

October 19, 2011

Chairman Schmitt and Members of the Committee

I want to thank the committee for the opportunity to address issues regarding Vocational Rehabilitation and Wage Earning Capacity Analyses; or what is referred to as Stokes/Lofton Evaluations. My/our purpose here today is to explain how these evaluations work and that the results are not "virtual or theoretical".

I am Guy Hostetler, a Certified Rehabilitation Counselor and the Senior Counselor at Hostetler Fontaine and Associates. I have been providing Vocational Rehabilitation Services and Expert Vocational Evaluations for over 30 years.

My colleagues and I provide expert opinions in a number of arenas. These include Social Security, Auto No-Fault, Veterans Affairs, Workers' Compensation, Long-Term Disability and for various State Circuit and Federal District Courts. These opinions, along with other information are used by various agencies and courts to assist them in making a determination of a person's "employability and ability to earn wages".

The purpose of these evaluations is to reach objective findings regarding an individual's the employability and wage earning capacity given a certain unique set of circumstances. We explore whether or not a person's knowledge, skills, and current physical abilities translate into being capable of working and earning wages within their local labor market. Following a clinical interview and records review, information regarding the jobs performed by the individual is compiled and cross referenced with various resources (O*NET and DOT- Dictionary of Occupational Titles) to obtain specific vocational information useful in identifying transferable occupations. Once these occupations are identified, wage information, as well as the availability of employment is further obtained through the use of various Occupational Employment Statistics (OES) published by the State of Michigan and the United States Bureau of Labor Statistics.

All of this information is utilized to perform a Transferable Skills Analysis. The Transferable Skills Analysis assists Vocational Experts in understanding how one job is similar to another.

A Transferable Skills Analysis is a tool; an assessment or collection of data; it needs to be interpreted by a Vocational Expert. This is no different than the need of

a medical expert to interpret lab work. The need for the Vocational Expert to interpret this information has been recognized by various governmental agencies and courts for 50 years.

The process of analyzing skills is set forth in a standard methodology, supported by professional ethical standards, and has been used by hundreds of vocational counselors and similar human service professionals. It entails an interview of the individual regarding their background information, education and training, employment history, including military training and service. Medical reports are reviewed to obtain information about the individual's ability to physically function. Various tools and methods, as previously described, are used to assess, evaluate and identify if the individual has transferable skills. Statistical information regarding availability and wages for transferable jobs are gathered through both state and federal resources. If transferable occupations exist, then further information is gathered regarding the availability of employment in the local labor market through traditional job search methods. This includes assessing a variety of private, state, and federal job posting databases to review job postings and gather information regarding job demand, location, and pay. This practical survey allows the vocational expert to gather information about real jobs that pay real wages that exist in the real world.

My colleagues and I recognize the utility of forensic or independent evaluations being performed today aimed at assessing one's current employability and wage earning capacity. We also continue to support the sections of the existing Workers' Compensation Act that provide vocational rehabilitation services to injured workers in the state of Michigan.

Please understand this is a very brief summary of a complex process.

Should any member of the committee have questions, I and my colleagues will make ourselves available at your convenience.

Guy Hostetler, MA, CRC, CDMS, ABDA, DABFC, LPC
Vocational Rehabilitation Counselor

CURRICULUM VITAE
GUY A. HOSTETLER, MA, CRC, CDMS, ABVE, ABDA, DABFC, LPC

PROFESSIONAL DATA

Business Address: Hostetler-Fontaine & Associates
26211 Central Park Boulevard, Suite 501
Southfield, Michigan 48076
248-354-3540 / Fax 248-354-9621

Occupation: Vocational Rehabilitation Counselor/President
Hostetler-Fontaine & Associates, a medical
management/Vocational Rehabilitation/Job Development firm;
supervisor of 15.

Education: Central Michigan University, Mt. Pleasant
Bachelor of Arts, Major, Family Life, 1978
Master of Arts, Major Guidance Counseling & Education,
Concentration in Counseling, Community Agency
Various seminars and programmed learning, 1980

PROFESSIONAL AFFILIATIONS

- Certified Rehabilitation Counselor (CRC) Cert No. 00053479
- Certified Disability Management Specialist (03617)
- Diplomate of the American Board of Disability Analysts
- Diplomate American College of Forensic Examiners (20007)
- Licensed Professional Counselor (6401000807)
- Member National Rehabilitation Association
- Member National Rehabilitation Counseling Association
- Member National Job Developers Association
- Member Advisory Board Wayne State University
- Vocational Rehabilitation Counselor Masters Program
- Faculty Member of Lorman Education Service
- Member State of Michigan Advisory committee for Vocational
Rehabilitation and Workers' Compensation
- Member American Board of Vocational Experts

AREA OF PRACTICE

Vocational Rehabilitation Counselor industrial, personal injury,
long-term disability, job development, career counseling

WORK EXPERIENCE

1982-Present	Hostetler-Fontaine & Associates, Vocational Rehabilitation Counselor, Job Developer, Supervisor, President
2011-Present	Vocational Expert for the SSA - ODAR
1981-1982	Injury Management & Rehabilitation Corporation, Vocational Rehabilitation Counselor/Senior Counselor
1980-1981	Eightcap, Inc., Senior Counselor
1979-1980	Gratiot County Mental Health, Therapist

