



## Vocational Opinion

A Vocational Opinion is used to describe how the unique characteristics of an individual as a worker affect his/her ability to work and earn money. The analysis can be factored to investigate employability, earning capacity or rehabilitation potential and it can be tailored to address factors such as injury impairments and disabilities.

The development of a Vocational Opinion is the logical conclusion of the evaluation process employed by Rehabilitation Counselors for development of an individualized plan for employment. The Vocational Expert employs the knowledge, education and experience developed from working with persons with disabilities and applies the commonly accepted tools, measurements or methods to develop a proactive plan of action. Opinion development follows a generally accepted process and may include the following steps:

- Assessment Interview
- Data Gathering
- Background
  - Medical
  - Psychological
  - Education, Training and Work Experience
- Evaluation / Testing
- Research
- Analysis & Synthesis of Background, Evaluation/Testing & Research
- Formulation of Opinion

Depending upon the questions posed by the referring party, the scope of a Vocational Opinion may include:

- Employability
- Change of Employability
- Earnings Capacity
- Local Labor Market
- Local Job Availability
- Placeability
- Means to Overcome Obstacles to Employment

A Vocational Opinion can be used in matters involving disability and working, employment discrimination, wrongful termination and spousal earning capacity.

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