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March 30, 2009

Re: Recommendation for a Job-Related FCE

Patient::	Paolo Santini	Employer:	Baker Construction
DOB:	12/04/1966	Insurance Carrier:	Great Upper Midwest
DOI:	11/22/2003	Claim #:	2310522288

This is to recommend an FCE designed to address upper extremity functions of four jobs for which Mr. Santini has demonstrated interest by his test scores and observable test performance.

In my 03/11/2008 progress note, I recorded his difficulty using a computer mouse. Jobs best suited to his pattern of vocational interests are in business, so he will need to learn to use a computer. He realizes this, and looks forward to learning, but needs advice as to whether he should use a right handed track ball a left handed mouse or some other device. It is important to assess whether or to what extent he can use a keyboard and whether he can use the Windows Accessibility Wizard or whether he needs more specialized input-output devices. If he took an accounting class, would he be able to take notes or transcribe information? Would he need more time on tests? What reasonable accommodation does he need under ADA?

His vocational interest test results (Holland scores) are high on the Conventional theme and very low to low average on all other themes. High scores on Conventional suggest a preference for jobs in business, such as bank teller, bookkeeper, accountant, computer programmer, purchasing agent, pharmacy technician and printer.

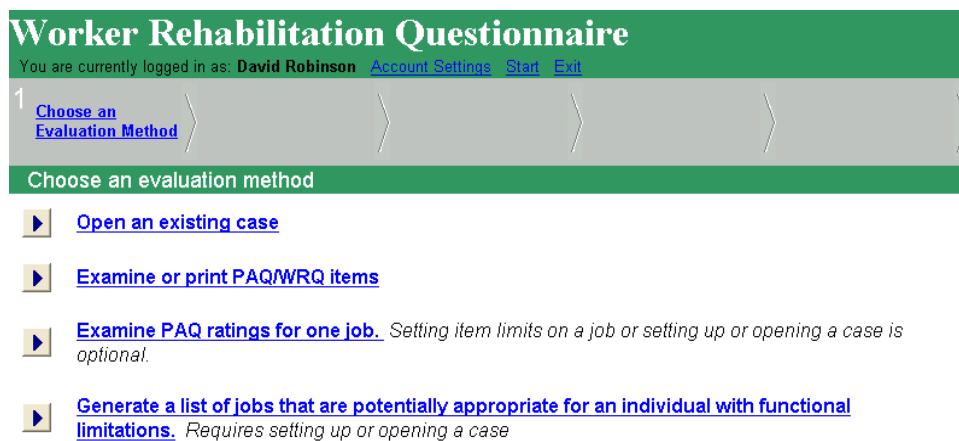
The following table shows job analysis ratings (using 0-5 scales) on four of these jobs with the highest test scores: Bkr = Bookkeeper, Tel = Teller, Pri=Printer, Pha = Pharmacy Technician:

No.	Job Element	Bkr	Tel	Pri	Pha
38	Transcribing	3.4	2.0	0.6	2.0
39	Setting up or adjusting equipment	0.3	0.3	1.8	0.0
43	Placing things	1.3	1.6	1.0	0.5
45	Handling Objects, materials, animals, humans, etc.	0.6	1.0	0.0	0.0
40	Using the hands directly to change things	1.0	.09	1.0	0.5
43	Placing things	1.3	1.6	1.0	1.7
45	Handling objects, materials, animals, human beings, etc	0.8	1.0	0.0	0.0

No.	Job Element	Bkr	Tel	Pri	Pha
47	Finger movement	3.2	2.9	2.7	1.7
48	Hand-arm movement	1.3	1.6	2.0	2.0
49	Hand-arm steadiness	0.4	0.2	1.3	1.0
100	Keyboard equipment	3.4	3.0	1.5	1.5
146	Education	1.9	2.2	2.6	2.0
147	Training	1.7	2.1	2.8	1.5
148	Experience	1.8	1.3	3.1	1.0

For example: the job analysis rating on element No. 100, Keyboard Equipment in the job of Bookkeeper is 3.4. It makes sense to look systematically at what keyboard equipment Bookkeepers use and how they use it to design a test of his capacity to perform that function with or without reasonable accommodation and the nature of the accommodation. Tabled values above reveal significant Keyboarding requirements for Bookkeepers and Tellers, but not for Printers or Pharmacy Technicians. The latter two jobs require use of Hand arm steadiness more than the Bookkeepers or Tellers do. To summarize, upper extremity requirements for these four jobs guide FCE design to assess feasibility of these four jobs and document any needs for reasonable accommodations under ADA for training on these jobs and the jobs themselves. Ruling out any of these jobs as infeasible will narrow the focus to jobs that are feasible, interesting and worthy of further pursuit.

Job analysis ratings on 150 of standardized elements (including upper-extremity items stated above) are available for nearly 2,500 jobs. This information can be retrieved from www.workerrehab.com by clicking on the WRQ Client Login hotlink on that screen, and then entering username Santini, and password 23105 to point to the following screen:



Clicking on the third choice, Examine PAQ ratings for one job points to the screen below, in which to enter a job title, such as Bookkeeper or the first few letters of a job family, such as “eng” to list various jobs in engineering, for example.

The screenshot shows the 'Worker Rehabilitation Questionnaire' interface. At the top, it says 'You are currently logged in as: Julie Houtz' with links for 'Account Settings', 'Start', and 'Exit'. Below this is a navigation bar with two main options: '1 Choose an Evaluation Method' and '2 View Ratings for One Job'. The 'View Ratings for One Job' option is selected. Below the navigation bar is a green header that says 'Examine ratings for one job'. Underneath, there is a section titled 'List all jobs starting with letter:' followed by a row of blue hyperlinks for each letter of the alphabet: 'A B C D E F G H I J K L M N O P Q R S T U V W X Y Z'. Below this is a section titled 'Search for a job:' with instructions: 'Enter all or part of a job title or DOT code. After you press the "Find Jobs" button you will be shown a list of all jobs in the database that match your search.' It also provides examples: 'You can narrow your search by being more specific (e.g. search for "Sales Engineer, Aeronautical Products"). Or, you can broaden your search by being less specific (e.g. search for "sales").' At the bottom, there is a text input field containing the word 'bookkeeper' and a 'Find Jobs' button.

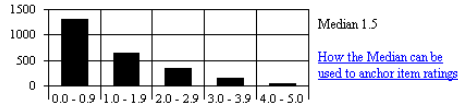
Clicking the Find Jobs button points to a listing of jobs that includes Bookkeeper. Double-clicking on Bookkeeper shows ratings on the 150 elements. Ratings for Teller, Printer and Pharmacy Technician can be located the same way and printed and laid out side-by-side for comparison, as in the Table on pp. 1-2 above. Elements with ratings greater than zero on which performance is limited by medical impairment enter into FCE design.

In the first screen shown above, clicking on Examine or print PAQ/WRQ items, and paging down to #38, Transcribing, shows the following definition of Transcribing below, for example, which includes statistical information for interpreting the numerical size of a job analysis rating.

Item #38 - Transcribing

This item refers to the copying or posting of information in a ledger or on a sheet, as well as transcription using a machine such as a typewriter or word processor.

Distribution of the 2,491 jobs in the full WRQ job database:



Examples of jobs in the PAQ database that are rated at each rating scale point:

Level	Job Title
0.0 - 0.9	Equipment Cleaner, Production Assembler, Baker, Lumber Handler, Furnace Cleaner
1.0 - 1.9	Architect, Civil Engineer, Home Economist, Surveyor, Painter, Bus Driver
2.0 - 2.9	Auditor, Cable Splicer, Construction Inspector, Security Guard, Parts Salvager, Police Officer, Purchasing Agent
3.0 - 3.9	Accounting Clerk, Payroll Clerk, Refinery Operator, Telephone Solicitor
4.0 - 4.9	Bookkeeper, Meter Reader, Driver's License Examiner
5.0	

To what extent is this individual capable or tolerant of this item?

Rate this Item on a scale of 0.0 (not capable or not tolerant) to 5.0 (highly capable or highly tolerant). [Instructions for Rating Items](#)

The histogram summarizes the distribution of job analysis ratings for Transcribing across the nearly 2,500 jobs in the database. It shows that median rating for Transcribing is 1.5, which lends perspective to the Bookkeeper's rating or 3.4 on Transcribing, showing it to be high. A job-related FCE for Bookkeeper should include a substantial Transcribing component.

Returning to the first screen above, the fourth choice implies correctly that one of the WRQ algorithms enables listing jobs potentially appropriate for a person with functional limitations. Discussion of this option extends beyond the topic of FCE design.

We are very pleased to provide technical support and guidance in the acquisition and use of job information from the WRQ, and its interface with the Occupational Information Network (the O*NET) of the U.S. Department of Labor.

Sincerely

David D. Robinson, Ph.D.