



**Kerry A. Skillin, CRC, ABVE**

**CRC Services, LLC  
Manager**

**Longmeadow, MA**

**(1994-2025)**

Areas of focus include:

*Vocational Expert Witness*

- Evaluated individuals in personal injury, family law, medical malpractice, employment law and workers' compensation matters with regard to employability, wage earning capacity, job search diligence and vocational rehabilitation potential.
- Conducted vocational interviews and administered vocational testing. Scored and analyzed testing results. Analyzed pre-post level of employability and wage earning capacity.
- Provided testimony and found Qualified as a vocational expert in State and Federal courts.
- Conducted vocational assessments on veteran's applying for Total Disability Individual Unemployability benefits and issue reports.
- Served as a Vocational Expert Witness for the Social Security Administration, Office of Hearings & Appeals since 1997. Focused on residual functional capacities, identification of transferable skills, delineation and categorization of past relevant work, identification of other suitable work, researched and provided information relative to workforce numbers in local and regional economies, and responded to hypotheticals posed.

*Case Management*

- Provided vocational counseling and case management services to injured workers in Massachusetts and Connecticut to facilitate successful return to work.

*Management*

- Supervised all professional, support staff and graduate student interns.
- Recruited, interviewed, hired and mentored new staff.
- Responsible for purchasing and training staff on new testing instruments and protocols.
- Assisted in strategic planning and business related decision making.
- Served as internal personnel manager.

**UMASS MEMORIAL HEALTHCARE**

**Worcester, MA**

**(08/03-12/03)**

**Return to Work Manager**

*Program Development and Management*

- Developed an integrated Return to Work (RTW) Program to facilitate the RTW process of injured employees.
- Organized and led a Strategic Planning Committee to discuss return to work issues.
- Interfaced and educated upper management, union representatives, department managers, human resources, employee health, legal and other professionals.
- Developed and tracked program success and associated costs with a faster return to suitable employment.

*Case Management*

- Assisted injured workers in returning to suitable internal employment.
- Communicated with human resources and hiring managers to ascertain essential job function information regarding positions and facilitated hiring preference. Performed on-site job analyses.
- Identified and assigned cases, communicated and monitored outside vendor services.

**Springfield College**

**Springfield, MA**

**(1998-2002)**

*Adjunct Faculty Member-Rehabilitation Services Department*

- Developed curriculums and taught two graduate level courses in the Vocational Evaluation program.

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**PRESENTATIONS:**

- Presenter on “Labor Market Trends in a Post-COVID World & Practical Applications” at the Connecticut Workers’ Compensation Retreat (2024)
- Presenter on “The Use of Vocational Experts in Litigated Matters” to the Young Lawyer’s Section of the Connecticut Bar Association (2024)
- Presenter on “The Benefits of Early RTW in the Vocational Rehabilitation Process” at the 20<sup>th</sup> Annual Worker’s Compensation Insurance ExecuSummit (2024)
- Co-Presenter on “Working with a Vocational Consultant within your medico-legal case” (2020)
- Co-Presenter on “The Use of Vocational Experts” CBA Insurance Law Section (2019)
- Panel Presenter on “Vocational Rehabilitation & Employability; Tips & Trends” Connecticut Bar Association (2017)
- Co-Presenter on “Implications of Head Injuries in Employability Evaluations” at the American Board of Vocational Experts (ABVE) Annual Conference (2016)
- Co-Presenter on the Use of Vocational Experts-Hampden County Bar Association of Massachusetts (2014)
- Co-Presenter on Use of Vocational Experts in Litigation-Hampden County Bar Association of Massachusetts (2008)
- Presenter on Loss of Vocational Capacity & Voc. Rehab. Case Management-CT WC Seminar (2008)
- Co-Presenter on “Readdressing Ethical Issues in Rehabilitation Counseling” Sponsored by the Rehabilitation Services Department at Springfield College (2007)
- Presentations to students at Springfield College regarding vocational rehabilitation & forensic work (2004 -present)
- Several Presentations to senior management regarding Return to Work Program at UMMHC (2003)
- Presentation to the Massachusetts Rehabilitation Commission on labor market surveys (2003)
- Presentation to the Work Opportunity Center regarding vocational assessment tools (2002)
- Outplacement presentation to local medical company, Mini-Med (2001)
- Panel presenter to College Admissions Staff-Myers Briggs Type Indicator (1998)

**PROFESSIONAL MEMBERSHIPS:**

- American Board of Vocational Experts
- International Association of Rehabilitation Professionals
- New England Chapter-International Association of Rehabilitation Professionals (previously served on the board as Massachusetts Representative, President Elect, President, Past President)