	4.575	2.648	4.471	2.06%
Task 3. Determine individual’s ability to perform sustained competitive employment.	3.760	2.792	4.406	2.03%
Task 14. Classify work history using standard occupational resources such as Dictionary of Occupational Titles. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	4.318	2.608	4.317	1.99%
Task 9. Evaluate the implications of impairment type on individual's functional limitations.	3.477	2.640	4.055	1.87%
Task 8. Identify functional limitations.	3.537	2.616	4.042	1.86%
Task 65. Formulate opinions and conclusions based on relevant data.	3.281	2.624	3.951	1.82%
Task 84. Cite all sources of information utilized in case decision-making.	3.103	2.608	3.852	1.78%
Task 44. Provide rationale for vocational conclusions.	2.927	2.648	3.833	1.77%
Task 59. Select valid methodologies in vocational case analysis.	2.984	2.536	3.695	1.70%

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Task 15. Conduct transferable skills analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual's capacity for success in performing a job.	2.719	2.576	3.635	1.68%
Task 25. Estimate job numbers using valid published data.	3.623	2.344	3.652	1.68%
Task 80. Disclose the purpose of evaluation.	2.609	2.616	3.640	1.68%
Task 82. Evaluate potential conflict of interest when accepting referrals	2.688	2.568	3.610	1.66%
Task 35. Provide opinion testimony.	2.161	2.736	3.568	1.65%
Task 7. Prepare a comprehensive report that summarizes findings and conclusions.	1.887	2.840	3.534	1.63%
Task 1. Conduct an initial diagnostic interview.	1.829	2.760	3.398	1.57%
Task 81. Obtain informed consent.	2.243	2.544	3.360	1.55%
Task 29. Provide vocational opinion to hypothetical questions.	3.249	2.200	3.301	1.52%
Task 10. Assess client's functional ability and disability in their living, learning, and working environment.	2.642	2.344	3.276	1.51%
Task 45. Respond to questions under cross-examination.	1.863	2.632	3.261	1.50%
Task 27. Analyze wage information.	2.161	2.424	3.161	1.46%
Task 62. Compare subjective reports to objective findings.	2.386	2.320	3.130	1.44%
Task 83. Separate charges for services from the outcome of a case	3.342	2.016	3.055	1.41%
Task 46. Respond to questions under direct examination.	1.936	2.392	3.003	1.38%
Task 5. Compare pre and post earning capacity.	1.769	2.408	2.931	1.35%
Task 43. Explain forensic case activities.	1.265	2.664	2.889	1.33%
Task 41. Determine the vocational relevance of evidence.	2.101	2.216	2.862	1.32%
Task 38. Calculate current earning capacity.	1.474	2.400	2.743	1.27%
Task 6. Describe methodology used to assess individual's earning capacities.	1.617	2.320	2.738	1.26%
Task 74. Explain professional roles.	1.686	2.288	2.739	1.26%
Task 39. Assess future earning potential.	1.622	2.208	2.608	1.20%
Task 22. Interpret scores in relation to standardized norms. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or	1.420	2.256	2.546	1.17%

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working environments.				
Task 21. Score evaluatee’s test responses.—including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.	1.412	2.232	2.514	1.16%
Task 40. Describe vocational damages.	1.344	2.264	2.507	1.16%
Task 75. Educate others on the boundaries of expertise.	1.367	2.256	2.512	1.16%
Task 77. Identify conflicts of interest.	1.544	2.168	2.518	1.16%
Task 20. Administer instruments according to test design protocol. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.	1.424	2.192	2.476	1.14%
Task 31. Consult with attorney on the vocational theories of a case.	1.174	2.312	2.443	1.13%
Task 37. Educate attorney.	1.197	2.288	2.434	1.12%
Task 19. Select psychometric testing instruments based on purpose of evaluation. —including vocational aptitude, academic achievement, and life skills—to assess how clients function in the context of their living, learning, and/or working environments.	1.255	2.200	2.379	1.10%
Task 63. Conduct research using objective sources and information.	1.664	1.960	2.336	1.08%
Task 61. Articulate the questions asked by the referral source.	1.398	2.016	2.263	1.04%
Task 64. Apply the relevant data that relate to the research questions.	1.511	1.944	2.241	1.03%
Task 28. Provide recommendation within a “return to work” hierarchy.	1.283	2.032	2.214	1.02%
Task 42. Explain how data was analyzed.	1.740	1.808	2.188	1.01%
Task 26. Assess employability based on “Own Occ” and “Any Occ.”	1.846	1.736	2.144	0.99%
Task 66. Interpret descriptive and inferential statistical data.	1.607	1.792	2.110	0.97%
Task 12. Formulate vocationally-relevant medical and psychological questions.	1.017	2.016	2.028	0.94%
Task 16. Conduct task analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to	1.361	1.720	1.913	0.88%

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systematically assess an individual’s capacity for success in performing a job.				
Task 30. Determine vocational impact of claim-related versus unrelated conditions.	1.092	1.856	1.913	0.88%
Task 60. Interpret rehabilitation research.	1.080	1.848	1.898	0.88%
Task 76. Explain dual responsibilities.	0.902	1.824	1.760	0.81%
Task 50. Summarize medical records in layman’s terms. to maintain optimal health and to maximize functioning.	1.079	1.656	1.700	0.78%
Task 67. Explain research methodologies.	0.998	1.688	1.687	0.78%
Task 47. Organize and tab medical records. to maintain optimal health and to maximize functioning.	1.190	1.560	1.656	0.76%
Task 32. Summarize expert qualifications in compliance with Federal Rules of Civil Procedure Rule 26.	0.481	2.080	1.616	0.75%
Task 18. Identify job modifications. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	0.628	1.872	1.595	0.74%
Task 73. Locate peer-reviewed articles relevant to topics of interest.	0.702	1.816	1.608	0.74%
Task 68. Apply statistical methods.	1.190	1.456	1.546	0.71%
Task 48. List treatment providers and specialties. to maintain optimal health and to maximize functioning.	0.958	1.536	1.513	0.70%
Task 71. Interpret studies in relation to a general or specific population.	0.885	1.560	1.496	0.69%
Task 49. Compile list of medications with dose and frequency. to maintain optimal health and to maximize functioning.	1.052	1.448	1.473	0.68%
Task 56. Determine need for vocational assessment. to maintain optimal health and to maximize functioning.	0.828	1.576	1.477	0.68%
Task 17. Conduct job analysis. rehabilitation tools including transferable skill analysis; job analysis; job accommodation; and occupational resources to systematically assess an individual’s capacity for success in performing a job.	0.507	1.832	1.450	0.67%
Task 70. Articulate methodology limitations.	0.919	1.480	1.438	0.66%
Task 51. Summarize relevant information contained in deposition transcripts. to maintain optimal health and to maximize functioning.	0.586	1.664	1.384	0.64%

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Task 33. Respond to questions during the voir dire process.	0.283	1.984	1.285	0.59%
Task 69. Determine reliability and validity of research results.	0.756	1.376	1.250	0.58%
	0.534	1.416	1.140	0.53%
Task 34. Respond to subpoena.	0.246	1.768	1.090	0.50%
Task 11. Interview physician(s) and other treatment providers.	0.293	1.504	0.986	0.45%
Task 58. Provide cost information in a manner that can be projected by an economist. to maintain optimal health and to maximize functioning.	0.442	1.224	0.924	0.43%
Task 52. Report results of medical research with citations. to maintain optimal health and to maximize functioning.	0.515	1.144	0.910	0.42%
Task 72. Differentiate types of research used for a particular study.	0.337	1.128	0.775	0.36%
Task 53. Interview physician(s) and other treatment providers. to maintain optimal health and to maximize functioning.	0.131	1.224	0.608	0.28%
Task 55. Identify appropriate and reasonable care and associated costs. to maintain optimal health and to maximize functioning.	0.427	0.728	0.543	0.25%
Task 57. Prepare comprehensive life care plan report. to maintain optimal health and to maximize functioning.	0.365	0.720	0.509	0.23%
Task 54. Prepare visual aids for presenting evidence. to maintain optimal health and to maximize functioning.	0.022	0.576	0.154	0.07%

Appendix F. SURVEY RESULTS – DOMAIN AND SUBDOMAIN-LEVEL CRITICALITY AND WEIGHTS

Domain/Subdomain	Criticality Value	Objective Weight
Domain 1. Vocational Assessment	68.808	31.72%
<i>A. Forensic Vocational Reporting</i>	26.815	12.36%
<i>B. Medical/Functional Aspects of Disability</i>	14.387	6.63%
<i>C. Forensic Vocational Rehabilitation Tools</i>	17.691	8.16%
<i>D. Psychometric Evaluation</i>	9.915	4.57%
Domain 2. Forensic Vocational Practice Venues and Systems	77.752	35.85%
<i>A. Disability Systems</i>	25.431	11.72%
<i>B. The American Legal System</i>	11.142	5.15%
<i>C. Civil Litigation</i>	28.328	13.06%
<i>D. Life Care Plan</i>	12.851	5.92%
Domain 3. Professional Standards and Practice	70.267	32.39%
<i>A. Clinical Judgment</i>	19.514	8.99%
<i>B. Research and Statistics</i>	11.910	5.49%
<i>C. Professional Standards and Ethical Issue</i>	38.843	17.91%
Total	216.827	100%