

Cindy L. Fisher

Vocational Concepts LLC
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www.VocationalConcepts.com

Areas of Expertise

Vocational Evaluation
Social Security Expert Witness
Labor Market Survey
Forensic Expert Testimony

Under Employment
Career Counseling / RTW
Transferability of Skills Analysis
Psychometric Testing

Education

Master of Rehabilitation and Mental Health Counseling - 1997
University of South Florida, with Honors

Bachelors of Business Management - 1986
University of Maryland, with Honors

Accreditations, Certifications, and Qualifications

American Board of Vocational Experts/ Diplomate	Active #20387
Nationally Certified Rehabilitation Counselor	Active #15994
Certified Professional Vocational Evaluator	2014-2019 #00032
International Psychometric Evaluation Certification	Active # 20387
Certified Vocational Evaluator	04/97-04/03 #V3770
Florida Department of Education – Division of Vocational Rehabilitation Vendor for Vocational Evaluation Services	7/2010 to Current
Vocational Expert – U.S. Federal Social Security Disability Administration	2013 to 2024
Divorce Collaborative Training Basic	2016

Occupational History

Vocational Concepts LLC 8/2010 to present

Director of Rehabilitation Services,

Over the years as director of Vocational Concepts, I have conducted thousands of vocational evaluations that may include any of these services: complete transferable skills analysis, labor market surveys, administer and interpret testing to determine mental health status, interests, abilities, and current academic testing. Determine any accommodations needed for return to work. Conduct extensive occupational and wage research, confer with U.S. Department of Labor (Bureau of Labor Statistics) and State Department of Labor and Industry personnel to obtain and/or confirm relevant occupational and wage data for vocational analysis; a variety of methods are used. I also conduct Vocational Evaluations for Litigating Marital Dissolution and provide Expert Testimony. Additionally, Collaborative Divorce Evaluations for Wage Earning Analysis is available with career planning reemployment after a person has not worked recently or has been a homemaker or underemployed.

Personal Injury Earning Capacity Evaluations and Wage Loss information are provided to help settle litigating cases. Wage Research and confirm available and appropriate employment opportunities, identifying associated wages to establish earning potential or residual earning power across multiple labor market areas. Confer with medical and professional treating personnel to determine the degree of disability, eligibility for services, and feasibility of vocational rehabilitation and employability. Provide vocational rehabilitation services, personal adjustment, and career counseling. Advise evaluatee on community and governmental resources to assist with job placement, academic remediation, and training.

Highlights:

- County, State, and Federal Expert Testimony.
- State vendor for Division of Vocational Rehabilitation vocational evaluation services since 2010 in eight counties
- Federal Social Security Administration Vocational Expert since 2013
- Labor Market Research, national, state, and regional
- Transferability of Skills Analysis
- Marketing and community relations for the placement of individuals in work or adult programs.
- Community Work Site Evaluations to determine employability for the most severely disabled.
- Simulated Skills Evaluations for individuals with the most significant disabilities.
- Manage and train staff of three vocational evaluators in eight counties.
- Expert witness testimony for Marital Dissolution, Social Security, and Personal Injury
- Collaborative Divorce Evaluations and Rehabilitation Plans
- Personal Injury Vocational Evaluations for wage loss, loss of quality of life, rehabilitation needs
- Career Counseling for persons transitioning in life.
- Peer Reviewer for the American Board of Vocational Evaluators

Vocational Rehab Solutions 7/2008 to 8/2010

Vocational Evaluator:

Provide vocational assessments, testing, and counseling services to assist individuals in identifying relevant skills and career counseling. Instruct individuals in resume development, interview techniques, job-seeking skills, and job search strategies to facilitate rehabilitation and employment. Consult with attorneys, insurance carriers, employers, physicians, government agencies for employment outcomes. Conduct labor market surveys and worksite modifications. Complete comprehensive Vocational Assessment Evaluation reports. Attend training programs and seminars regarding WC, PI, and divorce case law. Contract with state vocational programs, which include job placement for RTW, worksite evaluations, and vocational evaluations.

Highlights:

- Developed Work Site Locations for Evaluations and Simulated Skills Evaluations in the community.

- Comprehensive Vocational Evaluations for the Department of Vocational Rehabilitation Clients.
- Individualized testing and plans for a return to work, both self-insured and State Workman's Compensation cases.
- National, State, and Local Labor Market Analysis, Transferability of Skills.
- Implemented 35% business growth through public relations and business presentations to the Department of Education and private practice resulting in a 30% income increase.

Vortecom LLC 1/2007-6/2008

Manager, Medical Device

- Set-up business entities for two new Veteran-owned small business start-up companies.
- Handled AR/AP and budget structure.
- Reviewed and implemented contracts for private and government services.
- Managed HR functions for compliance with government contracts.
- Manufactured devices used for medical research needs

Ladies Professional Golf Association 2000-2006

Teaching Professional

- Class "A" Teaching Professional
- Member Advisor for Section Educational Service
- Testing Evaluator for Academic, Playing Ability and Practical Teaching Testing, National Level
- Supported and taught Special Olympic Athletes for Golf Competition
- Provided "First Tee" with largest city junior clinics on a weekly basis
- Published "A Visual Guide to Golf" a beginner's guide.
- Played in State PGA and National LPGA events

Professional Counseling Centers of America 1997-2000

Associate Managing Director of Vocational Services:

Responsible for assessing vocational potential and interests, counseling individuals in developing avocational plan, training clients in the application process, coordinating placement of clients, and managing psychiatric and physical injury cases. Caseload included chemical abuse, psychiatric, physically handicapped (including chronic pain), and brain-injured clients.

Highlights:

- Managed vocational services for US Veterans Administration relating to return to work and career counseling upon discharge. Duties included: intake interview standardized testing, individual vocational evaluation planning, behavioral observation, vocational evaluation, report development, and vocational counseling.
- A.D.A. Post-offer employment screening with FCE's and academic testing services in 7 states.
- Social Security Representation.
- Vocational Evaluations and Functional Capacity Evaluations for Personal Injury and Workman's Compensation cases.

Boley Centers 1996-1997

Sr. Vocational Evaluator:

Perform evaluations to determine the vocational capacities of individuals. Provide supportive counseling; train clients in job-seeking skills; provide occupational analysis, job development, job clubs, and selective job placement.

Highlights:

- Coordinated and provided vocational services for Florida DVR. Specialized in psychiatric disabilities with a dual diagnosis. Duties included: intake interview standardized testing, individual vocational evaluation planning, behavioral observation, vocational evaluation report development, and vocational counseling.

- Work Site Evaluations
- Supervised Job Placement, Job Coaching, Employment Preparation, and Follow-Up Services programs.
- Housing and Adult Day Training Program Placement for Dual Diagnosis.

Abilities of Florida 1996

USF Internship Vocational Evaluator:

Perform initial evaluations to determine the vocational capacities of disabled individuals. Design and initiate appropriate individual rehabilitation plans; guide groups and individuals in vocational and career exploration; coordinate services with appropriate professionals. Administer, score, and interpret tests.

Highlights:

- Provided vocational evaluation services with supervision to DVR clients.
- Comprehensive Vocational Evaluation and Work Site Evaluations.
- Provided Job Coaching for clients in a supported employment workshop setting.

Memberships/Affiliations

ABVE	American Board of Vocational Experts/Diplomate
IPEC	International Psychometric Evaluation Certification
IARP	International Association of Rehabilitation Professionals
FL-IARP	Florida Chapter – International Association of Rehabilitation Professionals
CRCC	Commission of Rehabilitation Counselor
LPGA	Ladies Professional Golf Association
NAR	National Association of Realtors
RASM	REALTOR® Association of Sarasota and Manatee

Specialized Training

- Introductory Training in Collaborative Divorce
- Ergos Functional Capacity Evaluator, Level 1 & 2
- Authorized user Testing levels A, B, and C through Pearson Assessments, PAR, NCS Assessments, EDITS, Western Psych, and the Psychological Corporation.
- Department of Veteran's Affairs, Counselor training.
- Impacts Small Business, Minority, and Veteran Disabled contract training.
- HIV/AIDS, CPR, Defibrillator, and First Responder training.
- Level "C" Pearson and PAR testing assessment

Standardized Assessment & Testing Knowledge

WRAT-V, Shipley II, Beta III & IV, Copes System, CAPS Abilities, TABE 9/10 (D) Survey & (A) Full Battery, TABE Form 9A - Algebra & Geometry, TABE Form 9A - Social Studies & Science, Nelson Denny Reading, Gates McGinty Reading, RAI Reading, RAI Arithmetic, RAI Pictorial Reasoning, Minnesota Clerical, Sales Attitude Checklist, Transferable Skills Scale, Work Readiness Inventory, Bennett Mechanical, Hand Tool Dexterity, Grooved Pegboard, Purdue Pegboard, Minnesota Rate of Manipulation, Career Decision Maker, Self-Directed Search, O-Net Interests and Work Values, PICS Picture Interest, Reading Free Interest Inventory 2, Personal Problems Check List, Personal History Intake, MMPI-3, MMPI-RF, PAI-2, Neo Factor 5, Beck Depression II & Anxiety Inventory, WAIS-IV, Rey Auditory-Verbal Learning Test, DAPS PTSD scale, SIMS Structured Inventory of Malingering Symptoms and Chronic Pain Coping Inventory.

Software Knowledge

MS Office 2016/19, Microsoft 365, Quick Books Online 2022 PRO, Dragon 13 Naturally Speaking, Windows OSXP, Vista, 7 &10, Oasys Job Match, Skilltran Job Browser Pro, Valpar 2000, MLS, POS Retail and Country Club Systems.

Other Licenses and Certifications

Florida Real Estate Sales Associate 2006 to Present
LPGA Teaching Professional Member

Continuing Education – CRC, ABVE, IPEC, PVE

- Alcoholism – Historical and Disease Management Issues – CEU 2012 – 6 hours
- American's With Disabilities Ave Overview, Legal Cases and Political Update – CEU 2012 – 14 hours
- Autism Spectrum Disorder – Unraveling the Clues – CEU 2012 - 8 – 8 hours
- Back Pain Basics, Part I- CEU 2012 – 8 hours
- Depression and Suicide: The Facts – CEU 2012 – 10 hours
- Homelessness: Introduction and Special Populations – CEU 2011 – 14 hours
- MMPI-2-RF: Basic Overview Feb. 15, 2012
- Models of Disability and Advocacy in Rehabilitation Counseling – CEU 2011 – 4 hours
- Return to work: Back Pain Issues, Stress Claims, Workplace and People – CEU 2011 -12 hours
- Schizophrenia – CEU 2011 – 4 hours
- Substance Abuse: Drug Addiction and Drug Counseling – CEU 2011 – 10 hours
- The Power of Addiction – CRU 2011 – 12 hours
- Traumatic Brain Injury – Part 1: The Silent Epidemic - CEU 2011 – 10 hours
- Clients Who Challenge Ethical Boundaries- CEU 3/2013 2-Hours
- Counselor Issues That Increase Risk for Ethical Boundary Violations-CEU 2013 2 Hours, 2013
- Rehabilitation Setting Factors That Threaten Ethical Boundaries-CEU 2013 -2 Hours, 2013
- Vocational Evaluation and Cultural Considerations, Working w/Latinos CEU-2 Hours, 2013
- Issues in ADA-Related Harassment, Discrimination, & Retaliation Claims, CEU 2 Hours, 3/2014
- Legal Red Flags in Forensic & Court Settings, CEU 2 Hours, 3/2014
- Social Security Boot Camp 3/2014, CEU 8 Hours
- Sex Trafficking in the United States: A Call to Action, CEU 1 Hour 10/2015
- Social Security Vocational Expert Training 201 10/2015 - CEU 8 Hours
- 105 SSA ODAR Update 10/2015 - CEU 1.5 Hours
- Unmasking Potential of Persons with Disabilities 10/2015 – CEU 1.5 Hours
- Redux of Employer Validation of Jobs with a Sit-Stand Option 10/2015 - CEU 1.5 Hours
- Best Practices in Vocational Reentry Following Acquired Brain Injury 10/2015 - CEU 1.5 Hours
- Is Divorce Counseling/Testimony for You? 10/2015 - CEU 1.5 Hours
- Comprehending Economic Reports and Tools Utilized by Forensic Economists 10/2015 - CEU 1.5 Hours
- From Federal Rules to Case Study Research Methods: Evidence in Forensic Practice 10/2015 – CEU 1.5 Hours
- Introductory Training in Collaborative Divorce 08/2016 – CEU 16 Hours
- Family Court Professional Collaborative –Calming the Treacherous Waters of Divorce 10/2016 – CEU 7 hours
- Knowledge Enhancement Seminar 4/2017 ABVE: CEU 3
- Rebuilding Your Life After Amputation: ABVE 4/2017 CEU 1.5
- How Experts Make Decisions That Matter: ABVE 4/2017 CEU 1.5
- Cannabis VS. Opioids: Which is Better for Pain? Understanding the Benefits of Cannabis for treatment of PTSD 4/2017 CEU1.5

- Psychological Injury and & Amputation: Malingering: Forensic Context, Assessment, and Vocational Implications: ABVE 4/2017 CEU 1.75
- Employability Assessment of Australian Total & Amp.; Permanent Disability Claims: CEU 1.25
- Ethical Obligations in Maintaining a Professional Will: ABVE 4/2017 CEU1.5
- The Magic of Mentoring: ABVE 4/2017 CEU .5
- Determining the Loss of Earning Capacity in Children and Young Adults: ABVE 4/2017 CEU 1
- Working Overtime: 2.0 (DOL), Changes with the Fair Labor Standards Act (FLSA) Overtime Regulation: ABVE 4/2017 CEU 1
- The Over 50 Client in an Altered World: ABVE 4/2017 CEU 1.5
- Writing for Professional Journal Publication and Development of CEU Materials: ABVE 4/2017 CEU 1.75
- How Many People have you Placed in the Last Year: ABVE 4/2017 CEU 1
- Advancing Your Practice with Technology: IARP An Exploration of Resources for the professionals 10/17 CEU
- Vocational Evaluations' Modern Career Role: IARP From Carburetor to Fuel Injection 10/17
- Key Note Address: IARP J.R. Martinez 10/17
- Job Numbers the Highs and Lows of it All: IARP 10/17
- We Have a Stat for That: Getting the BLS to Work for you: IARP 10/17
- SSVE In the Hot Seat, Answering the Hard Questions: IARP 10/17
- Neuro Vision Deficits in Rehabilitation: IARP 10/17
- Managing Workplace Accommodation in a Unionized Workplace Environment: IARP 10/17 CEU
- Evidence-based Vocational Evaluation: Overview and Application: IARP 10/17 CEU
- The White Paper: An Ethical and Professional Mandate: IARP 10/17 CEU
- CRPS: Overview of Ketamine Treatment: IARP 10/17 CEU
- Testing and Assessment Instruments and Methodologies for Vocational Evaluations Valid Vocational Assessments Utilized on Traumatic Brain Injury Cases: IARP 10/17 CEU
- Earnings for Sub-Baccalaureate Education: IARP 10/17 CEU
- 2018 IARP Conference attendance
- Family Law Boot Camp – Beyond the Basics 2/19 CEU 7
- Professional Ethical Behavior ABVE 4/19 CEU 1
- The Relationship of Neuropsychological Test Data to Vocational Capacity: Where is the Crosswalk ABVE 4/19 CEU 1.5
- Best Practices for Successful Transitions: High School to Postsecondary Education ABVE 4/19 CEU 1.5
- Advances in Neuropsychological Vocational Assessment ABVE 4/19 CEU 1
- Impressions of the CORE/CACREP Merger and Current Earnings of ABVE Vocational Experts ABVE 4/19 CEU 1.5
- The Challenges of Determining Earning Capacity in the Changing Labor Market ABVE 4/19 CEU 1.5
- Report Prep and Testimony: Do they Hold Up? ABVE 4/19 CEU 2
- Federal Rule # 35: Opposing Counsel's Demand for Information and Participation During the IME ABVE 4/19 CEU 1.5
- Legalized Marijuana and Its Impact Upon Employment ABVE 4/19 CEU 1.25
- What Were You Inking? The Impact of Tattoos on Employability ABVE 4/19 CEU 1.25
- A View from the Bench SEAK 4/19 CEU 1
- How Expert Witnesses Can Deliver More Effective and Persuasive Testimony SEAK 4/19 CEU 1
- How Attorneys Go About Selecting and Preparing Expert Witnesses SEAK 4/19 CEU 1
- How Lawyers Attack Expert Witnesses SEAK 4/19 CEU 1
- How to Destroy your Expert Witness Career: The 7 Deadly Sins SEAK 4/19 CEU 1
- How Expert Witnesses Can Excel at Direct Examination SEAK 4/19 CEU 1
- How to Excel at Expert Witness Report Writing: Essentials and Failures SEAK 4/19 CEU 1
- So, You Want to Be an Expert? A View from the Bench SEAK 4/19 CEU 1
- Breaking into the Big Leagues: How to Obtain and Excel at Large Cases SEAK 4/19 CEU1
- How Lawyers Use the Weaknesses of Expert Witnesses SEAK 4/19 CEU 1
- Excelling at Your Deposition SEAK 4/19 CEU 1

- How to Avoid Being Disqualified as an Expert Witness SEAK 4/19 CEU 1
- How to Run a More Profitable Expert Witness Practice SEAK 4/19 CEU 1
- How to Exceed the Expectations of Retaining Counsel SEAK 4/19 CEU 1
- Optimizing Contributor Input in Life Care Plan Development ABVE 8/2020 CEU 1.25
- U.S. BLS The Occupational Requirements Survey (ORS) ABVE 8/2020 CEU 1.25
- Best Practices for Litigation and Trial Testimony ABVE 8/2020 CEU 1.25
- A New Call of Duty: To Impact Veteran Suicide with Vocational Rehabilitation Services and Interventions ABVE 8/2020 CEU 1.25
- Vocational Evaluations in Family Law Cases ABVE 8/2020 CEU 1.25
- Reinventing Careers Using Design Thinking ABVE 8/2020 CEU 1.25
- Loss of Household Services: A Methodology for Establishing Probable Worth ABVE 8/2020 CEU 1.25
- Expert Interaction: Point and Counterpoint – Intermediate Boot Camp AREA Virtual Annual Conference 5/20/2021 CEU 5.5
- Multiple Venues for Labor Market Survey Research IARP 5/21/21 CEU 1.5
- Assistive Technology and Reasonable Accommodations Vocational Evaluation & Career Assessment Professionals 8/19/21 CEU 1.5 (Certification 08/19/2021 – 08/18/2022)
- Trigeminal Neuralgia: Neurosurgical Approach & Case Review IARP 8/26/21 CEU 1.0
- COPS system and Career Assessments 09/16/2021 CEU 1.5
- Salary Survey 2021 CRC 12/14/2021 CEU 5.0
- Possibilities of Life ABVE 03/25/2022 CEU 2.25
- A Look into the Future for Disability Professionals: What Do We Mean by Competitive Integrated Employment? ABVE 03/25/2022 CEU 1.875
- Ethics Unplugged ABVE 03/25/2022 CEU 1.5
- Thinking on My Seat – Courtroom Training Session ABVE 03/25/2022 CEU 2.25
- Marketing Is Your Key to SUCCESS ABVE 03/25/2022 1.875
- COVID-19: Long-term Neurological Consequences ABVE 03/25/2022 CEU 1.875
- Picture IT AT Work: An inside Review of Monocular Vision ABVE 03/25/2022 CEU 2.25
- Analyzing Vocational Expert Reports ABVE 03/25/2022 CEU 2.25
- The Vocational Rehabilitation Consultant's Role in the ADA Interactive Process ABVE 03/25/2022
- Managing the Business of Your Forensic Practice for Growth and Success ABVE 03/25/2022
- Emotional Support Puppies, Peacocks, & Tarantulas: Oh, My! The Rehabilitation Professional's Legal, Ethical, and Clinical Guide to Emotional Support Animals ABVE 03/25/2022 CEU 2.25
- Virtual Interview & Exam Session Ethical Challenges IARP 04/08/2022 CEU 1.0

Presentations and Publications:

Diabetes Type 1 & 2 Presentation USF 1995,
 EMDR Therapy for Trauma Victims, Paper and presentation 1996 USF
 How to understand Functional Capacity Evaluations, DVR Brandon 2011
 Understanding Simulated Skills Evaluations for low functioning adults, DVR 2011
 Low Intellectual Functioning and Assessment, DVR 2012
 Labor Market Trends in South Florida, DVR 2014
 Mental Health Status and Returning to Work DVR 2015
 Champions in Collaborative Divorce, Co-Authored a chapter, Open Press 2016
 Social Security Benefits and Requirements, DVR 2019

Expert Witness

Ms. Fisher is qualified as a vocational expert in the following counties: Alachua, Broward, Collier, Hernando, Hillsborough, Lee, Manatee, Miami-Dade, Orange, Pasco, Pinellas, Polk, Sarasota, and Fairfax County in Virginia. Federal Social Security Administration testimony in the following states: California, Florida, Georgia, Indiana, Massachusetts, New York, New Jersey, North Carolina, South Carolina, Tennessee, Washington, and West Virginia. Since 2013 Ms. Fisher has testified in over 1,000 + cases.

Vocational Concepts is qualified as an internship site for the University of South Florida, Rehabilitation and Mental Health Counseling master's program. Ms. Fisher has trained and mentored many recent USF graduates to learn the work of vocational evaluation, DVR rehabilitation reports, SSA VE testimony, and labor market research. She is a peer reviewer to the American Board of Vocational Experts.

Not for Court Use