

CURRICULUM VITAE

Denise D. Cordes, M.S., CRC, ABDA-D, ABVE-D

CERTIFICATIONS

Certified Rehabilitation Counselor

Commission on Rehabilitation Counselor Certification

Certificate No. 33383

Ranked at the 91st percentile on the national CRC examination.

Diplomate

American Board of Vocational Experts

Certificate No. 1594

Senior Disability Analyst and Diplomate

American Board of Disability Analysts

Certificate No. 6989-03

Vocational Consultant

SSA/Office of Hearings and Appeals

Qualified Expert

Pa Department of Labor & Industry

34 PA Code 123.202 Workers' Compensation Act

EDUCATION

1994 Immaculata College, Malvern, PA. Post-graduate studies in Counseling Psychology.

1990 M.S. Human Resource Management, Widener University, Chester, PA

Thesis: A study on the impact of legislation and labor market demographics on the employment of individuals with disabilities.

Concentration: Employment Law

1983 B.A. Liberal Arts, Widener University, Chester, PA

Curriculum at undergraduate and graduate level encompassed: Theories and Techniques of Counseling, Psychology, Theories of Personality, Developmental Psychology, Abnormal Psychology, Social Psychology, Social Problems, Consultation Skills (assessment, diagnosis, intervention), Labor-Management Relations, Training and Development, Human Resources, Personnel Management (supervision, motivation, discipline), Employment Law, Research and Statistics, Economics.

Continuing Education/Professional Seminars on ADA, Essential Functions/Job Analyses, Vocational Evaluation, Earnings Analysis, Forensic Rehabilitation, Disability Management, Job Development, Daubert, O'NET, etc.

PROFESSIONAL EXPERIENCE

January 1990-Present

Vocational Counselor /Disability Analyst, Danmar Associates, Frazer, PA

Conduct vocational assessments; complete transferable skills analyses and labor market surveys; administer and interpret testing to measure interests, abilities, and academic accomplishment; conduct extensive occupational, wage and illness/injury research; confer with U.S. Department of Labor (Bureau of Labor Statistics) and State Department of Labor and Industry personnel to obtain and/or confirm relevant occupational and wage data for vocational analysis; research and confirm available and appropriate employment opportunities, identifying associated wages to establish earning potential or residual earning power across multiple labor market areas. Provide analysis on diminution of earning power given reduced access to labor market. Confer with medical and professional treating personnel to determine degree of disability, eligibility for services, and feasibility of vocational rehabilitation. Coordinate return to modified work with pre-injury employer; provide post-employment follow-up and supportive employment services to include job accommodation and the purchase of ergonomically designed tools and equipment to facilitate adjustment to and maintenance of employment. Provide vocational rehabilitation services, personal adjustment and career counseling - advisement on community and governmental resources to assist with job placement, academic remediation, and training.

Complete plant-wide ADA compliant job analyses for multi-state manufacturing and service organizations. Provide employers (both public and private) with consulting services on non-discriminatory employment practices; assist with mediation/resolution of disability claims. Offer analyses and expert opinion pertaining to vocational potential and earning power in worker's compensation, liability (personal injury, professional malpractice, product liability,

divorce), ADA compliance or non-compliance, social security, and employment discrimination. Responsible for quality assurance--supervising the vocational consulting staff in the provision of vocational and employment services.

January 1985-January 1990

Placement Counselor/Manager, Robert Half of Philadelphia, King of Prussia, PA

Supervised the activities of professional and office staff and directly performed the following job functions: developed sources of qualified applicants, conducted screening interviews, administered skills testing, checked references and background, evaluated applicants' qualifications, prepared job requisitions, wrote job descriptions, referred qualified candidates to company hiring personnel, and maintained employment/placement records and statistics. Participated in the development and utilization of job development methods. Hired, trained, and evaluated employees. All employment activities were carried out in compliance with EEO requirements. Assumed managerial responsibilities over temporary division in 1985; assumed total divisional managerial responsibility in 1988.

September 1980-June 1985

Teacher, Jr. High School, St. Michael's School, Chester, PA

Taught 5th and 6th grade school pupils academic, social, and manipulative skills in a private educational system, self-contained classroom. Adapted diocesan-wide curriculum to the needs of an inner-city school population. Prepared teaching outline for course of study, and presented subject matter to class through lectures/demonstrations/audio visual teaching aides. Counseled students when adjustment or academic problems arose. Discussed pupil's academic and behavior problems with parents and suggested remedial action.

PROFESSIONAL AFFILIATIONS

International Association of Rehabilitation Professionals

PUBLICATIONS

Pennsylvania Trial Lawyers Association. Damages: Proven Strategies & Trial Tactics, Establishing Vocational Damages, Pub. No. 253-2002

Pennsylvania Bar Institute. Pennsylvania Workers' Compensation Practice & Procedure, The Concept of Skills Transferability, PBS No. 2002-2768

OTHER

World Trade Center Victims Compensation Fund/The Trial Lawyers Care. Authored/prepared pro bono analysis on Loss of Earnings/Income Capacity for victim compensation fund distribution by Special Master Kenneth R. Feinberg.