

APPENDIX B

VOCATIONAL WORKSHEET

December 30, 2008

NAME: Brittany Newberry

AGE: 18

DOB: 2/27/90

DOA: 5/6/06

ANTICIPATED LENGTH OF REHABILITATION PROGRAM

Brittany is still involved in an intensive therapy program post Spinal Cord Injury. It is anticipated she will require support care services for the remainder of her life expectancy. A Transitional Living Facility (Accessible Solutions) is recommended for a period of approximately 4-6 months, beginning in February 2009.

VOCATIONAL HANDICAPS

Restrictions and/or limitations are consistent with C6-C7 quadriplegia and include the following:

- Loss of Tactile Sensation
- Reaching
- Lifting
- Bilateral Prehensile Action and Grip Strength
- Sitting
- Standing
- Walking
- Kneeling
- Climbing
- Bending and Twisting
- Stooping and Squatting
- Impaired Balance
- Inability to work in hot, cold, or wet conditions
- Lack of gross and fine motor skills
- Dependence in all activities of daily living
- Impaired finger and hand dexterity
- Reduced level of physical stamina and endurance

Head Injury Sequela Deficits:

Cognitive:

- Retrograde amnesia
- Post-Traumatic amnesia
- Attention and concentration (better now on medication)
- Abstract reasoning and conceptualization
- Difficulty with new learning
- Immediate recall (Fair to Good)
- Delayed memory
- Problem solving
- Decision making
- Slowed speed of thought processing, especially with fatigue
- Difficulty with thought organization and planning
- Word retrieval problems

Behavioral/Psychological:

- Poor self-initiation (likely due to frontal lobe damage)
- Impaired capacity for self-care (primarily physically related)
- Reduced self-esteem
- Fair to good degree of acceptance

Motor/Physical (Brittany is too impaired from the spinal cord injury to assess for psychomotor deficits):

- No sense of smell or taste

IMPACT ON PLACEMENT

Severe. Brittany's vocational handicaps present a severe impact on her ability to be placed in the competitive labor market.

IMPACT ON RANGE OF JOB ALTERNATIVES

Severe. Examples of occupations affected include: Business; Administrative Detail; Information Processing, Records; Social Services; Nursing and Education.

REHABILITATION PLAN

See Life Care Plan.

VOCATIONAL DEVELOPMENT OPTIONS
PRE-ONSET

- I. Direct placement in the labor market without additional training after completion of High School and a Vocational/Technical Program or a two-year college program.
- II. Direct placement in the labor market with completion of a four-year college program.

PRE-ACCIDENT VOCATIONAL ALTERNATIVES

- I. Average earnings for a Caucasian female in the U.S., ages 18-24 with Vocational Training or an Associate's Degree: \$22,702-\$25,039 (Worked Full Time, Year Round)

PINC-04. Educational Attainment--People 18 Years Old and Over, by Total Money Earnings in 2007, Age, Race, Hispanic Origin, and Sex.

[Source: U.S. Census Bureau, Current Population Survey, 2008 Annual Social and Economic Supplement-March].

- II. Average earnings for a Caucasian female in the U.S., ages 18-24 with completion of a four-year college degree: \$34,047 (Worked Full Time, Year Round)

PINC-04. Educational Attainment--People 18 Years Old and Over, by Total Money Earnings in 2007, Age, Race, Hispanic Origin, and Sex

[Source: U.S. Census Bureau, Current Population Survey, 2008 Annual Social and Economic Supplement-March].

VOCATIONAL DEVELOPMENT OPTIONS
POST-ONSET

I recognize that the neuropsychologist said in the report of May 2008: "Although Brittany appeared to be making adequate progress at the high school level, her scores on measures of new learning suggested she would have marked difficulties at the college level. Instead, Brittany would perform more effectively within a vocational-like program." I have taken this into consideration but I am also considering the goals, aspirations and motivation of Brittany. I do not want to shut down those aspirations this early in her rehabilitation process. In consideration of the neuropsychologist's concerns, I am not including tuition to a four-year program in the Life Care Plan, but I am supporting her effort and recommending the safety net of counseling and

vocational rehabilitation support so that the educational effort will not prove to be a failure experience, but will continue to be a positive learning effort on her part, regardless of outcome.

- I. Direct placement in the labor market with additional training – completion of a vocational/technical program. (It is anticipated, based on neuropsychological test results, that she will require tutoring assistance to succeed in such a program).
- II. Direct placement in the labor market after completion of a four-year college program. (It is anticipated, based on neuropsychological test results, that she will require tutoring assistance to succeed in such a program).

POST-ACCIDENT VOCATIONAL ALTERNATIVES

It is important to note the statistics regarding employment of those individuals with a Spinal Cord Injury, less than 14% of complete lesion (motor) (21% incomplete) tetraplegics have returned to work within five years post accident. Reasons attributable to this include psychological factors, increased time requirements for daily care, bowel and bladder programs, other complications related to spinal cord injury, plus the increased energy demands required. Additional research by J. Stuart Krause, Ph.D. in a twelve-year follow-up study reveals that the higher the educational level of the person with a spinal cord injury, the greater the potential for a return to work, with college and graduate school educational levels showing the greatest promise.

It is not within reasonable probability to anticipate Brittany will be employed in the labor market on a full-time basis. Reasons attributable to this include psychological factors, increased time requirements for daily care, bowel and bladder programs, other complications related to spinal cord injury, plus the increased energy demands required. Brittany might be able to work on a part-time basis. Gradually, we will see an increase in the frequency of complications and limitations which will begin to reduce the number of hours per day, and days per year she would be able to attempt work.

It must be considered that routine medical needs will impact work during the course of the year. It is also reasonable to expect, that due to her limits regarding work times and schedules, she will not be eligible for the more stable, higher positions within a given employment setting. She will not earn to her capacity, or be available for the types of promotions and merit increases another employee might be eligible for simply due to the shortened work availability, lack of independence, and other limits she will experience secondary to her disability. It must also be recognized that Brittany will most likely be unable to qualify for health insurance through an employer (or

individually), so she will not be covered for the kinds of routine illnesses that everyone is exposed to. There is no provision in the Life Care Plan or this vocational report to account for the inability to acquire health insurance to cover non-disability related health care needs.

Sources:

Krause, J. Stuart, Ph.D., Employment after spinal cord injury; "Archives of Physical Medicine and Rehabilitation," 1992: 73:163-9.

Krause, J. Stuart, Ph.D., Anson, Carol A., Ph.D.; Employment After Spinal Cord Injury: Relation to Selected Participant Characteristics; "Archives of Physical Medicine and Rehabilitation," 1996: 77: 737 - 43.

"Archives of Physical Medicine and Rehabilitation", 1999, James Krause, Ph.D. Employment After SCI: An Analysis of Cases From the Model Spinal Cord Injury Systems; J. Stuart Krause, Ph.D; D. Kewman, Ph.D., M. DeVivo, PH.D., F. Maynard, MD, J. Coker, BA, MJ Roach, Ph.D., and S. Ducharme, Ph.D.

Brittany will need extra time to complete either the two-year (or vocational) program, or the four-year program. Anticipate allowing at least three years to complete the two-year program, and 5-6 years to complete a four-year program. It is anticipated she will be able to begin such a program in August 2009.

Examples of possible earnings include:

I. Average earnings for a Caucasian female in the U.S., ages 18-24 with vocational training or a two-year degree: \$22,702-\$25,039 (Worked Full-Time, Year Round). This is approximately \$10.91 - \$12.04/hour [average of \$11.48/hour]. If using part-time work, anticipate 25-30 hours per week, or 1,250 to 1,500 hours per year based on 50 weeks per year. This equals \$14,350 to \$17,220 /year in possible earnings in a best case scenario.

PINC-04. Educational Attainment--People 18 Years Old and Over, by Total Money Earnings in 2007, Age, Race, Hispanic Origin, and Sex.

[Source: U.S. Census Bureau, Current Population Survey, 2008 Annual Social and Economic Supplement-March].

II. Average earnings for a Caucasian female in the U.S., ages 18-24 with completion of a four-year degree: \$34,047 (Worked Full-Time, Year Round). This is approximately \$16.37/hour. If using part-time work, anticipate 25-30 hours per week, or 1,250 to 1,500 hours per year based on 50 weeks per year. This equals \$20,463 - \$24,555 /year in possible earnings in a best case scenario.

PINC-04. Educational Attainment--People 18 Years Old and Over, by Total Money Earnings in 2007, Age, Race, Hispanic Origin, and Sex.

[Source: U.S. Census Bureau, Current Population Survey, 2008 Annual Social and Economic Supplement-March].

It is within reasonable rehabilitation probability to anticipate a shortened work life expectancy to between the ages of 50-55. It is also within reasonable rehabilitation probability that she will have a total loss of earning capacity.