

Washington IARP Quarterly Newsletter

Summer (What Summer??) 2012

President's Column, Ryan Guppy, CDMS, 2012-2013 Chapter President

I am excited to serve as the President for the coming year (2012-2013) and I want to thank you all for the opportunity. It's a great chance to help advance our profession and continue to build our relationships with key policy makers.

Change is coming to Washington State! In June of 2011, we saw the beginnings of several key pieces of legislation aimed at reforming worker's compensation in our state. The Stay at Work Program, Structured Settlements, state wide expansion of the Centers for Occupational Health Education (COHE's) and establishment of the Medical Provider Network were all signed into law as part of the reform measures in 2011. In addition, the Vocational Improvement Project (VIP) is scheduled to sunset in June 2013 if the legislature takes no action.

There is no doubt these changes will collectively impact our profession. Exchange of information, education, and building of relationships will be important for our community as things develop and initiatives are implemented. I plan to provide all of you with updates throughout the year as reform measures become solidified.

As you may know, the Washington Chapter

is one of the largest IARP state chapters. One of our goals this year is increased membership and conference attendance. To help achieve this goal, we have begun to identify strategies to build value and highlight benefits for our members. These strategies range from adding educational activities, at the local chapter level, to identifying benefits of membership ensuring everyone can take full advantage of what IARP has to offer.

There are two very important conferences coming up this Fall: The WA IARP Annual Conference and the IARP International Conference. The WA IARP Annual Conference will be taking place on Friday, September 21st, at the Hotel Murano in Tacoma, WA. We are also in the process of developing a pre-conference workshop on Thursday September 20th. We will be sending out electronic notifications with more details in the near future. The 2012 IARP International Conference will be taking place October 25th – 27th in San Juan, Puerto Rico. Registration is now open and can be accessed by logging on at www.rehabpro.org.

I would like to thank you for the opportunity to serve as your Chapter President. I am looking forward to serving our community.

In This Issue

- New, standardized JA format
- Conferences!
- IARP membership

“Squeaky swings and tall grass. The longest shadow ever cast. Water is warm and children swim. And we frolic about in our summer skin.”

Heather Veres

Views expressed in this newsletter do not necessarily represent the views of IARP National, the WA IARP Chapter or its Board of Directors.

Waves of Change: Oceans of Opportunity

San Juan, Puerto Rico – October 25 – 27, 2012

The IARP 2012 Annual Conference is (at the time of this writing) only 120 days, 13 hours and 37 minutes from kick off. That means it's time to start packing the sunscreen! The average annual temperature in San Juan is 82 F with constant mild easterly trade winds. The US Weather bureau has never recorded temperatures in San Juan below 64 F or higher than 97 F. If we have no Summer in

the Pacific Northwest, experience it in Puerto Rico in October! Interested in learning a lot more about this beautiful location? Then be sure to read Tim and Janet Field's Puerto Rico Travel Log as featured in The Experts' Express or on the International Conference section on the Rehabpro website.

The Standardized Job Analysis

By Chris Fascilla

The idea of using a standard job analysis format among vocational firms for workers comp is not new. But recently, Dr. Eric Smith, who spoke at the 2011 IARP Fall conference, talked about the challenges of reviewing JAs with different formats coming from different firms. Often, there are different formats within the same firm. Since that time, the WA-IARP Board developed a standardized JA format that was launched on 5/1/12. Use of this format is of course **optional** but it is **recommended and has been peer reviewed** by:

WA-IARP Board of Directors
WA-IARP Management Group (IMG)
L&I Return to Work Leadership Team
Vocational Technical Stakeholder Group (VTSG)

Project Goal

Provide a consistent format that will make the review process simpler and **improve physician response time.**

Establish **document familiarity** for users such as VRCs, VSSs, VDRO and IME physicians.

Improve **functionality** that meets WAC guidelines and standard voc rehab practice in the Washington State worker's comp system.

Collaborate with the Department in their effort to implement "LEAN" claims management.

Limitations

Project scope and focus is limited to content and format only and not procedure, technique or standard methodology with respect to information gathering and measurements.

The standardized JA strives for functionality and is not meant to be "perfect" or even "best practice" in a strict rehab sense. One objective is to capture the necessary and appropriate information within a reasonable number of pages.

The standardized JA targets general physical activities and environmental exposure. The JA does not address cognitive, temperament, GED, neuropsychological or other factors that are

associated with psychological or cognitive impairment conditions. Addendums for neuropsychological and specific or special conditions may still be necessary.

Project Implementation:

You may begin using the standardized format with the approval of your firm. Log on to the L&I website for a copy of the format: <http://www.lni.wa.gov/FormPub/Detail.asp?DocID=2398>

There will be no development changes to the format for one year while we work on distribution and circulation. The efficacy of the format will be re-reviewed again after 5/1/2013.

For any questions, you may contact Chris Fascilla at cfascilla@nwcim.com

History of Project Development

Draft JA format was developed after review of WAC 296-19A-170, industry standards such as the Revised Handbook for Analyzing Jobs and 13 sample JAs from separate private vocational firms.

Draft JA format was peer reviewed and endorsed by the Washington Chapter IARP Board of Directors on 2/8/12.

Draft JA was presented at VTSG meeting on 3/5/12. Concept was endorsed and input was received and incorporated.

Draft JA was presented at IMG meeting on 3/14/12. Concept was endorsed and further input was solicited from IMG members.

Draft JA was sent electronically on 3/15/12 to the Department's Return to Work Services leadership team and circulated among regional VSS staff. Concept was endorsed and input was received and incorporated.

The Department's support of the project was announced by Rich Wilson at the 3/23/12 vocational conference.

Draft JA was again reviewed by the Department RTW Leadership Team on 4/17/12. Additional input was received and incorporated. JA was approved for distribution.

Draft JA was again presented at the IMG meeting on 4/25/12 and approved for distribution.

WA Chapter of IARP Fall Conference

September 21, 2012, Tacoma, WA

...Imagine topics that provide valuable insights, practical strategies and resources that enhance your everyday case work. Imagine presenters who captivate you with education, entertainment and experience....

>Highlights<

Your conference planning committee is very excited about the great line up of topics and speakers. We are also looking forward to some changes at this year's conference. For instance:

Our conference date is on **Friday, September 21, 2012**, leaving your weekend free to do the other things you love to do besides attending the WA-IARP Fall Conference.

There is a hosted (**that means free**) **reception on Thursday night (9/20/12)** serving tasty appetizers and drinks before the conference on Friday. This event has very little planned except relaxing, visiting, catching up with friends and colleagues, laughing and telling stories about one another, i.e., "networking". So please plan on enjoying the reception and spend the night at the beautiful **Hotel Murano** so that you are bright-eyed and bushy tailed in the morning.

Once again we have **lowered the registration fee** from last year for WA-IARP members. The total cost is **\$75 for members** and \$150 for non-members. CEU's will be available for the day.

>Topics<

This year's conference topics will include:

- ⇒ Expanding Your Rehabilitation Opportunities with Business Diversity
- ⇒ Fundamentals and Practice of Life Care Planning
- ⇒ Keeping Up With Legislative Changes - The shifting sands of WC laws
- ⇒ Potential Impact of the November elections on WA voc
- ⇒ Addressing Past Criminal History and Rehabilitation Planning
- ⇒ Social Security Benefits – How does this system really work?
- ⇒ Division of Vocational Rehabilitation – An untapped resource
- ⇒ Ethical Decision Making In Counseling
- ⇒ Stay at Work Program
- ⇒ There will be an optional lunch time discussion regarding the issue of assigning the closure code ADM1 (Medically Unstable) as "unusable" in the VRC performance measure.

>Accommodations<

The Hotel Murano is offering a special rate of \$149. You can call the Murano and make your reservation now. Be sure to mention the conference and special rate.

**Picture yourself here in
September!**



IARP MEMBERSHIP OFFERS DIVERSE BENEFITS

By Michelle Jensen, WA Membership Chair

The purpose of IARP is to unite rehabilitation professionals to promote the availability of effective interdisciplinary services for persons with disabilities. IARP offers members a wide array of benefits:

IARP sponsors events and conferences throughout the year to meet the needs of its members and the community. We offer free or discounted rates to members.

IARP offers a variety Webinars that encourage thought-provoking discussions where professionals are able to easily obtain CEUs. The Webinars also offer the option of viewing the program at one's convenience, not just the time of its original broadcast. Webinars also offer the availability for online discussion forums where professionals are able to build a community together to collaborate and answer a variety of questions concerning practice issues, procedures and trends.

Members have the opportunity to share experiences and knowledge through blogging, document sharing and networking.

IARP offers a variety of professional services at a spectacular rate; whether you are looking for group liability insurance, computer software or credit card services.

IARP offers section membership for those associates who seek to address the specific needs of their specific focus. Particular practice areas include case management, disability management, forensic rehabilitation, life care planning and Social Security Administration vocational expert testimony.

You should be proud to know that your local Washington State chapter is the fourth largest IARP chapter in the United States. Your Washington State chapter board members meet the second Wednesday of every month in Auburn where a variety of matters are discussed concerning the well-being of our professional members. We have a board comprised of nine board members. We seek new Board members each Spring. You should consider becoming a part of this fun, dedicated group.

Currently your Washington Chapter board is working hard to coordinate our annual conference that will again be located in Tacoma at the Hotel Moreno, September 21st. We have an a great array of professional speakers covering exciting topics to enhance your learning experience, not to mention a great opportunity for professional networking, vendor education about products and services, and the ability to receive needed CEUs. A complimentary, pre-conference get-together will be held on Thursday evening, September 20. We hope to see you there!

WELCOME NEW COLLEAGUES TO IARP AND ENJOY STARBUCKS!

Your Washington Board is offering a \$10 Starbucks card to all current members for each new member they recruit by the date of the Fall Conference, September 21, 2012. As an incentive for those who don't yet experience the benefits of IARP membership, new members are eligible to have the Fall Conference registration fee waived. When a current member believes they have ushered in a new member and wishes to reap the benefit of a \$10 Starbucks card, they should e-mail Michelle Jensen (eastsidemjensen@gmail.com) and provide the name of the potential new member. Starbucks cards will be awarded at the conference or mailed to those unable to attend.

Waves of Change: Oceans of Opportunity

San Juan, Puerto Rico – October 25 – 27, 2012

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John Banja, MD, well-known rehabilitation researcher and medical ethicist will be the Keynote Speaker for the 2012 International Conference. Dr. Banja will speak on Problematic International Styles in Rehabilitation: The Narcissistic, the Lobotomized and the Dangerous. He has also generously agreed to present an additional session entitled Ethics, Conflicts of Interest and the Expert Witness. Dr. Banja is a Professor in the Department of Rehabilitation Medicine and a medical ethicist at the Center for Ethics at Emory University. He also directs the Section on Ethics for the Atlanta Clinical and Translational Science Institute at Emory.

Bob Paré will lead a group of generous and dedicated volunteers who are being recruited to descend upon San Juan, Puerto Rico for a Day of Service- the third in a proud history of selfless giving and sharing. We welcome all to join in leaving a mark and bringing hope to those less fortunate. Save the Date: Wednesday, October 24, 2012. More information to follow soon!

The Caribe Hilton is accepting reservations for 3 days before and after the conference at the conference rate of \$136.00 per night. The program committee has put together a quality emphasized program with ‘something for everyone’ in every section of the Rehabilitation Profession.

To keep up on all the developments, log onto www.rehabpro.org. There, in your profile, you can subscribe to daily updates from the 2012 International Conference Committee. There will also be regular updates in The Expert’s Express so be sure to read these monthly emails.

Neil Bennett, IARP WA Board Member at Large

PS – No Passports Required for US citizens

Bob Paré will lead a group of generous and dedicated volunteers who will be recruited to descend upon San Juan, Puerto Rico for a Day of Service- the third in a proud history of selfless giving and sharing.

Picture yourself here in October!



One Day Workshop

Developing the Timely and Defensible AWA

Presented by

International Association of Rehabilitation Professionals
Washington Chapter, September 20, 2012
Hotel Murano, Tacoma

If you wish to enhance your vocational rehabilitation skills, broaden your perspective with sound methodology and gain useful insights from experts in the field, you will want to attend this on day workshop.

This workshop will be particularly useful to VRCs who want to strengthen their skills. Training objectives include an advanced understanding of:

- Industrial Insurance Systems.
- Medical Case Management involving complex co morbid conditions.
- Analyzing job physical demand characteristics.
- Transferable Skill Analysis
- Labor Market Survey
- Reasonable Accommodation / Job Modification
- AWA Outcomes
- AWA components and report writing

Instructors: Kari D'Aboy / Chris Fascilla

Event: Pre-Conference Workshop –

2012 WA-IARP Fall Conference

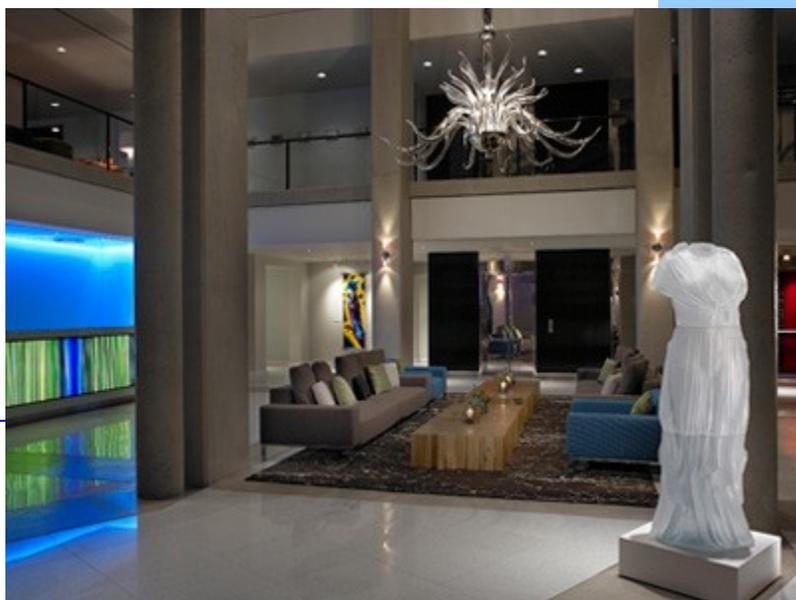
When: September 20, 2012

Time: 9:00 am – 5:00 pm

Where: Tacoma Hotel Murano

CEUs: CRC / CDMS

Cost: IARP Members: **Free**
Non-Members: \$110





2012-2013 WA-IARP Board

<u>President</u>	<u>President – Elect</u>
<p>Ryan Guppy UBC, Inc. 15436 Bel-Red Road Redmond, WA 98052 Tel: (425) 644-4100 Fax: (425) 644-4101 rguppy@ubcinc.org</p>	<p>Suzanne Waite UBC, Inc. 126 – 15th Street SE Puyallup, WA 98372 Tel: (253) 445-8663 Fax: (253) 445-8342 swaite@ubcinc.org</p>

<u>Past – President</u>	<u>Secretary – Treasurer</u>
<p>Lisa Parker Career Counseling, Inc 4115 S. Meridian, Suite A Puyallup, WA 98373 Tel: (253) 845-4090 Fax: (253) 840-3381 ldeboer-parker@msn.com</p>	<p>Chris Fascilla NW Center for Integrative Medicine 2702 S 42nd St, Ste. 310 Tacoma, WA 98409-7324 Tel: (253) 472-7844 Fax: (253) 472-8474 cfascilla@qwestoffice.net</p>

<u>Members at Large</u>	
<p>Neil Bennett OSC Vocational Systems 10132 NE 185th St 119 N Commercial St, Ste 350 Bothell, WA 98011 Bellingham, WA 98225 (425) 949-4413 (206)919-0371 Fax: (425) 486-8701 neil@osc-voc.com</p>	<p>Jennifer Bowes Bowes Vocational 17410 133rd Ave NE, Ste 10 Woodinville, WA 98072 Tel: (425) 243-7862 (253) 242-3536 Fax: (425) 224-1646 jennifer@bowesvocational.com</p>
<p>Kari D’Aboy 2627 E. Martin Way Olympia, WA 98506 Tel: (360) 709-9800 Fax: (360) 709-9806 kari@careerhorizon.net</p>	<p>Bradley K. Ehrlich Career Opportunities Group, Inc 720 N 35th St, Ste 210 Seattle, WA 98103 Tel: (206) 547-4601 ext 100 Cell: (206) 293-2933 Bradley@career-opps.com</p>
<p>Michelle Jensen Eastside Vocational Services, Inc. 1206 N Dolarway, Ste 208 Ellensburg, WA 98926 Tel: (877) 962-1950 Fax: (509) 962-1959 eastsidemj@gmail.com</p>	

Guidelines for Advertising through WA IARP

The WA – IARP Newsletter is distributed electronically to approximately 200 members quarterly. If you are interested in advertising in this newsletter, the following are guidelines and deadlines for ad submissions:

We accept ads from vendors who provide ancillary services to injured workers in an effort to reduce the physical, mental, social and financial impact of disability. We do not accept ads for job postings. Job postings may be placed through the National IARP Website. (www.Rehabpro.org)

WA – IARP publishes four newsletters per year; Spring, Summer, Fall and Winter, Ads are due based on the following schedule.

<u>Newsletter</u>	<u>Due Date</u>	<u>Publish Date</u>
Spring	2/28	March
Summer	5/31	June
Fall	8/31	September
Winter	11/30	December

Email the ad as an attachment to Kari D'Abov at [Kari@ CareerHorizon.net](mailto:Kari@CareerHorizon.net). Please provide the phone number and email address of a contact person(s) who can make decisions regarding the ad. Please be sure the ads look exactly as you wish them to appear. WA – IARP is not able to provide ad development or editing services.

Ads should be submitted in one of the following formats: MS Word (DOC or DOCX), or Microsoft Publisher (PUB) formats, or as a TIF, GIF, JPG or other universal graphics file. **Please do NOT submit ads in PDF format.** Ads may be in color, grey tones or black and white.

Ads may appear in the following sizes:	Cost:
Full Page: 9 inches high by 5 7/8 inches wide.	\$200
Half Page: 4 ½ inches high by 5 7/8 inches wide	\$125
Quarter Page: 4 ½ inches high by 3 3/8 inches wide	\$75

Prior to submission, please “preview” your ad with the final print size in mind, to make sure that fonts are large enough to be read.

Please proof-read ad for accurate spelling, phone numbers, and other important information as WA-IARP is not responsible for proof reading.

We do not accept ads for job postings. Job postings may be placed through the National IARP Website. (www.Rehabpro.org)



Washington Chapter

CONFERENCE REGISTRATION FORM

International Association of Rehabilitation Professionals

September 20-21, 2012

Hotel Murano, Tacoma, WA

Thursday, Sept. 20, 2012

Evening Reception and Awards (6:00 – 8:00 pm), Appetizers and Hosted Bar included

Friday, Sept. 21, 2012

Conference (8:00 am – 4:00 pm), Breakfast & Lunch included

Name: _____

Company or Agency: _____

Address: _____

Phone: _____

Email: _____

Before 9-7-12

IARP Member (\$75.00)

Non-Member (\$150.00)

Student (\$75.00)

After 9-6-12

IARP Member (\$105.00)

Non-Member (\$180.00)

I will attend the Thursday Evening Reception (cost included)

I will have a guest join me at the Thursday Evening Reception (\$ 20.00 per guest)

Total Enclosed: _____ (Please make check payable to: IARP-WA State Chapter)

We will also be offering free conference registration if you join IARP for the first time as a new member. To join IARP, go to <http://www.rehabpro.org/> and click on "Join Us" on the left hand column. You will need to email your IARP membership verification to Lisa Parker: Ldeboer-Parker@msn.com.

For room reservations the night of 09/20/12, call the Hotel Murano toll-free at (877) 986-8083. Room rate is \$149 and \$10 for Parking. Please mention that you are attending the "IARP Conference."

List any Special Accessibility needs: _____

If you have any questions please call Chris Fascilla at (253) 472-7844. There will be no refunds after 9-7-12. Please make check payment to WA-IARP and mail or fax this registration form to:

Lisa Parker, 4115 So Meridian, Suite A, Puyallup, WA 98373, Tel: (253) 845-4090 Fax: (253) 840-3381

CREDIT CARD PAYMENT: You may also pay fees by credit card.

Charge \$ _____ to my VISA MasterCard

Card #: _____ Expiration Date: _____

Signature: _____ Date: _____