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Vocational Rehabilitation Counselor/VRC**

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August 25, 2020

**Subsequent Injuries Benefits Trust Fund
Department of Industrial Relations
Division of Workers Compensation
160 Promenade Circle, Ste. 350
Sacramento, CA 95834**

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Law Offices of Natalia Foley
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**Employee: Daniel Doran
SIF #: ADJ8760713
D.O.I: 7/11/2012
Employer: Benedict & Benedict Plumbing**

Subsequent Injuries Benefit Trust Fund Vocational Opinion

I have been requested by Attorney Natalia Foley to perform a forensic vocational analysis and report addressing Mr. Doran ability to compete in the open labor market based upon his subsequent industrial injury as well as his pre-existing illnesses and injuries that have created labor disabling conditions that would diminish Mr. Doran ability to compete in the open market. Due to COVID 19, assessments and reports were delayed.

Introductory Comments

I have been requested by Attorney Natalia Foley to perform a forensic vocational analysis and report addressing Mr. Doran ability to compete in the open labor market based upon his

subsequent industrial injury as well as his pre-existing illnesses and injuries that have created labor disabling conditions that would diminish Mr. Doran ability to compete in the open market.

My assignment included a face to face interview with Mr. Doran, a review of his occupational history, medical history and records, physician assessment of his medical conditions and labor disablement and appointment involving percentage of disability apportioned to the subsequent injury, and pre-existing injuries and illnesses, vocational assessments, transferable skills, the labor market analysis and whether Mr. Doran is amenable to vocational rehabilitation.

A thorough evaluation was conducted of Mr. Doran through vocational testing, research through the OASYS system, the Employment Development Department (EDD), the Dictionary of Occupational titles, the Social Security Administration (SSA), the Occupational Employment Quarterly (OEQ), and pertinent case law to determine Mr. Doran pre-injury labor disablement, as well as the post-injury labor market access and ability to compete in the open labor market.

I explained to Mr. Doran my position as an Applicant Vocational Expert and informed him that I would not be providing ongoing vocational counseling. I informed him that the information derived during the evaluation would not be considered confidential and that my findings and opinions would be summarized in a report that would be provided to him attorneys and the Subsequent Injuries Benefits Trust Fund.

I have prepared an index with an overview of my evaluation, with demarcations of each section delineated in the index.

Date and Time of Evaluation

My evaluation occurred with Mr. Doran on October 17, 2019 at Claremont Care Center, 219 E. Foothill Blvd, Pomona, CA 91711 in a quiet corner office free of distractions. I conducted the evaluation in person with Mr. Doran and had full view of his entire body throughout the assessment.

Evaluation Timeframes

8 hours for file review of medical and psychological records, 8 hours of face to face time, 4 hours of vocational rehabilitation testing and scoring, 4 hours of interpreting and analysis of the CAPS and Raven Standard Progressive Matrices, 4 hours of research (DOT, OASYS, SSA) and 10 hours of report writing, proofreading, and editing time for a total of professional time. A total of 38 hours of professional time. An itemized invoice is attached to this report outlining my work in this matter.

Background Information

I met with Mr. Doran on October 17, 2019 at Claremont Care Center, 219 E. Foothill Blvd, Pomona, CA 91711 in a quiet corner office free of distractions. I conducted the evaluation in person with Mr. Doran and had full view of his entire body throughout the assessment. He was casually dressed and well-groomed when he reported to the office for his scheduled evaluation. Mr. Doran was forthcoming and cooperative throughout the interview.

I interviewed Mr. Doran to obtain information regarding his educational background, employment history, medications, subjective physical tolerances in addition to administering vocational testing.

Mr. Doran was born on June 4, 1966 in Pasadena, CA, 53 years old at the time of this report. He reported a Social Security Number (SSN) of xxx-xx-1885.

Transportation Information

Mr. Doran produced a current Class C California driver's license with a number of xxxx6498 and an expiration date of June 4, 2022. He stated that he had no vehicle code violations or accidents currently on his driving record.

Mr. Doran indicated that he would be willing to travel approximately fifteen (30) minutes to work in one direction should he be able to work.

He said that he has a reliable vehicle which he could utilize for employment purposes.

Mr. Doran explained that he would not be willing to use public transportation because of the physical strain it would put on his body given his conditions of disablement including genitourinary and multiple body system impairments.

He would not be willing to relocate.

Mr. Doran should he be able to work, he would be available to work Monday through Friday during the day.

Social History

Mr. Doran is not married and widowed and he has no children.

He is not required to perform elder care.

Mr. Doran has been smoking tobacco for 35 years at approximately one pack a day. Regarding alcohol, Mr. Doran stopped eight years ago and denied illicit drug use.

Legal History

Mr. Doran indicated that he did not have any felony or misdemeanor convictions.

Educational Background

Mr. Doran could communicate in English fluently.

He stated that he did not graduated high school and completed 11th grade at St. Francis High School. He said that he was an average student and received average grades. Mr. Doran was never held back a grade and does not have any learning disabilities. Mr. Doran completed 2 classes in Plumbing and Water Purity.

Military History

Mr. Doran did report being in the military service.

Current Sources of Income

Mr. Doran indicated that he does meets his monthly expenditures.

Mr. Doran states that his monthly expenditures which includes his mortgage, utilities expenses.

Current Work Status

Mr. Doran is not currently employed.

Employment History.

Mr. Doran states he began working for Benedict & Benedict Plumbing Company in approximately 2009 as a journeyman plumber. He would do primarily residential plumbing but also some commercial plumbing. He would perform plumbing activities such as remodeling a bathroom.

Mr. Doran would typically report to the shop at the beginning of the day. Then he would drive a company vehicle typically with automatic transmission to the worksite. The work sites were typically 10 miles or less from the shop. He would typically drive a maximum of less than 100 miles a day.

Typically, Mr. Doran would be on call to receive new plumbing jobs. He would receive a call and go to the job site. He may have six or seven jobs a day.

Mr. Doran would install water heaters, kitchen faucets, or copper piping. He would clean drains with a snake cable. He would install dishwashers or garbage disposals.

Mr. Doran indicated his job as a plumber would require a lot of lifting. Typically, the heaviest item he would lift would be a water heater at a height of 17 inches above the ground. He estimated the weight of the water heater to be a few hundred pounds. Mr. Doran indicated that the job as a plumber would require lots of crawling, kneeling, and bending.

Mr. Doran indicated that on certain plumbing jobs he would have a helper if he requested one from his employer.

Typically, Mr. Doran would be on call at a week at a time every other week. He estimated he would typically work 40 hours per week on average. Mr. Doran noted he first began working for this company in approximately 1986 until early 1990s. He would have the same job duties as a journeyman plumber.

Then, after the early 1990s, he left to take another plumbing job in Nevada with the same employer. Mr. Doran did report an injury in this previous period of employment with this employer. He could not recall the date and did not file a claim.

Mr. Doran reports that he suffered another injury after he restarted working for the company in approximately 2009. It was in 2010 or so. He was working on a drain that actually had acid in it without his knowledge. Mr. Doran cut the pipe which contained acid in a basement. The acid from the cut pipe splashed in his eye. He was in Arcadia, California at that time. Mr. Doran went to an urgent eye care center through workers' compensation insurance. He missed a few days of work but made a 100% recovery.

Mr. Doran states the next injury which occurred at work through this employer was the one on 07/11/2012.

Activities of Daily Living

Activities of Daily Living	Without difficulty	With SOME difficulty	With MUCH difficulty	FOR HOW LONG A PERIOD OF TIME	UNABLE TO DO
Self-Care, Personal Hygiene					
<i>Comb your hair</i>		X			
<i>Wash and dry yourself</i>		X			

Vocational Evaluation SIBTF Report for Daniel Doran
 By Madonna R GARCIA MRC, VRTWC

<i>Dress yourself including shoes</i>		X			
<i>Light Housework (Cleaning, laundry, Etc.)</i>			x		
<i>Heavy Housework (Vacuuming, sweeping, mopping,)</i>			X		
<i>Cooking</i>			X		
<i>Yard Work</i>			X		
<i>Other Housework: Describe:</i>					
<i>Travel</i>					
<i>Driving a car (automatic transmission)</i>		X			
<i>Get in and out of cars</i>			X		
<i>Opening and Closing Car Door</i>		X			
<i>Vision</i>		X			
<i>Watch Television</i>					

(with glasses on)					
<i>Read a Book</i>		X			
<i>Seeing up close</i>		X			
<i>Seeing things far – with glasses</i>	X				
Sleep					
<i>Sleep at Night</i>		X			
<i>Nap During the Day</i>			X		

Mr. Doran stated that his bedtime is around 12 midnight or at times at 1-2am. It takes him 1-2 hours to fall asleep and he wakes up at 6:00am in the morning.

Subjective Physical Tolerances

Subjective Physical Tolerances	Without difficulty	With SOME difficulty	With MUCH difficulty	FOR HOW LONG A PERIOD OF TIME	UNABLE TO DO
<i>Sit</i>			X		
<i>What, if anything makes sitting more comfortably?</i>					
<i>Stand</i>			X		

Vocational Evaluation SIBTF Report for Daniel Doran
 By Madonna R GARCIA MRC, VRTWC

<i>Walk on a Flat Surface</i>			X		
<i>Walk on an Incline</i>			X		
<i>Walk on a Decline</i>			X		
<i>Is it easier to walk up or down an incline?</i>					
<i>Crouching</i>					X
<i>Bending</i>			X		
<i>Stooping</i>			X		
<i>Crawling</i>			X		
<i>Kneeling</i>			X		
<i>Maintaining Balance</i>		X			
Do you require a device to maintain your balance? Describe:					
<i>Walking up 1 flight of 10 steps</i>			X		
<i>Walking Down 1 flight of 10 steps</i>			X		
<i>Is it easier to walk up or down a flight of 10 steps? same</i>					
<i>Forward flexion of neck</i>	X				
<i>Twisting of neck left or right</i>	X				
<i>RIGHT</i>					

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 By Madonna R GARCIA MRC, VRTWC

<i>Is your Dominant Hand: RIGHT or LEFT RIGHT</i>					
<i>Reach above shoulder level with RIGHT Arm</i>			X		
<i>Reaching at shoulder level with RIGHT Arm</i>			X		
<i>LEFT Arm</i>			X		
<i>Reach below shoulder level with RIGHT Arm</i>			X		
<i>LEFT Arm</i>			X		
<i>Push/Pull light objects</i>			X		
<i>Gripping a glass of water</i>		X			
<i>Carrying a gallon of milk with one or both hands</i>			X		
<i>Lift more than 5 lbs.</i>			X		
<i>Lift more than 10 lbs.</i>					X
<i>Lift more than 20 lbs.</i>					X
<i>Lift more than 50 lbs.</i>					X
<i>Fine finger manipulation (turning screws/bolts, using a cell phone or texting) right hand only</i>					X
<i>Simple grasping</i>	X				

<i>Firm Grasping</i>		X			
<i>Writing</i>					X
<i>Typing</i>					X

<i>Feel what you touch</i>			X		
<i>Smell the food you eat</i>		X			
<i>Taste the food you eat</i>		X			
<i>Talking/Speak clearly</i>		X			
<i>Hearing from LEFT ear</i>	X				
<i>Hearing from RIGHT ear</i>			X		

ACTIVITIES OF DAILY LIVING:

Mr. Doran was asked which of his current symptoms if any affect his ability to perform the following activities of daily living;

Mr. Doran denies difficulty with sitting or standing because of the injury.

Mr. Doran has to walk slowly because of the ongoing sensory symptoms from the spinal cord stimulator.

Regarding lifting, Mr. Doran has essentially no use of his right upper extremity. He primarily uses his left upper extremity.

Mr. Doran denies difficulty with vision, hearing, or speech because of injury. Mr. Doran does have memory complaints starting after the injury.

Mr. Doran does have sleep related complaints, in particular after the spinal cord stimulator was implanted.

The only bowel or bladder dysfunction Mr. Doran complains of is constipation.

Regarding bathing, he may need assistance drying his back due to limited use of the right upper extremity.

Regarding dressing, he now wears slip on shoes because of the right upper extremity. He needs help buttoning because of the right upper extremity.

Current Treatment, Therapy and Physical Condition

Mr. Doran does not participate in physical therapy

Current Medications

Mr. Doran brought a list of his medications to the evaluation:

Lists of Medications

Gabapentin
Elavil
Lisinopril - Blood pressure medication
Metformin
Glipizide
Allergy Medication

Effects of Medication on Full Time Employment

Mr. Doran takes prescription medication as indicated above that severely limits his ability to function in a full-time work setting. Medication usage could limit an employer from fully considering Mr. Doran from full time gainful employment.

Mr. Doran takes Gabapentin. Gabapentin is an anti-epileptic drug, also called an anticonvulsant. It affects chemicals and nerves in the body that are involved in the cause of seizures and some types of pain. Commonly reported side effects of gabapentin include: ataxia, dizziness, drowsiness, fatigue, fever, nystagmus disorder, sedated state, and viral infection. Other side effects include: blurred vision, diplopia, peripheral edema, tremor, amblyopia, irritability, and xerostomia.

Mr. Doran takes Elavil (amitriptyline) is a tricyclic antidepressant with sedative effects. Amitriptyline affects certain chemical messengers or neurotransmitters that communicate between brain cells and help regulate mood. Elavil is a prescription medicine used to treat symptoms of depression. The side effects signs of Elavil includes drowsiness, dizziness, dry mouth, blurred vision, constipation, weight gain, or trouble urinating may occur.

Mr. Doran also takes Metformin which is an oral diabetes medicine that helps control blood sugar levels. Metformin is used together with diet and exercise to improve blood sugar control in adults with type 2 diabetes mellitus. Metformin is sometimes used together with insulin or other medications, but it is not for treating type 1 diabetes. Commonly reported side effects of metformin include: lactic acidosis, diarrhea, nausea, nausea and vomiting, vomiting, and flatulence. Other side effects include: asthenia, and decreased vitamin b12 serum concentrate.

Mr. Doran also takes Glipizide which is an oral diabetes medicine that helps control blood sugar levels by helping your pancreas produce insulin. Glipizide is used together with diet and exercise to improve blood sugar control in adults with type 2 diabetes mellitus. Side effects of this medication includes anxiety, blurred vision, burning, crawling, itching, numbness, prickling, "pins and needles", or tingling feelings, chills, cold sweats, coma, confusion, cool, pale skin, depression, difficulty with moving, dizziness, fainting, fast heartbeat, headache, increased hunger, joint pain leg cramp, muscle aching or cramping muscle pain or stiffness, nausea, nervousness, nightmares, pain in the joints, problems in urination or increase in the amount of urine, seizures, shakiness, slurred speech, sweating, swollen joints, and unusual tiredness or weakness.

Mr. Doran takes Lisinopril which is a blood pressure medication an ACE inhibitor. ACE stands for angiotensin converting enzyme. Lisinopril is used to treat high blood pressure (hypertension) in adults and children who are at least 6 years old. Lisinopril is also used to treat congestive heart failure in adults, or to improve survival after a heart attack. Commonly reported side effects of lisinopril include: dizziness, hypotension, hyperkalemia, increased blood urea nitrogen, and increased serum creatinine. Other side effects include: headache. See below for a comprehensive list of adverse effects.

Mr. Doran also takes allergy medication. Thus, all these medication side effects would severely limit Mr. Doran employability as he would be unable to operate machinery or be unable to safely drive a motor vehicle for long distances as employment.

MEDICAL HISTORY:

Mr. Doran described a fall for the same employer approximately in the late 1980s with a bruised coccyx. The company sent him to a physician. He may have been off work for three to four days and made a 100% recovery. After 2009, Mr. Doran was exposed to acid in his eye with the same employer. He received urgent eye care treatment and probably missed a few days of work. He also made 100% recovery. Mr. Doran denies having any previous or subsequent specific injuries in his life including closed head injuries, workers' compensation injuries, or motor vehicle injuries, right finger, hand, wrist, forearm, or arm injuries.

PAST MEDICAL HISTORY:

Mr. Doran has been diagnosed with diabetes since approximately 2006. He also has hypertension and a history of an umbilical hernia. Mr. Doran states he has no prior psychiatric diagnosis and has never taken psychotropic medications prior to this injury. He denied having a known diagnosed neurological disorder such as Parkinson's disease at this time.

HISTORY OF PRESENT ILLNESS:

Mr. Daniel Doran began working for the above-named employer as a Plumber in March 2009. His job duties included repair of plumbing inclusive of installation of water heaters, re-piping houses with copper pipes, insulation of faucets and cleaning drains. He would utilize pipe wrenches, pliers, drain cleaning machines, jack hammers and shovels. He was required to lift up to 200 pounds, such as a water heater. He worked 8 hours per day, 5 days per week, plus overtime and was on call every other weekend. He did not undergo a pre-employment physical examination. He denies concurrent employment.

On July 11, 2012, Mr. Doran was cutting into a wall, which was made of floating cement, being very heavy, at which time an upper portion of the wall fell down upon him. He placed his right hand over his head to protect his head at which time the wall struck his right hand. Mr. Doran reported the injury to his employer, but was not referred for treatment. He went home early the following day and he returned to work and was provided a helper to assist him.

The following day, Mr. Doran sought treatment at Huntington Memorial Hospital where he was examined, and x-rays were taken of his right hand. He was informed that he had sustained a fracture. A soft brace was dispensed. The right thumb was cleansed as he had sustained a laceration. A few days later, he was referred to Huntington Orthopedics where a hard cast was applied, which he wore until late September 2012. This cast was replaced with a removable cast, which he used for the next month or two. He participated in approximately 12 sessions of physical therapy for the right hand but felt increased pain. He was referred for an electrodiagnostic evaluation of the right upper extremity, result unknown

Mr. Doran retained the services of an attorney and in January 2013 was referred to Dr. Kohan who examined him and took x-rays in addition to dispensing medication. In 2014, a ganglion injection was provided to his neck for pain relief for his right hand with no benefit noted. Mr. Doran states he underwent an MRI scan with dye of the right hand in 2014, results unknown.

In 2014, Mr. Doran began to suffer pain to the left hand and arm, which he feels is due to overcompensation. In May 2014, he underwent a trial of a spinal cord stimulator to his back. Due to this injury, Mr. Doran states that he developed stress, anxiety, and depression due to his pain and inability to work. He has received group counseling for

approximately two years with some benefit noted. Mr. Doran continues to treat with Dr. Kohan. Mr. Doran denies seeing any other physicians to date and has not sustained any new or further injuries.

DIAGNOSIS:

1. Sleep disorder (insomnia)
2. Chronic constipation
3. Adult onset Diabetes Melittus
4. Hypertension. Resting tremor
6. Shortness of breath
7. Anal fistula
8. Right hand pain
9. Reflex sympathetic dystrophy
10. Status post spinal cord stimulator implantation
11. Status post injury, right hand
12. Complex regional pain syndrome
13. Positive family history of hypertension
14. Erectile dysfunction

CURRENT SYMPTOMS:

1. Emotional dysfunction such as frustration, anxiety, or depression
2. Sleep complaints
3. Headache
4. Two types of pain in the right thumb, hand, wrist, and proximal forearm
5. New onset abnormal involuntary movements of unknown etiology with complaints of
decreased speech volume
6. Memory complaints
7. A buzzing sensation in the body after spinal cord stimulator implantation
8. Mild unsteady gait

Medical Records Review:

Dr. Soheil Aval – Orthopedic Report 6/30/2015

Dr. Aval reported that Mr. Doran sustained an injury to his right forearm, wrist and hand on July 11, 2012, when a wall fell on him. He received initial treatment with his right thumb with application of a hard cast which was followed by provision of a removable hard cast for the next month or two. Mr. Doran has been treating with Dr. Haronian and Dr. Kohan, pain management specialist, to the current date for his chronic regional pain syndrome. He has undergone ganglion

injections with a trial of a spinal cord stimulator in May 2014, with good success, and as such, the spinal cord stimulator was permanently implanted in August 2014, which has provided benefit to the current date. Mr. Doran has also developed left wrist and hand complaints due to favoring the right wrist and hand, which is a common mechanism of injury. Per Chapter 13, Section 13.8, Table 13-22, Dr. Aval stated that Mr. Doran meets the criteria for Class III of the dominant extremity as he can use the involved extremity, but has difficulty with self-care activities.

Dr. Aval reported the following:

IMPAIRMENT RATING:

Right Wrist Whole Person Impairment - 25%

RECOMMENDED WORK RESTRICTIONS: Mr. Doran is precluded from activities of repetitive or forceful gripping, fine manipulation, torqueing, and heavy lifting with the right upper extremity. The left upper extremity does not require work restrictions.

ABILITY TO RETURN TO WORK: Based on the above, permanent work restrictions are indicated. Should the patient's employer be unable to accommodate these restrictions, he would be unable to return to his prior occupation.

FUTURE MEDICAL CARE: Mr. Doran should be allowed future medical care which might include orthopedic consultations at times of flare-ups with a regimen of physical therapy and/or acupuncture.

CAUSATION AND APPORTIONMENT: Dr. Aval stated that 100% of the patient's impairment is due to the injury to July 11, 2012.

Dr. Mark Pulera – QME Report – 12/15/2016

Dr. Pulera reported that work exposures can cause several forms of bodily injury. One such form of injury involves the upper and lower extremities. One possible form of industrial injury to the upper extremities is a neurologic disorder known as Complex Regional Pain Syndrome (CRPS) or Reflex Sympathetic Dystrophy.

Dr. Pulera stated that Mr. Doran has the following diagnostic criteria for CRPS/RSD according to AMA Guides: cold skin, edema or soft tissue swelling, atrophy of the thenar and hypothenar eminences of the right hand, impaired range of motion of the distal right upper extremity, bone scan evidence of increased uptake in the distal right upper extremity, right upper extremity discoloration consistent with cyanosis or mottling to some degree, overly dry skin, excessively smooth skin and subtle impaired hair growth which was substantially worse after the injury

Dr. Pulera stated Mr. Duran 's Diagnoses:

Traumatic injury to the distal right upper extremity on 07/11/2012, industrial

Chronic Regional Pain Syndrome Type 1/Reflex Sympathetic Dystrophy of the right upper extremity, industrial

Potential movement disorder caused by the spinal cord stimulator implantation, industrial

Underlying mild Parkinson's disease, nonindustrial

Multifactorial sleep disorder, with industrial component

No neurologic injury or impairment or disability for impaired memory

Mild closed head injury on 07/11/2012 without permanent neurologic impairment for headache or impaired memory

No definite right or left "evidence of carpal tunnel syndrome" due to the injury on 07/11/2012

Dr. Pulera reported the following Impairment Ratings:

5% impairment for sleep with the caveats

0% neurologic impairment for mental status

53% whole person impairment for the right upper extremity

5% neurologic impairment for gait in the lower extremities due to the spinal cord stimulator.

Tremor in the bilateral upper extremities due to the spinal cord stimulator

1% impairment due to impaired eye blinking and masked facies secondary to Parkinson's disease. There is 2% impairment for hypophonia due to Parkinson's disease. There is 5% neurologic impairment of the bilateral lower extremities due to Parkinson's disease. There is 9% total neurologic impairment due to Parkinson's disease.

0% impairment for headaches including for the pain add-on.

53% impairment for the right upper extremity CRPS/RSD is combined using the Combined Values Chart of page 604 with 10% impairment for movement disorder due to the spinal cord stimulator to yield 58% impairment. The 58% impairment is combined with 5% impairment for sleep to yield 60% impairment.

60% total neurological impairment on an industrial basis. There is 9% nonindustrial impairment due to mild underlying Parkinson's disease.

Also, occasional simple grasping and coarse manipulation should be allowed, but no forceful gripping, fine manipulation, torqueing, or heavy activity with the right upper extremity. No walking on uneven ground, crouching or kneeling, crawling or climbing.

Also, sleep disorder would be temporary partial disability with the following restrictions and limitations, no driving or operating dangerous machinery, tools, or equipment while drowsy. The sleep disorder would be permanent and stationary given the caveat that the parties may desire additional sleep related medical workup. The above restrictions and limitations for sleep would now be the same as permanent partial disability.

Dr. Pulera provided the following Apportionment:

0% preinjury nonindustrial apportionment and 0% postinjury nonindustrial apportionment.

0% nonindustrial apportionment for the CRPS/RSD impairment/disability.

100% industrial apportionment for the right upper extremity CRPS/RSD impairment/disability due to the industrial injury of 07/11/2012.

0% nonindustrial apportionment for the impairment/disability related to the involuntary movements caused by the spinal cord stimulator.

100% industrial apportionment for the impairment/disability due to the abnormal movements and aberrant sensations caused by the spinal cord stimulator.

100% nonindustrial apportionment for the impairment/disability related to Parkinson's disease.

0% industrial apportionment for the impairment/disability due to Parkinson's disease related to the work exposure on 07/11/2012.

25% total nonindustrial apportionment for the sleep related impairment/disability.

75% industrial apportionment for the sleep related impairment/disability.

Dr. James Lineback – AME Report - 12/15/2016

Dr. Lineback stated that there is no evidence in these medical records that Mr. Doran had any prior history of a sleep disorder before his 2012 industrial injury. At this time, he sleeps approximately four hours per night and experiences over one-hour latency to fall asleep. Dr. Lineback stated that chronic pain can be a major source of insomnia and his insomnia should be considered job related and should be treated on an industrial basis.

Also, Dr. Lineback stated that there is no evidence this patient had any prior history of hypertension before his 2012 industrial injury. In 2015, his blood pressure was noted to be

elevated and since that time, he has required treatment with a single antihypertensive medication since there is no evidence of any pre-existing hypertension before this patient's 2012 industrial injury, it is reasonably medical probable that his hypertension is a direct result of the chronic pain resulting from his industrial injury to his right hand and his hypertension should be considered job related and should be treated on an industrial basis.

Also, Dr. Lineback stated that Mr. Doran has experienced symptoms of shortness of breath over the last several years and noted that the medical records show that he smoked between one-half and one pack of cigarettes per day for approximately 35 years and his respiratory symptoms should be considered nonindustrial and should be treated on a nonindustrial basis.

Also, Dr. Lineback addressed Mr. Doran's chronic pain required treatment with a narcotic analgesic, Norco. One of the primary ingredients of Norco is hydrocodone, which is a form of codeine and a known narcotic analgesic. Dr. Lineback stated that one of the major side-effects of narcotic analgesics is constipation and chronic constipation may cause an anal fistula which is basically a connection between the rectum and the perirectal skin. Since chronic constipation is a major cause of anal fistula, it is medically probable that Mr. Doran developed his anal fistula as a result of the chronic constipation that in turn resulted from the chronic use of narcotic analgesics necessitated for his crush injury to his right hand. Therefore, his constipation and his anal fistula should be considered job related and should be treated on an industrial basis.

Dr. Lineback reported the following RESTRICTIONS:

Mr. Doran fits the criteria for Class 1 (3%) impairment of the whole person as per the AMA Guidelines pertaining to sleep disorders. He also fits the criteria for Class 1 (5%) impairment of the whole person as per the AMA Guidelines pertaining to hypertension. He now fits the criteria for Class 1 (7%) impairment of the whole person as per the AMA Guidelines pertaining to his anal fistula and constipation.

Dr. Lineback also reported the following APPORTIONMENT:

Dr. Lineback reported that One hundred percent Mr. Doran's disability with respect to his sleep disorder should be apportioned to industrial factors. There is no evidence of any nonindustrial factors playing a role in his insomnia and his parents have a history of hypertension. Therefore, 5% of his disability with respect to his hypertension should be apportioned to his nonindustrial family history. The remaining 75% of his disability with respect to his hypertension should be apportioned to industrial factors.

Dr. Lineback also stated that Mr. Doran medical records shows no evidence of any nonindustrial risk factors for anal fistula or constipation. Therefore, 100% of his disability with respect to his anal fistula and his constipation should be apportioned to industrial factors.

Dr. Lineback stated on his report that Mr. Doran's diabetes represents a pre-existing condition and should be treated on a nonindustrial basis. Mr. Doran's sleep disorder will require treatment, preferably by either a sleep specialist or a general internist. That treatment should be provided on

an industrial basis. In addition, his treatment for his hypertension should be provided on an industrial basis. Also, Mr. Doran's shortness of breath is most likely related to his nonindustrial smoking habit and any further diagnostic testing or treatment for his respiratory complaints should proceed on a nonindustrial basis. In addition, access to treatment by a general internist for treatment of his constipation should also be evaluated by a colon-rectal surgeon for his anal fistula. Since it is medically probable that his constipation and his anal fistula is related to his industrial injury, treatment for both of those problems should proceed on an industrial basis.

General Observations During Vocational Interview

The evaluation of Mr. Doran took place on October 17, 2019 at Claremont Care Center, 219 E. Foothill Blvd, Pomona, CA 91711.

Mr. Doran informed me that he drove approximately thirty (30) minutes to the evaluation.

Mr. Doran said that he did not consume any medication prior to the evaluation.

He was cooperative and talkative and had normal response timing.

Mr. Doran was moving around a lot in his chair but did not get up, he said that standing would not help his pain.

He was able to answer all my interview questions completely and asked a few questions his self.

He used his right hand to mark the vocational testing material. He held the pen between his index finger and his thumb. Mr. Doran used his right hand to turn the pages of the vocational testing material.

Observations During the Raven

Mr. Doran started the Raven Standard Progressive Matrices at 10 am and he understood the directions for the Raven.

Mr. Doran displayed normal response timing for someone who was taking the assessment for the first time.

He explained that he wasn't good with patterns and that his back, neck, and hands were beginning to bother him.

Mr. Doran seemed a little nervous about the assessment, he wanted to know if it was an intelligence test.

He stated that he wanted to obtain a good score because he did not want to be labeled unintelligent.

After completion of the assessment, he was asked if he needed to take a break. Mr. Doran said he would like to continue.

Observations During the CAPS Assessment

Mr. Doran understood the directions for test one (1) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test one (1) of the CAPS.

He stated he never considered the concept of mechanical reasoning was involved in everyday life.

Mr. Doran understood the directions for test two (2) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered one (1) of two (2) example questions correctly for test two (2) of the CAPS.

On test three (3) of the CAPS Mr. Doran was asked to read and explain the directions for the test. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test three (3) of the CAPS.

Mr. Doran seemed more relaxed and comfortable during test three (3). He said that he did not like to read, but he did complete the test. He stated that it was not difficult.

Mr. Doran understood the directions for test four (4) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test four (4) of the CAPS.

On test five (5) of the CAPS Mr. Doran was asked to read and explain the directions for the test. He demonstrated a basic understanding; however, I provided his further explanation to ensure that Mr. Doran understood the directions. He explained that he understood the directions before proceeding with the assessment. He answered one (1) of three (3) example questions correctly for test five (5) of the CAPS.

Mr. Doran understood the directions for test six (6) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test six (6) of the CAPS.

He said that he was feeling good about taking this test. He explained that he was no longer worried about the interpretation of his scores and that he liked this test.

Upon completion of the vocational assessment, Mr. Doran stated that on a scale of one (1) to ten (10), with ten (10) being the most severe, his pain level was a ten (10). He expressed pain in his back, neck stiffness, shoulder tightness and some cramping in his fingers and hands.

Mr. Doran was very cooperative and pleasant throughout this evaluation.

Vocational Testing Administered

I administered vocational testing to Mr. Doran on October 17, 2019.

He was given the Raven Standard Progressive Matrices using a paper report.

The CAPS exam was similarly provided in paper form.

Mr. Doran test scores were utilized to aid me in identifying his level of aptitudes and abilities. Further observation of Mr. Doran during the completion of vocational testing can also be used to establish how he follows directions and is able to maintain a workstation. An explanation regarding the vocational assessments given to Mr. Doran and the norms used to score Mr. Doran assessment results are found in Appendix B. He completed the following assessments.

Raven Standard Progressive Matrices (Raven)

Mr. Doran was fifty-three (53) years old when he was given the Raven. He completed the RAVEN test but the test was incomplete and will not be included in the assessment.

Career Ability Placement Survey (CAPS)

Mr. Doran was administered the CAPS.

On the CAPS, Mr. Doran attained the following results:

Accessible CAPS Career Profile Information

The CAPS Career Profile compares your ability scores to the 14 COPSsystem career clusters. You will hear the name of each career cluster followed by a cutoff score and your score. You receive a plus if your score is above the cutoff score. The plus indicates that your measured abilities are currently at a high enough level for probable success in most occupations in that cluster. Remember, for success it is necessary that you continue to get the training and skills needed in these clusters. In interpreting your profile, concentrate on the scores with pluses that are the farthest above the cutoff score. Consider whether other things you know about yourself are consistent with your profile. Some of your ability scores may not have pluses. If you are interested in careers in these areas and motivated to do well, you may want to take classes or participate in other activities to improve your skills.

CAPS: Career Ability Placement Survey

The CAPS consist of eight (8) test. Test one (1) measures Mechanical Reasoning, test two (2) measures Spatial Relations, test three (3) measures Verbal Reasoning, test four (4) measures Numerical Ability, test five (5) measures Language Usage, test six (6) measures Work Knowledge, test seven (7) measures a person's Perceptual Speed and Accuracy, and test eight (8) measures an individual's Manual Speed and Dexterity.

Vocational Observations During the CAPS Assessment

Mr. Doran was administered the CAPS. He completed eight (8) of eight (8) assessments, which were relevant to determine her aptitudes and abilities. (Please see attachment – Appendix B).
Move this sentence above, after the last sentence.

Mr. Doran have attained the following results from CAPS

Mr. Doran scored 60th percentile score in Mechanical Reasoning. This is considered average. The mechanical reasoning test measures how well you understand mechanical principles and the laws of physics. This ability is important especially in courses in Industrial Arts and occupations in Technology as well as jobs in Science.

Mr. Doran scored 40th percentile score in Spatial Relations. This is average. This test measures how well you can visualize or think in three dimensions and mentally picture the position of objects from a diagram or picture. This ability is important in courses in Art and Industrial Arts and jobs in Science, Technology, and Arts.

Mr. Doran scored 50th percentile score in Verbal Relations. This is average. This test measures how well you can reason with words and your facility for understanding and using concepts expressed in words. This ability is important in general academic success and in Jobs requiring written or oral communication, especially professional level occupations in Communication, Science and service involving high levels of responsibility and decision making.

Mr. Doran scored 40th percentile score in Numerical Ability. This is considered low. This test measures how well you can reason with and use numbers and work with quantitative materials and ideas. This ability is important in school courses and Jobs in fields of Science and Technology involving mathematics, chemistry, physics, or engineering, and in Business and Clerical fields.

Mr. Doran scored 80th percentile score in Language Usage. This is considered high. This test measures how well you can recognize and use standard grammar, punctuation and capitalization. This ability is especially important in Jobs requiring written or oral communication and in Clerical Jobs as well as professional level occupations in Science, and in all levels of Business and Service.

Mr. Doran scored 90th percentile score in Word Knowledge. This is considered high. This test measures how well you can understand the meaning and precise use of words. This is important in Communication and all professional level occupations involving high levels of responsibility and decision making.

Mr. Doran scored 60th percentile score in Perceptual Speed and Accuracy, this is considered average. This test measures how well you can perceive small detail rapidly and accurately within a mass of letters, numbers, and symbols. This ability is important in office work and other jobs requiring fine visual discrimination.

Mr. Doran scored 10th percentile score in Manual Speed and Dexterity which is considered below average. This test measures how well you can make rapid and accurate movements with your dominant hand. This ability is important in Arts, Skilled and Technology, skilled occupations and other jobs requiring use of the hands.

The results of Mr. Doran 's test reports that his strongest areas were in the area of in Language Usage. This test measures how well you can recognize and use standard grammar, punctuation and capitalization. This ability is especially important in Jobs requiring written or oral communication and in Clerical Jobs as well as professional level occupations in Science, and in all levels of Business and Service. Also, Mr. Doran scored 90th percentile score in Word Knowledge. This is considered high. This test measures how well you can understand the meaning and precise use of words. This is important in Communication and all professional level occupations involving high levels of responsibility and decision making.

TSA: Transferrable Skills Analysis

To assist in my analysis, I used the OASYS system to analyze a computerized transferrable skills analysis.

The **OASYS** is system used to analyze a computerized transferrable skills analysis. The OASYS system is a computerized aided Vocational Expert support system. The system matches an individual's skills to employer demands. The OASYS system is used to gain access to the following aggregate resources:

- Dictionary of Occupational Titles (DOT)
- National Employment Outlook
- State Employment Outlook
- Census Wage Data
- O-Net Occupational Information

The **OASYS** program provides vocational options that remain available for Mr. Doran due to his functional limitations. However, these results are subject to further analysis by me based upon my training, experience, and knowledge of the workforce. Further research was conducted with the Employment Development Department (EDD), the Social Security Administration (SSA), and the Occupational Employment Quarterly (OEQ) in helping make my determinations.

The EDD supplies information regarding the types of occupations available within geographical areas including the salaries available for various occupations. The EDD lists potential occupations available to Mr. Doran in her geographical area. (see attachment on Appendix B)

Work History Summary and Corresponding DOT Codes

Mr. Doran prior work experience includes positions as a Journeymen Plumber (Please see Attachment on Appendix C). These occupations were used as part of the transferrable skills analysis.

OASYS System Settings

The OASYS system accessed the Los Angeles, California Metropolitan Division (MD) to determine Mr. Doran transferability of skills.

The OASYS system factored in information for the labor market from year June 2018 which is the most recent data available.

Mr. Doran entire work history was used to determine transferability of skills.

The **DOT** occupations have a Specific Vocational Preparation (SVP) level. This is defined as the amount of lapsed time required by a typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific Job-worker situation.

The DOT defines the SVP levels as follows:

Level	Time
1.	Short demonstration only
2.	Anything beyond short demonstration up to and including 1 month
3.	Over 1 month up to and including 3 months
4.	Over 3 months up to and including 6 months
5.	Over 6 months up to and including 1 year
6.	Over 1 year up to and including 2 years
7.	Over 2 years up to and including 4 years
8.	Over 4 years up to and including 10 years
9.	Over 10 years

The **Occupational Employment Quarterly (OEQ)** states that unskilled employment has an SVP level of one (1) or two (2), semi-skilled employment has an SVP level of three (3) to four (4), and skilled employment has an SVP level greater than four (4). I agree with these definitions of unskilled, skilled, and skilled employment after reviewing SVP as defined by the DOT.

Mr. Doran work history shows that he had the capacity to work at an SVP level of 3, which is considered **skilled**.

Further research was also conducted with the Social Security Administration (SSA) SSR §404.1568 Skill Requirements which states the following about semi- skilled work:

“(b)” Skilled work is any worker who has special skill, training, knowledge, and ability in their work. A skilled worker may have attended a college, university or technical school. Or, a skilled worker may have learned their skills on the job. Examples of skilled labor include engineers, scientists, software development, paramedics, police officers, soldiers, physicians, crane operators, truck drivers, machinist, drafters, plumbers, craftsmen, cooks and accountants. These workers can be either blue-collar or white-collar workers, with varied levels of training or education, even though they sometimes are called "purple collars".

Mr. Doran subjective physical tolerances were not used in the determination of his transferability of skills.

The **OASYS** system was set to review Potential Matches, which are jobs that Mr. Doran has the potential to perform according to her education, abilities, and personal interests. Potential Matches are based on worker traits and may require a career change.

The **OASYS** system is unable to consider a full range of psychiatric limitations. As it relates to psychiatric limitations, the OASYS system can consider the following “situations”:

- Directing, controlling, or planning activities of others
- Performing repetitive or short-cycle work
- Influencing people in their opinions, attitudes, and judgements
- Performing a variety of duties
- Expressing personal feelings
- Working alone or apart in physical isolation from others
- Performing effectively under stress
- Attaining precise set limits, tolerances, and standards
- Working under specific instructions
- Dealing with people
- Making judgements and decisions

The **OASYS** system was set to consider a pre-injury functional ability at a Sedentary level of physical functioning, which was Mr. Doran level of physical functioning primarily performed prior to his subsequent industrial injury. The Dictionary of Occupational Title (DOT) defines a Sedentary level of functioning as Sedentary Work- Exerting up to ten (10) pounds of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involved sitting most of the time but may involve walking or standing for brief periods of time.

Results of Transferable Skills Analysis

The OASYS system determined that Mr. Doran given his functional limitations has incurred a ninety-two (92) percent loss of labor market access.

The functional limitations assigned to Mr. Doran further erode the labor market that would be available to his at a Sedentary level of physical functioning. A sedentary level of jobs is defined as one which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Although sitting is primarily involved in a sedentary job, walking and standing should be required only occasionally. There are limited jobs or increasingly fewer jobs for Mr. Doran that he can do you can do due to this “eroding the occupational base” for sedentary work. With Mr. Doran multiple work-related limitations, the occupational base for sedentary work has been significantly eroded to the point that there are no sedentary jobs he is capable of doing due to his physical limitations.

The results of the OASYS Program and the results of the transferable skills analysis in all vocational probability contributed to my opinion that Mr. Doran is unable to return to work in any position or occupation. (Please see attachment on Appendix C)

The OASYS system does produce occupations occurring at an SVP of one (1) or two (2). Jobs in these categories are considered simple jobs that do not require multiple steps to complete job tasks. These jobs were taken in consideration during the completion of the transferable skills analysis. However, the loss of capacity of his bilateral upper extremities significantly reduce the labor market available Mr. Doran at a Sedentary level of physical functioning.

1. Activities of Daily Living- Mild Impairment
2. Social Functioning- Mild Impairment
3. Concentration- Mild Impairment
4. Adaptation- Mild Impairment

Mr. Doran side effects from his medication which includes dizziness, drowsiness, remembering information essential for his job as a Plumber. The synergistic effect of the previously mentioned functional limitations resulting from Mr. Doran pre-existing non-industrial and industrial injuries, combined with his cumulative trauma industrial injury of Mr. Doran in all vocational probability has incurred a total loss of labor market access. Mr. Doran cannot perform this job due to the fact that the physical requirements require constantly sitting, walking and or standing frequently, pushing and or pulling of arm and or leg controls, reaching frequently and extending hands and arms in any direction. Frequent handling, seizing, holding, grasping and turning, fingering and occasionally picking, pinching, or otherwise working primarily with fingers rather than with the whole hand or arm.

Amenableness to Rehabilitation

Methods of Rehabilitation

Mr. Doran functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback were considered in my determination of his Amenability to Rehabilitation.

Methods #1 and #2: Mr. Doran employer has been unable to offer permanent modified or alternative work accordingly; Mr. Doran is not amenable to this form of vocational.

Methods #3 and #4: The functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback compromise Mr. Doran to the point that his post-injury occupational base will be completely eroded, rendering his not amenable to this form of vocational rehabilitation.

Method #5 Vocational retraining programs would provide Mr. Doran with new or enhanced skills for new types of work. However, the training programs available for his condition are extremely limited given the significant functional limitations assigned by the doctors noted above.

Based on my training and, experience, and his functional limitations, I would consider Mr. Doran Amenability to Rehabilitation significantly impaired.

Vocational rehabilitation retraining plans may produce new employment opportunities for Mr. Doran, but it is clear to me that the functional limitations assigned by the doctors noted above render Mr. Doran with a complete loss of labor market access. While Mr. Doran can participate in some vocational training programs, his ability to compete in the open labor market has been completely eroded.

In my experience, accommodations that include scribes, permission for late class arrivals, early class departures, extra time for assignments and tests, and excessive absences leading to a provision for home-based work would be considered “extraordinary” and not “reasonable” accommodations in a cooperative labor market.

In The case of *Spartech Plastics/Risk Management Ltd., Petitioners v Workers’ Compensation Appeals Board, Gustavo Ochoa-Pena, Respondents* Civil No G02455 – Court of Appeal, Fourth Appellate District, Division Three, 64 Cal Comp. Cases 124 (December 10, 1998) Mr. Ochoa-Pena was one hundred percent (100%) permanently disabled despite his return to full time work performing most of his pre-injury duties in a sheltered workshop environment.

Method #6:

Self-employment is one of the most “rigorous, high risk” type of plans. At the very least a market analysis, competition location, pricing, income/revenue projection and an evaluation of the plan to be developed, implemented and maintained over time is required in my opinion and considering the disabling effects of Mr. Doran industrial conditions, it would be futile to spend the limited available resources to conduct such an evaluation.

Therefore, when considering the synergistic effect of Mr. Doran pre-existing non-industrial and industrial functional limitations, combined with the functional limitations resulting from his cumulative trauma industrial injury. Mr. Doran amenability to rehabilitation is significantly impaired, meaning that vocational rehabilitation will not be able to return to the open labor market.

Accommodations

I have considered workplace accommodations. Employers are required to provide reasonable accommodations to allow an individual to complete the essential functions of their job.

As indicated above, employers must provide reasonable accommodations to Mr. Doran to perform essential functions of any job he could obtain in the open labor market considering the extensive functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback, I believe employers in the open labor market would be unable to accommodate Mr. Doran due to the synergistic effect of his myriad of functional limitations.

Montana Factors

Montana Factors are taken from the case of *Argonaut Ins. Co v Industrial Acc. Com (Montana)* (1962) 57 CaL2d 589 [27 Cal Comp Cases 130) Montana Factors include ability to work, health willingness and opportunities for persons similarly situated.

I believe Mr. Doran ability to work and health, willingness and opportunities to work, skill and education, general condition of the labor market and employment opportunities for individuals that are similarly situated render Mr. Doran unable to return to suitable gainful employment in the open labor market. I have addressed said Montana Factors as follows:

Ability to Work

Regarding Ability to Work, I refer to the following functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback.

Here's the Physical Requirements for Plumber:

Strength: Heavy Work

Lifting, Carrying, Pushing, Pulling 50 Lbs. occasionally. Mostly sitting, may involve standing or walking for periods of time.

Reaching: Occasionally

Extending hand(s) or arm(s) in any direction.

Handling: Occasionally

Seizing, holding, grasping, turning, or otherwise working with hand or hands. Fingers are involved only to the extent that they are an extension of the hand, such as to turn a switch or shift automobile gears.

Fingering: Occasionally

Picking, pinching, or otherwise working primarily with fingers rather than with the whole hand or arm as in handling.

Talking: Constantly

Expressing or exchanging ideas by means of the spoken word to impart oral information to clients or to the public and to convey detailed spoken instructions to other workers accurately, loudly, or quickly.

Hearing: Frequently

Perceiving the nature of sounds by ear.

Near Acuity: Frequently

Clarity of vision at 20 inches or less.

Considering the above noted functional limitations resulting from Mr. Doran pre-existing non-industrial and industrial functional limitations, combined with the functional limitations resulting

from his industrial injury, because I believe that Mr. Doran, in all vocational probability, does not possess the ability to return to work, in a suitable gainful basis in the current open labor market.

OCCUPATIONAL REQUIREMENTS FOR PLUMBER:

Specific Vocational Preparation (SVP)

Level 7 (2-4 Years)

GED	Level
Reasoning	Level 4
Mathematics	Level 3
Language	Level 3

Aptitudes	Level
General Learning Ability	Level 3
Verbal Aptitude	Level 3
Numerical Aptitude	Level 3
Spatial Aptitude	Level 3
Form Perception	Level 3
Clerical Perception	Level 4
Motor Coordination	Level 3
Finger Dexterity	Level 3
Manual Dexterity	Level 2
Eye-Hand-Foot Coordination	Level 4
Color Discrimination	Level 4

Physical Demands	Level
Strength	Heavy
Climbing	Occasionally
Balancing	Occasionally
Stooping	Occasionally
Kneeling	Occasionally

Crouching	Occasionally
Reaching	Frequently
Handling	Frequently
Fingering	Occasionally
Near Acuity	Frequently
Depth Perception	Frequently
Accommodation	Occasionally
Color Vision	Occasionally

Environmental Conditions	Level *
Noise Intensity Level	Loud
Exposure to Weather	Occasionally
Atmospheric Conditions	Occasionally
Other Environmental Conditions	Occasionally

Work Situations

- V** Performing a Variety of duties
- J** Making Judgments and decisions
- T** Attaining precise set limits, Tolerances, and standards

Data-People-Things

Data	3 - Compiling
People	8 - Taking Instructions - Helping
Things	1 - Precision Working

Willingness and Opportunities to Work

Mr. Doran has been unable to find any sustainable employment since his industrial injury. He attempted to find employment but could not. He believes this is a result of her constant pain from his injuries. Mr. Doran have attempted to apply for job but had limited work experiences and the physical requirements needed for the job. Based on this information, I believe that Mr. Doran has demonstrated the willingness to work but has not been provided the opportunity to return to work because of the synergistic effect of the functional limitations resulting from his pre-existing non-industrial and industrial injuries, combined with his industrial injury. Mr. Doran

opportunities to return to work are slim because of all the accommodations the employer will need for the job.

Mr. Doran job as a Plumber will require an adjustment to his job or work environment which makes it possible for an individual with a disability to perform the essential functions of his job.

Ms. Rooks will need accommodations and modifications to the work environment and even adjustments to his work schedules or responsibilities due to physical limitations of his job as a Plumber. As noted above, the accommodations and modifications Mr. Doran would require are simply too burdensome and unrealistic for an employer to make.

Opinion and Conclusion

Based on research with the sources noted above, considering the synergistic effect of Mr. Doran functional limitations, while also considering his pre-existing non-industrial and industrial injuries, combined with his industrial injury, I believe Mr. Doran has incurred a one hundred percent (100%) loss of labor market access. This determination is an accurate representation of Mr. Doran level of disability. In this case, the vocational evidence comes in contrast to the usual application of the schedule for rating permanent disabilities. The schedule should not apply in this case as the actual effect of the industrial injury and the pre-existing problems leads to a total loss of earnings and total permanent disability. To the extent a mechanical application of the schedule might lead to a different result, the actual facts of this case contradicts the application. In my opinion Mr. Doran qualifies as one hundred percent (100%) totally vocationally permanently disabled.

I have determined that Mr. Doran is not amenable to any form of vocational rehabilitation. His functional limitations combined with the intensity, duration, and nature of his chronic and disabling pain will preclude his pre-injury skills and academic accomplishments. I do not believe that Mr. Doran is amenable to any form of vocational rehabilitation and thus has sustained a total loss in his capacity to meet any occupational demands (AMA Guides). This results in Mr. Doran experiencing a total loss of labor market access (*Leboeuf*), and a total loss of future earning capacity (2005 PDRS) irrespective of any “Impermissible factors”.

I reserve the right to augment or change my opinion based upon any additional medical, legal, or vocational documentation that becomes available for further review.

I am of the hope that the information noted above is of value to you. I would like to thank you for the opportunity to provide a Vocational Opinion regarding Mr. Doran. If you should have any questions or require any further information, please contact me.

I declare under the penalty of perjury that the information contained in this report and its attachments if any, is true and correct to the best of my knowledge, except as to information that I have indicated I received from others. As to that information, I declare under penalty of perjury that the information accurately describes that information provided to me and, except as noted herein, that I believe it to be true. I further declare under penalty of perjury that this has not been a violation of Labor Code section 139.32.

This report may contain sensitive material which may be distressing to certain employees and may be misunderstood. Per ethical standards, this report should be provided to an employee only by a Vocational Expert who is qualified to carefully assess the employee, assume the professional responsibility for the disclosure of the information relative to the employee and explain the information in an accurate manner.

The information contained in this report, and all attachments, is confidential, privileged and may also be proprietary business information that is intended only for the personal and confidential use of the recipients(s) named above. If the reader of this report is not the intended recipient or an agent responsible for delivering it to the intended recipient, you are hereby notified that you have received this report in error and any review, dissemination, distribution or coping of this report is strictly prohibited. If you received this communication in error, please notify the sender immediately and delete the original report.

Signed in the County of Los Angeles, California on August 25, 2020.

Respectfully submitted,



Madonna R. Garcia

**Madonna R. Garcia, MRC, VRTWC
Vocational Rehabilitation Counselor**

Masters of Rehabilitation Counseling (MRC)
Vocational Return To Work Counselor (VRTWC)
Vocational Rehabilitation Counselor (VRC)
Clinical Rehabilitation Counselor (CRC)

APPENDIX A

ACTIVITIES OF DAILY LIVING

Activities of Daily Living

Activities of Daily Living	Without difficulty	With SOME difficulty	With MUCH difficulty	FOR HOW LONG A PERIOD OF TIME	UNABLE TO DO
Self-Care, Personal Hygiene					
<i>Comb your hair</i>		X			
<i>Wash and dry yourself</i>		X			
<i>Dress yourself including shoes</i>		X			
<i>Light Housework</i> <i>(Cleaning, laundry, Etc.)</i>			x		
<i>Heavy Housework</i> <i>(Vacuuming, sweeping, mopping,)</i>			X		
<i>Cooking</i>			X		
<i>Yard Work</i>			X		

Vocational Evaluation SIBTF Report for Daniel Doran
 By Madonna R GARCIA MRC, VRTWC

Travel					
<i>Driving a car (automatic transmission)</i>		X			
<i>Get in and out of cars</i>			X		
<i>Opening and Closing Car Door</i>		X			
Vision		X			
<i>Watch Television (with glasses on)</i>					
<i>Read a Book</i>		X			
<i>Seeing up close</i>		X			
<i>Seeing things far – with glasses</i>	X				
Sleep					
<i>Sleep at Night</i>		X			
<i>Nap During the Day</i>			X		

Mr. Doran stated that his bedtime is around 12 midnight or at times at 1-2am. It takes him 1-2 hours to fall asleep and he wakes up at 6:00am in the morning.

Subjective Physical Tolerances

Subjective Physical Tolerances	Without difficulty	With SOME difficulty	With MUCH difficulty	FOR HOW LONG A PERIOD OF TIME	UNABLE TO DO
<i>Sit</i>			X		
<i>What, if anything makes sitting more comfortably?</i>					
<i>Stand</i>			X		
<i>Walk on a Flat Surface</i>			X		
<i>Walk on an Incline</i>			X		
<i>Walk on a Decline</i>			X		
<i>Is it easier to walk up or down an incline?</i>					
<i>Crouching</i>					X
<i>Bending</i>			X		
<i>Stooping</i>			X		
<i>Crawling</i>			X		
<i>Kneeling</i>			X		

Vocational Evaluation SIBTF Report for Daniel Doran
 By Madonna R GARCIA MRC, VRTWC

<i>Maintaining Balance</i>		X			
Do you require a device to maintain your balance? Describe:					
<i>Walking up 1 flight of 10 steps</i>			X		
<i>Walking Down 1 flight of 10 steps</i>			X		
<i>Is it easier to walk up or down a flight of 10 steps? same</i>					
<i>Forward flexion of neck</i>	X				
<i>Twisting of neck left or right</i> <i>RIGHT</i>	X				
<i>Is your Dominant Hand: RIGHT or LEFT</i> <i>RIGHT</i>					
<i>Reach above shoulder level with RIGHT Arm</i>			X		
<i>Reaching at shoulder level with RIGHT Arm</i>			X		
<i>LEFT Arm</i>			X		
<i>Reach below shoulder level with RIGHT Arm</i>			X		
<i>LEFT Arm</i>			X		

Vocational Evaluation SIBTF Report for Daniel Doran
 By Madonna R GARCIA MRC, VRTWC

<i>Push/Pull light objects</i>			X		
<i>Gripping a glass of water</i>		X			
<i>Carrying a gallon of milk with one or both hands</i>			X		
<i>Lift more than 5 lbs.</i>			X		
<i>Lift more than 10 lbs.</i>					X
<i>Lift more than 20 lbs.</i>					X
<i>Lift more than 50 lbs.</i>					X
<i>Fine finger manipulation (turning screws/bolts, using a cell phone or texting) right hand only</i>					X
<i>Simple grasping</i>	X				
<i>Firm Grasping</i>		X			
<i>Writing</i>					X
<i>Typing</i>					X

<i>Feel what you touch</i>			X		
<i>Smell the food you eat</i>		X			
<i>Taste the food you eat</i>		X			

<i>Talking/Speak clearly</i>		X			
<i>Hearing from LEFT ear</i>	X				
<i>Hearing from RIGHT ear</i>			X		

APPENDIX B

Vocational Testing

Raven Standard Progressive Matrices (Raven)

The Raven Standard Progressive Matrices (Raven) is a non-verbal measure of the general factor involved in intelligence. Problem solving The Raven very fundamental cognitive performance which is relatively uninfluenced by cultural influences The Raven is a pattern recognition test

For practical purposes, it is convenient to consider certain percentages of the population and to group people's scores accordingly in this way, it is possible to classify a person according to the score they obtained as:

GRADE I “Intellectually superior”, if a score lies at or about the 95th percentile for people of the same group.

GRADE II “Definitely above the average in intellectual capacity”, if a score lies at or above the 75th percentile. (It may be designated II+ if it lies at or above the 90th percentile.)

GRADE III “Intellectually average”, if a score lies between the 25th and the 75th percentiles. (It may be designated as III+, if it is above the 50th percentile, and III-, if it is below it.

GRADE IV “Definitely below average in intellectual capacity”, if a score lies at or below the 25th percentile (it may be designated IV-, if it lies at or below the 10th percentile.)

GRADE V “Intellectually impaired”, if a score lies at or below the 5th percentile for that group.

I used the table as found in Henry R. Burke’s article, *Raven Progressive Matrices* (1938) to interpret Mr. Doran assessment score. Burke addresses norms, reliability, and validity with the comparison of veterans in vocational counseling from 1964 through 1972. This included a group of five hundred and fifty (550) veterans in psychiatric screening. Burke also studied veterans receiving screenings from 1973 through 1978, the number of participants was two thousand four hundred and sixteen (2416).

Burke (1972) published a set of American norms on the untimed routine administration of the Raven Progressive Matrices (1938) to five hundred and sixty-seven (567) male black and white East Orange Veteran’s administration hospital patients who had been referred (1964-1772) for vocational counseling. These norms might be considered to have general applicability because veterans roughly represent a cross-section of the general male population, and true sex differences of the Raven have not been demonstrated reliably (Court & Kennedy, 1976).

According to Burke, “From 1973 to 1978 the untimed use of the Rave matrices was continued routinely in the counseling Center, and it also was used in the routine post-admission test screening of black and white veteran patients from the Psychiatric Service.”

The Raven can be administered online or on paper. The Raven is sold for two (2) different specialties, Talent Assessment and Clinical Assessment. An individual does not require a master’s degree to administer the Raven. The Talent Assessment, which is the same test as the Clinical Assessment. However, The Raven in a Clinical Assessment requires its user to possess a master’s degree

CAPS

On the **CAPS**, Mr. Doran attained the following result:

COPSystem

Name: **Daniel Doran**

Date Completed: **10/20/2019**

Interests (COPS)

Accessible COPS Interest Inventory Information

Your interest scores on the COPS are reported in terms of 14 copsystem career clusters. A raw score is listed with a percentile score for each career cluster. The percentile score is your approximate position on each scale as compared to other people at your education level that have taken the COPS. If your percentile score is near 50, about half (50%) of others fall below you. The higher your score the greater your interest is compared to others.

Accessible COPS Interest Inventory Results

Career Cluster	Raw Score	Percentile Score
Science Professional	15	77
Science Skilled	8	45
Technology Professional	14	57
Technology Skilled	9	33
Consumer Economics	14	71
Outdoor	21	91
Business Professional	21	92
Business Skilled	19	92
Clerical	4	27
Communication	16	88
Arts Professional	21	91
Arts Skilled	14	75
Service Professional	14	68
Service Skilled	18	91

Your Highest Career Groups on the COPS are:

Business Professional; Business Skilled; Service Skilled;

COPS Interest Inventory Information

The following results are for sighted individuals.

Your interest profile is plotted below. A percentile number is printed inside the bars. Each number shows your approximate position on each scale as compared to other people at your educational level who have taken the COPS. If your score is near 50, about half (50%) of others fall below you. The higher your score the greater your interest is compared to others.

Your Highest Career Groups on the COPS are:

Business Professional; Business Skilled; Service Skilled;

Abilities (CAPS)

Accessible CAPS Career Profile Information

The CAPS Career Profile compares your ability scores to the 14 copsystem career clusters. You will hear the name of each career cluster followed by a cutoff score and your score. You receive a plus if your score is above the cutoff score. The plus indicates that your measured abilities are currently at a high enough level for probable success in most occupations in that cluster. Remember, for success it is necessary that you continue to get the training and skills needed in these clusters. In interpreting your profile, concentrate on the scores with pluses that are the farthest above the cutoff score. Consider whether other things you know about yourself are consistent with your profile. Some of your ability scores may not have pluses. If you are interested in careers in these areas and motivated to do well, you may want to take classes or participate in other activities to improve your skills.

Accessible CAPS Career Profile Results

Career Cluster	Cutoff Score	Your Score	Plus
Science Professional	52	80	true
Science Skilled	30	44	true
Technology Professional	40	70	true
Technology Skilled	8	20	true
Consumer Economics	8	26	true
Outdoor	4	20	true
Business Professional	40	82	true
Business Skilled	20	86	true

Clerical	30	65	true
Communication	40	91	true
Arts Professional	40	44	true
Arts Skilled	30	26	false
Service Professional	40	86	true
Service Skilled	4	51	true

CAPS Career Profile Information

The following is for sighted individuals.

Your score is marked with a plus if it is in the solid green portion or at the upper edge of the lightest shaded portion of each career cluster. The plus indicates that your measured abilities are currently at a high enough level for probable success in most occupations in that cluster. Remember, for success it is necessary that you continue to get the training and skills needed in these clusters. In interpreting your profile, concentrate on the distance of your scores from the dark shaded area. Peaks in the profile may not be significant because the shaded areas are different heights. Consider whether other things you know about yourself are consistent with your profile. Some of your ability scores may appear in the darker green portion of the Career Profile. If you are interested in careers in these areas and motivated to do well, you may want to take classes or participate in other activities to improve your skills. Your COPS System Comprehensive Career Guide will help you in these choices.

Accessible CAPS Ability Profile Information

The CAPS Ability Profile lists your scores in each individual CAPS tests. You will hear a list of each test followed by your score. Values range from one to nine. This score relates your abilities as compared to others at your educational level. If your score is 5 or near the 50th percentile, about half of other fall below you. The higher your score, the greater your ability

Accessible CAPS Ability Profile Results

Ability	Your Score
Mechanical Reasoning	6
Spatial Relations	4
Verbal Reasoning	5
Numerical Ability	4
Language Usage	8
Word Knowledge	9
Perceptual Speed and Accuracy	5

Manual Speed and Dexterity 1

CAPS Ability Profile Information

Your scores are represented by a bar that shows your abilities compared to others at your educational level. If your score is near 50, about half (50%) of others fall below you. The higher your score, the greater your ability. See your COPSsystem Comprehensive Career Guide for a further description of your results.

Work Values (COPES)

Accessible COPES Work Values Information

The COPES results compares your work values scores to others who have taken the COPES. Each work value scale consists of two pairs, one of which is more important to you. Your scores are listed according to the value that is more important to you. Your three most extreme scores are listed at the end of the COPES results. These three highest values areas are related to the 14 copsystem career clusters in the summary section

Accessible COPES Work Values Results

- You are more toward Accepting than Investigative.
- You are more toward Carefree than Practical.
- You are more toward Conformity than Independence.
- You are more toward Leadership than Supportive.
- You are more toward Orderliness than Flexibility.
- You are more toward Privacy than Recognition.
- You are more toward Realistic than Aesthetic.
- You are more toward Reserved than Social.

COPES Work Values Information

Your scores are represented by a bar that shows your work values as compared to others who have taken the COPES. Scores to the left of the center show a preference for values listed on the left of your profile. Scores to the right of the center show a preference for values listed on the right of your profile. The closer a score is to either end of the profile, the more important that work value probably is to you. Your three most important scores are marked with a darker bar. If your score on one of the scales falls at or close to the center, you are moderately concerned with that work value. Select the 'Read More' button for a description of these values.

Needs Assessment Summary

You indicated that you are interested in an occupational training course.

You have indicated that you need additional help in the following areas:

Academics

- math skills
- study skills

Job Skills

- how to find a job
- how to apply for a job

Planning Skills

- career planning skills
- applying to a college or university
- applying for financial assistance

Summary

Those career groups below where your interests, abilities, and values match are marked in gold and show you the clusters you may wish to explore. First consider those clusters where your interests, abilities, and values are high and all three are gold. Next, consider those groups where you have silver icons where interests and values or where interests and abilities match. The bronze icons indicate one match either for interest, abilities, or values in a particular cluster. Your COPSsystem Comprehensive Career Guide will help you in your career exploration.

Career Ability Placement Survey (CAPS)

The CAPS consist of eight (8) test. Test one (1) measures Mechanical Reasoning, test two (2) measures Spatial Relations, test three (3) measures Verbal Reasoning, test four (4) measures Numerical Ability, test five (5) measures Language Usage, test six (6) measures Work Knowledge, test seven (7) measures a person's Perceptual Speed and Accuracy, and test eight (8) measures an individual's Manual Speed and Dexterity. The test is described as follows:

Mechanical Reasoning:

Measures how well you understand mechanical principles and the laws of physics. This ability is important especially in courses in Industrial Arts and occupations in Technology as well as jobs in Science.

Spatial Relations:

Measures how well you can visualize or think in three dimensions and mentally picture the position of objects from a diagram or picture. This ability is important in courses in Art and Industrial Arts and jobs in Science, Technology, and Arts.

Verbal Reasoning:

Measures how well you can reason with words and your facility for understanding and using concepts expressed in words. This ability is important in general academic success and in Jobs requiring written or oral communication, especially professional level occupations in Communication, Science and service involving high levels of responsibility and decision making.

Numerical Ability:

Measures how well you can reason with and use numbers and work with quantitative materials and ideas. This ability is important in school courses and Jobs in fields of Science and Technology involving mathematics, chemistry, physics, or engineering, and in Business and Clerical fields

Language Usage:

Measures how well you can recognize and use standard grammar, punctuation and capitalization. This ability is especially important in Jobs requiring written or oral communication and in Clerical Jobs as well as professional level occupations in Science, and in all levels of Business and Service

Word Knowledge:

Measures how well you can understand the meaning and precise use of words. This is important in Communication and all professional level occupations involving high levels of responsibility and decision making.

Perceptual Speed and Accuracy:

Measures how well you can perceive small detail rapidly and accurately within a mass of letters, numbers, and symbols. This ability is important in office work and other jobs requiring fine visual discrimination.

Manual Speed and Dexterity:

Measures how well you can make rapid and accurate movements with your dominant hand. This ability is important in Arts, Skilled and Technology, skilled occupations and other jobs requiring use of the hands.

Data was collected for the 2007 norms between January 2004 through May 2007 from samples of eighth (8th) through twelfth (12th) grade students totaling twenty-two thousand eight hundred and four (22,804) participants. The participants were taken from various regions of the United States: Midwest, Northeast, South and West. I used the norms of the tenth (10th), eleventh (11th), and twelfth (12th) graders:

A College sample of one thousand eight hundred and ninety-eight (1,898) students was gathered from data obtained from 1998 through 2002. This data showed differences from normative samples in the past and are reflected on the current CAPS Summary Score Sheet.

When scoring the CAPS vocational test this Consultant considered either the Summary Score Sheet for the tenth (10th), eleventh (11th), and twelfth (12th) grades College Norms, or Preliminary Norms for Spanish-speaking high school students and adults.

The CAPS is scored on a stanine basis. A stanine is a nine (9) point scale used for normalized test scores. These nine (9) stanine are described as follows:

An Individual's Career Profile compares their present abilities to abilities required on jobs in fourteen (14) major occupational areas described as follows:

Science, Professional occupations involve responsibility for the planning and conducting of research and the accumulation and application of systematized knowledge in related branches of mathematical, medical life and physical sciences.

Science, Skilled occupations involve observation and classification of facts in assisting in laboratory research and its application in the fields of medicine and life and physical sciences.

Technology, Professional occupations involve responsibility for engineering and structural design in the manufacture, construction or transportation of products or utilities.

Technology, Skilled occupations involve working with one's hands in a skilled trade concerned with construction, manufacture installation or repair of products in related fields of construction.

Consumer Economics occupations are concerned with the preparation and packaging of foods and the production, care and repair of clothing and textile products.

Outdoor occupations are concerned with activities performed primarily out-of-doors involving the growing and tending of plants and animals and the cultivation and accumulation of crops and natural resources in the areas of agriculture and nature as in forestry park services, fishing, and mining.

Business, Professional occupations involve positions of high responsibility in the organization, administration and efficient functioning of businesses and governmental bureaus about finance and accounting, management, and business promotion.

Business, Skilled occupations are concerned with sales and production and the correlated financial and organizational activities of businesses.

Clerical occupations involve recording, posting and filing of business records requiring great attention to detail, accuracy, neatness, orderliness and speed in office work and in resultant contact with customers about compilation of records.

Communication occupations involve skill in the use of language in the creation or interpretation of literature or in the written and oral communication of knowledge and ideas.

Arts, Professional occupations involve individualized expression of creative or musical talent and ability in fields of design, fine arts and performing arts

Arts, Skilled occupations involve application of artistic skill in fields of graphic arts and design.

Service, Professional occupations include positions of high responsibility involving interpersonal relations in caring for the personal needs and welfare of others in fields of social service, health, and education.

Service, Skilled occupations involve providing services to persons and catering to the tastes, desires and welfare of others in fields of personal service, social and health related service, and protection and transportation.

APPENDIX C

OASYS



Report produced from SkillTRAN Online Services - SkillTRAN LLC - www.skilltran.com

Name: Daniel Doran

DOT Code: 862.681-010 Plumber

Installs bath plumbing systems in manufactured buildings, according to blueprints: Reads blueprints to determine type of plumbing system required. Writes cutting list that specifies sizes and quantity of copper pipe to be cut by PLUMBING ASSEMBLER-INSTALLER (mfd. bldgs.). Marks locations and bores

holes in floor joists for pipes, using tape measure, template, and power auger. Selects and inserts precut pieces of copper tubing and fittings in holes. Connects tubing and fittings, using solder paste or solder and torch, to form sewer, drain, and water lines. Selects plumbing fixtures, such as toilets, sinks, and tubs, from storage. Squares tubing projecting through floor to ensure snug fit of fixtures, using square, wedges, and hammer, and solders fixtures to tubing. Squares fixtures with level. May direct workers engaged in preassembly and installation of wall systems, such as risers, air chambers, and shower assemblies.

OCCUPATIONAL REQUIREMENTS

DOT Code: "862.681-010" "Plumber"

Specific Vocational Preparation (SVP)

Level 6:(between 1 and 2 years)

Skilled Work. The usual amount of time spent by the typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific job. Includes vocational education, apprenticeship, in-plant training, on-the-job training, and essential experience gained on other jobs.

General Education Development (GED)

Reasoning Development - level 3:

Apply commonsense understanding to carry out instructions furnished in written, oral or diagrammatic form. Deal with problems involving several concrete variables in or from standardized situations.

Mathematical Development - level 2:

Add, subtract, multiply and divide all units of measure. Perform the four operations with like or common decimal fractions. Compute ratio, rate, and percent. Draw and interpret bar graphs. Perform arithmetic operations involving all American monetary units.

Language Development - level 2:

Reading: Passive vocabulary of 5,000-6,000 words. Read 190-215 words per minute. Read adventure stories and comic books, looking up unfamiliar words in dictionary for meaning, pronunciation and spelling. Read instructions to assemble model cars and airplanes.

Writing: Write compound and complex sentences, using proper end punctuation, and employing adjectives and adverbs.

Vocational Evaluation SIBTF Report for Daniel Doran
By Madonna R GARCIA MRC, VRTWC

Speaking: Speak clearly and distinctly with appropriate pauses and emphasis, correct pronunciation, variation in word order, using present, perfect and future tenses.

Physical Requirements

Strength: Medium Work

Lifting, Carrying, Pushing, Pulling 20 - 50 Lbs. occasionally, 10 - 25 Lbs. frequently or up to 10 Lbs. constantly.

Stooping: Frequently

Bending body downward and forward by bending spine at the waist, requiring full use of the lower extremities and back muscles.

Kneeling: Occasionally

Bending legs at knees to come to rest on knee or knees.

Crouching: Occasionally

Bending body downward and forward by bending legs and spine.

Reaching: Frequently

Extending hand(s) or arm(s) in any direction.

Handling: Frequently

Seizing, holding, grasping, turning, or otherwise working with hand or hands. Fingers are involved only to the extent that they are an extension of the hand, such as to turn a switch or shift automobile gears.

Fingering: Frequently

Picking, pinching, or otherwise working primarily with fingers rather than with the whole hand or arm as in handling.

Near Acuity: Frequently

Clarity of vision at 20 inches or less.

Depth Perception: Frequently

Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.

Accommodation: Occasionally

Adjustment of lens of eye to bring an object into sharp focus. This factor is required when doing near point work at varying distances from the eye.

Environmental Conditions

Noise Intensity Level: Loud

Such as a can manufacturing department; large earth moving equipment; heavy traffic.

Work Situations (Temperaments)

T Attaining precise set limits, tolerances, and standards.

Work situations that involve adhering to and achieving exact levels of performance, using precision measuring instruments, tools, and machines to attain precise dimensions. Preparing exact verbal and numerical records. Complying with precise instruments and specifications for materials, methods, procedures, and techniques to attain specified standards.

J Making judgments and decisions.

Work situations that involve solving problems, making evaluations, or reaching conclusions based on subjective or objective criteria, such as the five senses, knowledge, past experiences, or quantifiable or factual data.

DOT Aptitudes

General Learning Ability Level 3 (Average, Middle Third)

The ability to "catch on" or understand instructions and underlying principles; the ability to reason and make judgments. Closely related to doing well in school.

Verbal Aptitude Level 3 (Average, Middle Third)

The ability to understand meanings of words and to use them effectively; to comprehend language, understand relationships between words and to understand meanings of whole sentences and paragraphs.

Numerical Aptitude Level 4 (Low, Lower Third, Not Bottom 10th Percentile)

The ability to perform arithmetic operations quickly and accurately.

Spatial Aptitude Level 3 (Average, Middle Third)

The ability to think visually of geometric forms & to comprehend two dimensional representations of three-dimensional objects. The ability to recognize the relationships resulting from the movement of objects in space.

Form Perception Level 3 (Average, Middle Third)

The ability to perceive pertinent detail in objects or in pictorial or graphic material. Ability to make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of lines.

Clerical Perception Level 4 (Low, Lower Third, Not Bottom 10th Percentile)

The ability to perceive detail in verbal or tabular material. Ability to observe differences in copy, to proofread words and numbers, and to avoid perceptual errors in arithmetic computation.

Motor Coordination Level 3 (Average, Middle Third)

The ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed. Ability to make movement response accurately and swiftly.

Finger Dexterity Level 3 (Average, Middle Third)

The ability to move fingers, and manipulate small objects with fingers, rapidly or accurately.

Manual Dexterity Level 3 (Average, Middle Third)

The ability to move hands easily and skillfully. The ability to work with hands in placing and turning motions.

Eye-Hand-Foot Coordination Level 5 (Bottom 10th Percentile)

The ability to move the hand and foot coordinately with each other in accordance with visual stimuli.

Color Discrimination Level 5 (Bottom 10th Percentile)

The ability to match or discriminate between colors in terms of hue, saturation, and brilliance, identify a particular color or color combination from memory and be able to perceive harmonious or contrasting color combinations.

Work Functions (Data People Things)

Data: 6 - Comparing

Judging the readily observable functional, structural, or compositional characteristics (whether similar to, or divergent from obvious standards) of data, people, or things.

People: 8 - Taking Instructions - Helping

Attending to the work assignment instructions or orders of supervisor.

Things: 1 - Precision Working

Using body members and/or tools or work aids to work, move, guide, or place objects or materials in situations where ultimate responsibility for the attainment of standards occurs and selection of appropriate tools, objects, or materials, and the adjustment of the tool to the task require considerable judgment.

Work Fields

Structural Fabricating-Installing-Repairing* 102

Fabricating, installing, and repairing structures and objects whose components are static and may require shaping to fit by any combination of the following work fields: Abrading, Bolting- Screwing, Boring, Brushing-Spraying, Caulking, Chipping, Fastening, Fitting-Folding, Flame Cutting-Arc Cutting-Beam Cutting, Gluing-Laminating, Immersing-Coating, Laying-Covering, Masoning, Milling-Turning-Planing, Molding, Nailing, Paving, Pressing-Forging, Riveting, Sawing, Sewing, Shearing-Shaving, Soldering-Brazing, and Welding.

Materials, Products, Subjects Matter, and Services

Water/Gas/Sewer Mains, Pipelines, Power Lines 364

Cable lines, radio and television transmitting towers, sewage collection and disposal lines, pumping stations, telegraph and telephone lines, etc.

Data Sources

Data Sources			
Source	Publication	Year	Web Link
U.S. Dept. of Labor	Revised Handbook for Analyzing Jobs	1991	www.skilltran.com/index.php/support-area/documentation/1991rhaj

Occupation selected for the search of: plumber

DOT	Title	Industry	SVP	Strength	O*NET
862.381-030	Plumber	Construction	7	H	47-2152.02

862.381-030 Plumber

Details for selected title: Plumber

DESCRIPTION

DOT Code: 862.381-030 Plumber

When specializing in maintenance and repair of heating, water, and drainage systems in industrial or commercial establishments, is designated **Plumber**, Maintenance (any industry).

Assembles, installs, and repairs pipes, fittings, and fixtures of heating, water, and drainage systems, according to specifications and plumbing codes: Studies building plans and working drawings to determine work aids required and sequence of installations. Inspects structure to ascertain obstructions to be avoided to prevent weakening of structure resulting from installation of pipe. Locates and marks position of pipe and pipe connections and passage holes for pipes in walls and floors, using ruler, spirit level, and plumb bob. Cuts openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and power tools. Cuts and threads pipe, using pipe cutters, cutting torch, and pipe-threading machine. Bends pipe to required angle by use of pipe-bending machine or by placing pipe over block and bending it by hand. Assembles and installs valves, pipe fittings, and pipes composed of metals, such as iron, steel, brass, and lead, and nonmetals, such as glass, vitrified clay, and plastic, using hand tools and power tools. Joins pipes by use of screws, bolts, fittings, solder, plastic solvent, and caulks joints. Fills pipe system with water or air and reads pressure gauges to determine whether system is leaking. Installs and repairs plumbing fixtures, such as sinks, commodes, bathtubs, water heaters, hot water tanks, garbage disposal units, dishwashers, and water softeners. Repairs and maintains plumbing by replacing washers in leaky faucets, mending burst pipes, and opening clogged drains. May weld holding fixtures to steel structural member.

OCCUPATIONAL REQUIREMENTS

Specific Vocational Preparation (SVP)

Level 7 (2-4 Years)

GED	Level
Reasoning	Level 4
Mathematics	Level 3
Language	Level 3

Aptitudes	Level
General Learning Ability	Level 3
Verbal Aptitude	Level 3
Numerical Aptitude	Level 3
Spatial Aptitude	Level 3
Form Perception	Level 3
Clerical Perception	Level 4
Motor Coordination	Level 3
Finger Dexterity	Level 3
Manual Dexterity	Level 2
Eye-Hand-Foot Coordination	Level 4
Color Discrimination	Level 4

Physical Demands	Level *
Strength	Heavy
Climbing	Occasionally
Balancing	Occasionally
Stooping	Occasionally
Kneeling	Occasionally
Crouching	Occasionally
Reaching	Frequently
Handling	Frequently
Fingering	Occasionally
Near Acuity	Frequently
Depth Perception	Frequently

Accommodation Occasionally
Color Vision Occasionally

Environmental Conditions	Level *
Noise Intensity Level	Loud
Exposure to Weather	Occasionally
Atmospheric Conditions	Occasionally
Other Environmental Conditions	Occasionally

Work Situations

V Performing a Variety of duties
J Making Judgments and decisions
T Attaining precise set limits, Tolerances, and standards

Data-People-Things

Data 3 - Compiling
People 8 - Taking Instructions - Helping
Things 1 - Precision Working

SKILLS/COMPETENCIES

WORK Field - 102 - STRUCTURAL FABRICATING-INSTALLING-REPAIRING

Fabricating, installing, and repairing structures and objects whose components are static and may require shaping to fit by any combination of the following: Abrading, Bolting-Screwing, Boring, Brushing-Spraying, Caulking, Chipping, Fastening, Fitting-Folding, Flame Cutting-Arc Cutting, Beam Cutting, Gluing-Laminating, Immersing-Coating, Laying-Covering, Masoning, Milling-Turning-Planing, Molding, Nailing, Paving, Pressing-Forging, Riveting, Sawing, Sewing-Tailoring, Shearing-Shaving, Soldering-Brazing, and Welding.

GOE Work Group - 05.05 - Craft Technology

Occupations contained in this four-digit Work Group are concerned with performing highly skilled hand and/or machine operations, utilizing special techniques, training and experience. Work settings include construction sites, machine shops, manufacturing establishments, and processing plants.

Skills and abilities required include: Knowledge of tools, machines, materials, and methods used in trade or craft specialty; reading scale drawings or blueprints to visualize objects; using shop math to calculate object dimensions, material amounts needed, and material costs; coordinating eyes, hands and fingers to use hand tools or machines in constructing, making, or repairing objects; and adhering to object specifications or standards.

RELATED CODES

Work Fields (Skills)

- **Work Field:**
 - 102 Structural Fabricating-Installing-Repairing*

Materials, Products, Subject Matter & Services (Job Knowledge)

- **MPSMS:**
 - 364 Water/Gas/Sewer Mains, Pipelines, Power Lines
 - 369 Structures, NEC

Related Codes

- **OGA:**
 - 862 Plumbers, Gas Fitters, Steam Fitters, and Related
- **O*NET:**
 - 47-2152.02 Plumbers
- **OOH:**
 - **Q269** [Plumbers, pipefitters, and steamfitters](#)
- **SOC:**
 - 47-2152 Plumbers, Pipefitters, and Steamfitters

- **Census:**
 - 6440 Pipelayers, plumbers, pipefitters, and steamfitters

- **Industry:**
 - 138 Any Industry
 - 271 Construction

- **GOE:**
 - 05.05.03 Plumbing and Pipefitting

- **CIP - Classification of Instructional Programs:**
 - 46.0502 Pipefitting/Pipefitter and Sprinkler Fitter
 - 46.0503 Plumbing Technology/Plumber
 - 46.0599 Plumbing and Related Water Supply Services, Other

- **RAPIDS:**
 - 0432 Plumber
 - 0432R Plumbing

- **NAICS:**
 - 213 Support Activities for Mining
 - 236115 New Single-Family Housing Construction (except For-Sale Builders)
 - 236116 New Multifamily Housing Construction (except For-Sale Builders)
 - 236117 New Housing For-Sale Builders
 - 236118 Residential Remodelers
 - 23621 Industrial Building Construction
 - 23622 Commercial and Institutional Building Construction
 - 23711 Water and Sewer Line and Related Structures Construction
 - 23712 Oil and Gas Pipeline and Related Structures Construction
 - 2379 Other Heavy and Civil Engineering Construction
 - 23821 Electrical Contractors
 - 2383 Building Finishing Contractors
 - 23891 Site Preparation Contractors
 - 322 Paper Manufacturing
 - 325 Chemical Manufacturing
 - 3364 Aerospace Product and Parts Manufacturing
 - 45439 Other Direct Selling Establishments

- 56132 Temporary Help Services
- 562 Waste Management and Remediation Services
- 6113 Colleges, Universities, and Professional Schools
- 8113 Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance
- 8139 Business, Professional, Labor, Political, and Similar Organizations
- 9991 Federal government, excluding postal service
- 9992 State government, excluding education and hospitals
- 9993 Local government, excluding education and hospitals
- TE1100 Self-employed workers

DOT Codes for the SOC: 47-2152 Plumbers, Pipefitters, and Steamfitters

DOT Code	Title	Industry	SVP	Str	O*NET
862.261-010	Pipe Fitter	Ship and Boat Mfg and Repairing	7	H	47-2152.01
862.281-010	Coppersmith	Ship and Boat Mfg and Repairing	8	M	47-2152.01
862.281-014	Coppersmith Apprentice	Ship and Boat Mfg and Repairing	8	M	47-2152.01
862.281-022	Pipe Fitter	Construction	7	H	47-2152.01
862.281-026	Pipe-Fitter Apprentice	Construction	7	H	47-2152.01
862.361-014	Gas-Main Fitter	Utilities	7	M	47-2152.01
862.361-018	Pipe Fitter, Diesel Engine I	Engine and Turbine	7	M	47-2152.01
862.361-022	Steam Service Inspector	Utilities	7	H	47-2152.01
862.381-014	Industrial-Gas Fitter	Utilities	7	H	47-2152.01
862.381-022	Pipe Fitter, Diesel Engine II	Engine and Turbine	7	H	47-2152.01
862.381-030	Plumber	Construction	7	H	47-2152.02
862.381-	Plumber	Construction	7	H	47-

034	Apprentice				2152.02
862.681-010	Plumber	Manufactured Buildings	6	M	47-2152.02
862.684-034	Water-Softener Servicer-and-Installer	Business Services	4	H	47-2152.02
869.664-014	Construction Worker I	Construction	4	H	47-2151.00

**Estimated May 2019 Employment for:
 OES-SOC Group 47-2152 Plumbers, Pipefitters, and Steamfitters
 This OES-SOC Group includes 15 DOT occupation(s)**

	Occupational Employment Survey (OES)	National	California	MSA 33700 Modesto, CA
Employed	Estimated OES Group Employment	442,870	47,360	170
Mean Wage	Mean Annual Wage	\$59,800	\$64,740	\$65,460
Annual Wage	Annual Wage - 10th percentile	\$32,690	\$32,950	\$39,300
	Annual Wage - 25th percentile	\$41,230	\$41,430	\$46,540
	Annual Wage - 50th percentile	\$55,160	\$57,660	\$64,000
	Annual Wage - 75th percentile	\$73,380	\$79,720	\$83,070
	Annual Wage - 90th percentile	\$97,170	\$115,500	\$99,230

**Current Population Survey (CPS) for:
 Census Group 6440 - Pipelayers, plumbers, pipefitters, and steamfitters
 This Census Group includes 16 DOT occupations**

All	Female	Male
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Estimated Group Employment	561,000	15,000	546,000
Hourly	\$23.03	\$24.00	\$22.95
Weekly	\$921	\$960	\$918
Monthly	\$3,991	\$4,160	\$3,978
Annual	\$47,892	\$49,920	\$47,736
Mean	\$1,125 +/- \$55.57	\$979 +/- \$95.34	\$1,129 +/- \$56.99
Median	\$921 +/- \$27.52	\$960 +/- \$70.49	\$918 +/- \$27.29

2020 DOT EMPLOYMENT ESTIMATE: MSA 33700 Modesto, CA

FOR: 862.381-030 Plumber

SOC/OES: 47-2152 Plumbers, Pipefitters, and Steamfitters

NAICS Industries likely for this DOT Occupation

NAICS	Level	NAICS Title	OES Group Estimate		DOT Estimate within this OES Group			
			% of this OES Group	N	N	DOTs	% for this DOT	N
213000	L	Support activities for mining	0.342%	1	5	WT	0.068%	0
236100	L	Residential building construction	0.821%	1	3	WT	0.274%	0
236200	L	Nonresidential building construction	3.312%	6	6	WT	0.552%	1
237100	L	Utility system construction	3.37%	6	3	WT	1.123%	2
237900	L	Other heavy and civil engineering construction	0.16%	0	4	WT	0.04%	0
238210	L	Electrical contractors and other wiring installation contractors	1.339%	2	5	WT	0.268%	0
238300	L	Building finishing contractors	0.121%	0	1	WT	0.121%	0
238900	L	Other specialty trade contractors	0.658%	1	4	WT	0.164%	0
322000	L	Paper manufacturing	0.074%	0	2	WT	0.037%	0
325000	L	Chemical manufacturing	0.058%	0	1	WT	0.058%	0
336400	L	Aerospace product and parts manufacturing	0.078%	0	2	WT	0.039%	0
454300	L	Direct selling establishments	0.191%	0	3	WT	0.064%	0
561320	L	Temporary help services	0.782%	1	2	WT	0.391%	1

562000	L	Waste management and remediation services	0.44%	1	2	WT	0.22%	0
611300	L	Colleges, universities, and professional schools; state, local, and private	1.027%	2	1	WT	1.027%	2
811300	L	Comm/industrial mach/equip (exc auto/electronic) maint.	0.296%	1	5	WT	0.059%	0
813900	L	Business, professional, labor, political, and similar organizations	0.191%	0	1	WT	0.191%	0
999100	L	Federal government, excluding postal service	0.798%	1	2	WT	0.399%	1
999200	L	State government, excluding education and hospitals	0.311%	1	2	WT	0.156%	0
999300	L	Local government, excluding education and hospitals	2.222%	4	3	WT	0.741%	1
TE1100	L	Self-employed workers	9.285%	16	4	WT	2.321%	4
			OES Total 25.875%			DOT Total 8.313%		

**Total Industry Employment Estimate for: 862.381-030 Plumber
 Full-Time (91%) and Part-Time (9%)**

Selected Geographic Area	All Employment in this OES Group	Industry Employment in this OES Group	Employment Estimated for this DOT Occupation
US National 2019	442,870	114,591	36,814
Employment RSE *	1.1%	1.1%	1.1%
90% Confidence Interval *	434,881 - 450,859	112,524 - 116,658	36,150 - 37,478
State: California	47,360	12,254	3,937
Employment RSE *	4.3%	4.3%	4.3%
90% Confidence Interval *	44,020 - 50,700	11,390 - 13,118	3,659 - 4,214
Regional: MSA 33700 Modesto, CA	170	44	14
Employment RSE *	45.4%	45.4%	45.4%
90% Confidence Interval *	43 - 297	11 - 77	4 - 25

**Outlook - Long Term Employment Projections for:
 SOC 47-2152 Plumbers, Pipefitters, and Steamfitters**

Data for: California

This SOC/OES Group includes 15 DOT occupation(s)

Long Term Employment Projections	Number	Percent Change
2018 Base National Employment	500,300	
2018 Self Employment	47,028 (9.4%)	
2028 Projected National Employment	568,600	13.6%
Annual Average Job Openings - National Total	66,100	

DATA SOURCES

Source	Publication	Year	Web Link
U.S. Dept. of Labor	Revised 4th Edition of the Dictionary of Occupational Titles	1991	
U.S. Dept. of Labor	Errata corrections and subsequent revisions to the DOT	1992-1998	www.skilltran.com/index.php/support-area/documentation/161-dot-changes
U.S. Dept. of Labor	Revised Handbook for Analyzing Jobs	1991	www.skilltran.com/index.php/support-area/documentation/1991rhaj
U.S. Dept. of Labor	Selected Characteristics of Occupations (SCO)	1993	
U.S. Dept. of Labor	Guide for Occupational Exploration	1973	Guide for Occupational Exploration

	(GOE)		
U.S. Dept. of Labor - Bureau of Labor Statistics	Standard Occupational Classification (SOC)	2010	Standard Occupational Classification
U.S. Dept. of Labor - Bureau of Labor Statistics	Occupational Employment Survey (OES)	May 2019	Occupational Employment Survey
U.S. Dept. of Labor - Employment and Training Administration	O*NET Online (O*NET)	Current	O*NET Online
U.S. Dept. of Labor - Bureau of Labor Statistics	Employment Projections - National	Sept 2019 for 2018 -- > 2028	Employment Projections
U.S. Dept. of Labor - Bureau of Labor Statistics	Employment Projections - State/SubState	Various	Employment Projections - State/SubState and various state-specific projections sites
U.S. Dept. of Labor	Labor Force Statistics from the Current Population Survey (CPS)	Current	Current Population Survey
U.S. Dept. of Education - Institute of Education Sciences - National Center for Education Statistics	College Navigator	Current	College Navigator
U.S. Dept. of Labor	Occupational Outlook Handbook (OOH)	Current	Occupational Outlook Handbook
U.S. Dept. of Labor	Current Employment Statistics (CES)	Current	Current Employment Statistics
U.S. Dept. of Labor	Occupational Requirements Survey (ORS)	2018	ORS Survey
U.S. Dept. of Census	County Business	2016	County Business Patterns -

	Patterns (CBP)		Documentation
U.S. Dept. of Census	North American Industry Classification System (NAICS)	2012/2017	North American Industry Classification System
U.S. Dept. of Census	Public Use Microdata sample (PUMS)	2014-2018	American Community Survey (ACS)
SkillTRAN LLC	Various Alternate Titles Contributed by SkillTRAN Staff and Customers	1982-present	SkillTRAN Data Resources
SkillTRAN LLC	Proprietary Crosswalk between NAICS and DOT	1985-present	SkillTRAN Data Resources

Vocational Testing Administered

I administered vocational testing to Mr. Doran on October 17, 2019.

He was given the Raven Standard Progressive Matrices using a paper report.

The CAPS exam was similarly provided in paper form.

Mr. Doran test scores were utilized to aid me in identifying his level of aptitudes and abilities. Further observation of Mr. Doran during the completion of vocational testing can also be used to establish how he follows directions and is able to maintain a workstation. An explanation regarding the vocational assessments given to Mr. Doran and the norms used to score Mr. Doran assessment results are found in Appendix A. He completed the following assessments.

Raven Standard Progressive Matrices (Raven)

Mr. Doran was fifty three (53) years old when he was given the Raven. He completed the RAVEN test but the test was incomplete and will not be included in the assessment.

Career Ability Placement Survey (CAPS) need caps results

Mr. Doran was administered the CAPS.

On the CAPS, Mr. Doran attained the following results:

Accessible CAPS Career Profile Information

The CAPS Career Profile compares your ability scores to the 14 COPSsystem career clusters. You will hear the name of each career cluster followed by a cutoff score and your score. You receive a plus if your score is above the cutoff score. The plus indicates that your measured abilities are currently at a high enough level for probable success in most occupations in that cluster. Remember, for success it is necessary that you continue to get the training and skills needed in these clusters. In interpreting your profile, concentrate on the scores with pluses that are the farthest above the cutoff score. Consider whether other things you know about yourself are consistent with your profile. Some of your ability scores may not have pluses. If you are interested in careers in these areas and motivated to do well, you may want to take classes or participate in other activities to improve your skills.

On the CAPS, Mr. Doran attained the following result:

COPSsystem

Interests (COPS)

Accessible COPS Interest Inventory Information

Your interest scores on the COPS are reported in terms of 14 copsystem career clusters. A raw score is listed with a percentile score for each career cluster. The percentile score is your approximate position on each scale as compared to other people at your education level that have taken the COPS. If your percentile score is near 50, about half (50%) of others fall below you. The higher your score the greater your interest is compared to others.

Accessible COPS Interest Inventory Results

Career Cluster	Raw Score	Percentile Score
Science Professional	12	48
Science Skilled	14	64
Technology Professional	14	51
Technology Skilled	10	31
Consumer Economics	10	52
Outdoor	10	37
Business Professional	9	24
Business Skilled	16	81

Clerical	7	24
Communication	10	52
Arts Professional	15	70
Arts Skilled	14	65
Service Professional	14	47
Service Skilled	8	28

Your Highest Career Groups on the COPS are:

Business Skilled; Arts Professional; Arts Skilled;

COPS Interest Inventory Information

The following results are for sighted individuals.

Your interest profile is plotted below. A percentile number is printed inside the bars. Each number shows your approximate position on each scale as compared to other people at your educational level who have taken the COPS. If your score is near 50, about half (50%) of others fall below you. The higher your score the greater your interest is compared to others

Your Highest Career Groups on the COPS are:

Business Skilled; Arts Professional; Arts Skilled;

Abilities (CAPS)

Accessible CAPS Career Profile Information

The CAPS Career Profile compares your ability scores to the 14 copsystem career clusters. You will hear the name of each career cluster followed by a cutoff score and your score. You receive a plus if your score is above the cutoff score. The plus indicates that your measured abilities are currently at a high enough level for probable success in most occupations in that cluster. Remember, for success it is necessary that you continue to get the training and skills needed in these clusters. In interpreting your profile, concentrate on the scores with pluses that are the farthest above the cutoff score. Consider whether other things you know about yourself are consistent with your profile. Some of your ability scores may not have pluses. If you are interested in careers in these areas and motivated to do well, you may want to take classes or participate in other activities to improve your skills.

Accessible CAPS Career Profile Results

Career Cluster	Cutoff Score	Your Score	Plus
Science Professional	52	2	false
Science Skilled	30	1	false
Technology Professional	40	2	false
Technology Skilled	8	4	false
Consumer Economics	8	2	false
Outdoor	4	5	true
Business Professional	40	2	false
Business Skilled	20	3	false
Clerical	30	3	false
Communication	40	4	false
Arts Professional	40	2	false
Arts Skilled	30	4	false
Service Professional	40	2	false
Service Skilled	4	5	true

CAPS Career Profile Information

The following is for sighted individuals.

Your score is marked with a plus if it is in the solid green portion or at the upper edge of the lightest shaded portion of each career cluster. The plus indicates that your measured abilities are currently at a high enough level for probable success in most occupations in that cluster. Remember, for success it is necessary that you continue to get the training and skills needed in these clusters. In interpreting your profile, concentrate on the distance of your scores from the dark shaded area. Peaks in the profile may not be significant because the shaded areas are different heights. Consider whether other things you know about yourself are consistent with your profile. Some of your ability scores may appear in the darker green portion of the Career Profile. If you are interested in careers in these areas and motivated to do well, you may want to take classes or participate in other activities to improve your skills. Your COPS System Comprehensive Career Guide will help you in these choices.

Your separate ability scores are plotted below

Accessible CAPS Ability Profile Information

The CAPS Ability Profile lists your scores in each individual CAPS tests. You will hear a list of each test followed by your score. Values range from one to nine. This score relates your abilities as compared to others at your educational level. If your score is 5 or near the 50th percentile, about half of another fall below you. The higher your score, the greater your ability.

Accessible CAPS Ability Profile Results

Ability	Your Score
Mechanical Reasoning	4
Spatial Relations	2
Verbal Reasoning	2
Numerical Ability	1
Language Usage	3
Word Knowledge	3
Perceptual Speed and Accuracy	1
Manual Speed and Dexterity	2

CAPS Ability Profile Information

Your scores are represented by a bar that shows your abilities compared to others at your educational level. If your score is near 50, about half (50%) of others fall below you. The higher your score, the greater your ability. See your COPSystem Comprehensive Career Guide for a further description of your results.

Work Values (COPES)

Accessible COPES Work Values Information

The COPES results compare your work values scores to others who have taken the COPES. Each work value scale consists of two pairs, one of which is more important to you. Your scores are listed according to the value that is more important to you. Your three most extreme scores are listed at the end of the COPES results. These three highest values areas are related to the 14 copsystem career clusters in the summary section.

Accessible COPES Work Values Results

- You are more toward Accepting than Investigative.
- You are more toward Carefree than Practical.
- You are more toward Conformity than Independence.
- You are more toward Supportive than Leadership.
- You are more toward Orderliness than Flexibility.
- You are more toward Privacy than Recognition.
- You are more toward Realistic than Aesthetic.
- You are more toward Reserved than Social.

COPES Work Values Information

Your scores are represented by a bar that shows your work values as compared to others who have taken the COPES. Scores to the left of the center show a preference for values listed on the left of your profile. Scores to the right of the center show a

preference for values listed on the right of your profile. The closer a score is to either end of the profile, the more important that work value probably is to you. Your three most important scores are marked with a darker bar. If your score on one of the scales falls at or close to the center, you are moderately concerned with that work value. Select the 'Read More' button for a description of these values

COPEs Work Values Profile Graph

Needs Assessment Summary

You have indicated that you need additional help in the following areas:

Academics

- None of the above.

Job Skills

- None of the above.

Planning Skills

- None of the above.

Summary

Those career groups below where your interests, abilities, and values match are marked in gold and show you the clusters you may wish to explore. First consider those clusters where your interests, abilities, and values are high and all three are gold. Next, consider those groups where you have silver icons where interests and values or where interests and abilities match. The bronze icons indicate one match either for interest, abilities, or values in a particular cluster. Your COPSsystem Comprehensive Career Guide will help you in your career exploration.

General Observations During Vocational Interview

The evaluation of Mr. Doran took place on October 17, 2019 at Claremont Care Center, 219 E. Foothill Blvd, Pomona, CA 91711.

Mr. Doran informed me that he drove approximately thirty (30) minutes to the evaluation.

Mr. Doran said that he did not consume any medication prior to the evaluation.

He was cooperative and talkative and had normal response timing.

Mr. Doran was moving around a lot in his chair but did not get up, he said that standing would not help his pain.

He was able to answer all my interview questions completely and asked a few questions his self.

He used his right hand to mark the vocational testing material. He held the pen between his index finger and his thumb. Mr. Doran used his right hand to turn the pages of the vocational testing material.

Observations During the Raven

Mr. Doran started the Raven Standard Progressive Matrices at 10 am and he understood the directions for the Raven.

Mr. Doran displayed normal response timing for someone who was taking the assessment for the first time.

He explained that he wasn't good with patterns, and that his back, neck, and hands were beginning to bother him.

Mr. Doran seemed a little nervous about the assessment, He wanted to know if it was an intelligence test.

He stated that he wanted to obtain a good score because he did not want to be labeled unintelligent.

After completion of the assessment, he was asked if he needed to take a break. Mr. Doran said he would like to continue.

Observations During the CAPS Assessment

Mr. Doran understood the directions for test one (1) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test one (1) of the CAPS.

He stated he never considered the concept of mechanical reasoning was involved in everyday life.

Mr. Doran understood the directions for test two (2) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered one (1) of two (2) example questions correctly for test two (2) of the CAPS.

On test three (3) of the CAPS Mr. Doran was asked to read and explain the directions for the test. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test three (3) of the CAPS.

Mr. Doran seemed more relaxed and comfortable during test three (3). He said that he did not like to read, but he did complete the test. He stated that it was not difficult.

Mr. Doran understood the directions for test four (4) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test four (4) of the CAPS.

On test five (5) of the CAPS Mr. Doran was asked to read and explain the directions for the test. He demonstrated a basic understanding; however, I provided his further explanation to ensure that Mr. Doran understood the directions. He explained that he understood the directions before proceeding with the assessment. He answered one (1) of three (3) example questions correctly for test five (5) of the CAPS.

Mr. Doran understood the directions for test six (6) of the CAPS completely without repeated instruction. He explained that he understood the directions before proceeding with the assessment. He answered both example questions correctly for test six (6) of the CAPS.

He said that he was feeling good about taking this test. He explained that he was no longer worried about the interpretation of his scores and that he liked this test.

Upon completion of the vocational assessment, Mr. Doran stated that on a scale of one (1) to ten (10), with ten (10) being the most severe, his pain level was a ten (10). He expressed pain in his back, neck stiffness, shoulder tightness and some cramping in his fingers and hands.

Mr. Doran was very cooperative and pleasant throughout this evaluation.

Transferrable Skills Analysis

I used the OASYS system to analyze a computerized transferrable skills analysis. The OASYS system is a computerized aided Vocational Expert support system. The system matches an individuals' skills to employer demands. The OASYS system is used to gain access to the following aggregate resources:

Dictionary of Occupational Titles (DOT)

National Employment Outlook

State Employment Outlook

Census Wage Data

O-Net Occupational Information

The OASYS program provides vocational options that remain available for Mr. Doran due to his functional limitations. However, these results are subject to further analysis by me based upon my training, experience, and knowledge of the workforce. Further research was conducted with the Employment Development Department (EDD), the Social Security Administration (SSA), and the Occupational Employment Quarterly (OEQ).

The EDD supplies information regarding the types of occupations available within geographical areas including the salaries available for various occupations. The EDD lists potential occupations available to Mr. Doran in his geographical area.

Work History Summary and Corresponding DOT Codes

Mr. Doran prior work experience includes positions as a

These occupations were used as part of the transferrable skills analysis.

Mr. Doran prior work history as a

Mr. Doran prior work history as a

OASYS System Settings

The OASYS system accessed the San Jose - Sunnyvale - Santa Clara, California Metropolitan Division (MD) to determine Mr. Doran transferability of skills.

The OASYS system factored in information for the labor market from year June 2018, which is the most recent data available.

Mr. Doran entire work history was used to determine transferability of skills.

The DOT occupations have a Specific Vocational Preparation (SVP) level. This is defined as the amount of lapsed time required by a typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific Job-worker situation.

The DOT defines the SVP levels as follows:

Level	Time
	Short demonstration only
	Anything beyond short demonstration up to and including 1 month
	Over 1 month up to and including 3 months
	Over 3 months up to and including 6 months
	Over 6 months up to and including 1 year
	Over 1 year up to and including 2 years
	Over 2 years up to and including 4 years

Over 4 years up to and including 10 years

Over 10 years

The Occupational Employment Quarterly (OEQ) states that unskilled employment has an SVP level of one (1) or two (2), semi-skilled employment has an SVP level of three (3) to four (4), and skilled employment has an SVP level greater than four (4). I agree with these definitions of unskilled, skilled, and skilled employment after reviewing SVP as defined by the DOT.

Mr. Doran work history shows that He had the capacity to work at an SVP level of 9, which is considered skilled

Further research was also conducted with the Social Security Administration (SSA) SSR §404.1568 Skill Requirements which states the following about semi- skilled work:

“(b) Skilled work is work which needs some skills but does require doing the more complex work duties. A skilled worker is any worker who has special skill, training, knowledge, and These workers can be either blue-collar or white-collar workers, with varied levels of training or education. Semi-skilled work may require alertness and close attention to watching machine processes; or inspecting, testing or otherwise looking for irregularities; or tending or guarding equipment, property, materials or persons against loss, damage or injury; or other types of activities which are similarly less complex than skilled work, but more complex than unskilled work. A job may be classified as semi-skilled coordination and dexterity are necessary, as when hands or feet must be moved quickly to do repetitive tasks.”

Mr. Doran non-industrial vocational factors i.e., failure to graduate high school, or economic conditions were not used in the determination of his transferability of skills.

Mr. Doran subjective physical tolerances was not used in the determination of his transferability of skills.

The OASYS system was set to review Potential Matches which are Jobs that Mr. Doran has the potential to perform according to his education, abilities, and personal interests. Potential Matches are based on worker traits and may require a career change.

The OASYS system is unable to consider a full range of psychiatric limitations. As it relates to psychiatric limitations, the OASYS system can consider the following “situations”:

Directing, controlling, or planning activities of others

Performing repetitive or short-cycle work

Influencing people in their opinions, attitudes, and judgements

Performing a variety of duties

Expressing personal feelings

Working alone or apart in physical isolation from others

Performing effectively under stress

Attaining precise set limits, tolerances, and standards

Working under specific instructions

Dealing with people

Making judgements and decisions

The OASYS system does not consider a full range of functional limitations as set forth Dr. Pulera, Dr. Aval and Dr. Lineback including preclusions from repetitive movements of the neck, prolonged static postures, undue emotional stress, complicated work, sustained attention, human resource related activities, and safety-intensive work environments.

The OASYS system also does not consider the need for a part-time schedule with frequent breaks due to his fragile and emotional state, accommodation of increased time due to slower pace and persistence and his need for frequent feedback on performance recommended by the SIBTF evaluators.

The OASYS system was set to consider a pre-injury functional ability at a Sedentary level of physical functioning, which was Mr. Doran level of physical functioning primarily performed prior to his subsequent industrial injury. The DOT defines a Sedentary level of functioning as:

“S- Sedentary Work- Exerting up to ten (10) pounds of force frequently to lift, carry, push, pull, or other wise move objects, including the human body. Sedentary work involved sitting most of the time but may involve walking or standing for brief periods of time.

Based on the functional limitations as set forth by Dr. Pulera, Dr. Aval and Dr. Lineback, the OASYS system was set to review occupations occurring at Sedentary level of physical functioning.

The Ability Profile which shows the settings used in the OASYS system to determine Mr. Doran transferability of skills has been attached to this report.

Results of Transferable Skills Analysis

The OASYS system found positions/areas that Mr. Doran could have performed prior to his subsequent industrial injury. Given the limitations as outlined by Dr. Pulera, Dr. Aval and Dr. Lineback the OASYS system found position/areas that Mr. Doran could be considered but with limitations. These jobs include the following:

Here's the attached list of DOT occupations: (see attached vocational report)

SKILL TRANSFER COMPONENTS

Materials, Products, Subjects Matter, and Services

The OASYS system determined that Mr. Doran given his functional limitations, has incurred a ninety-two (92) percent loss of labor market access.

However, as noted above, the OASYS system fails to consider a full range of the functional limitations put forth by Dr.

The results of the OASYS system were subject to further analysis by me based on my training, experience, and knowledge of the workforce, research conducted with the Employment Development Department (EDD), the Social Security Administration (SSA), and relevant case law.

The EDD provides information regarding the types of occupations available within the geographical area and salaries available for various occupations. I conducted research with the EDD to determine potential occupations available to Mr. Doran in his geographical area.

My additional research and the results of the transferable skills analysis, in all vocational probability, contributed to my opinion that Mr. Doran is unable to return to work in any position or occupation.

It is also my opinion that Mr. Doran is unable to return to work in any position or occupation based on the synergistic effect of the functional limitations described by Dr.

According to SSA Policy SSR 83-12, Titles II and XVI: Capability to do Other Work. The Medical-Vocational Rules as a Framework for Evaluating Exertional Limitations Within a Range of Work or Between Ranges of Work, “Loss of major use of an upper extremity is rather definitive in that this is a considerable absence of functional ability.”

According to SSA Policy SSR 83-14 Titles II and XVI Capability to do Other Work – The Medial Vocational Rules as a Framework for Evaluating a Combination of Exertional and Non-Exertional Impairments. “For example, section 201.00(h) of Appendix 2 calls attention to the fact that bilateral manual dexterity is necessary for the performance of substantially all unskilled sedentary occupations.”

According to SSA policy SSR 85-15, Titles II and XVI Capability to do Other Work – The Medical-Vocational Rules as a Framework for Evaluating Solely Non-Exertional Impairments Section 2(c), “Significant Limitations of reaching or handling, therefore, may eliminate many occupations a person could otherwise do.”

SSA Policy SSR 96-9p, Polley Interpretation Ruling Titles II and XVI. Determining Capability to Do Other Work – Implications of A Residual Functional Capacity for Less Than A Full Range of Sedentary Work indicates the following regarding hand usage:

“Manipulative limitations: Most skilled Sedentary Jobs require good use of both hand and fingers: i.e., bilateral manual dexterity Fine movements of small objects require use of the fingers, e.g., to pick or pinch Most skilled sedentary jobs require good use of hands and fingers for repetitive hand, finger actions. Any *significant* manipulative limitation of an individuals’ ability to handle and work with small objects with both hands will result in a significant erosion

of the skilled sedentary occupational base.” and also his psychiatric impairments due to his disabling conditions affects his ability to perform any daily employment activities.

The functional limitations assigned to Mr. Doran by Dr. Pulera, Dr. Aval and Dr. Lineback significantly erodes the labor market that would be available to him at a Sedentary level of physical functioning.

In his report, Dr. Pulera, Dr. Aval and Dr. Lineback states that Mr. Doran is precluded from jobs based on commission, or daily or weekly performances quotas to minimize stress and anxiety, environments, temperature extremes, uneven surfaces or sharp objects because of Mr. Doran medical diagnosis. He is also precluded from jobs requiring sustained attention, office work and clerical positions or human resource related activities because of his short-term memory recall and cognitive impairments.

The functional limitations assigned to Mr. Doran further erodes the labor market that would be available to his at a Sedentary level of physical functioning.

The OASYS system does produce occupations occurring at an SVP of one (1) or two (2).

Jobs in these categories are considered simple jobs that do not require multiple steps to complete job tasks. These jobs were taken in consideration during the completion of the transferable skills analysis. However, the loss of capacity of his bilateral upper extremities significantly reduce the labor market available Mr. Doran at a Sedentary level of physical functioning.

Mr. Doran was administered the Global Assessment of Functioning (GAF) assessment and received a GAF score of 51. This score means that Mr. Doran would experience moderate symptoms of impaired functioning including, flat affect and circumstantial speech, occasional panic attacks, or moderate difficulty in social, occupational, or school functioning such as few friends or conflict with peers.

Dr. Pulera, Dr. Aval and Dr. Lineback also listed the following impairments to functioning for Mr. Doran:

Activities of Daily Living- Mild Impairment

Social Functioning- Mild Impairment

Concentration- Mild Impairment

Adaptation- Mild Impairment

The synergistic effect of the previously mentioned functional limitations resulting from Mr. Doran pre-existing non-industrial and industrial injuries, combined with his cumulative trauma industrial injury of Mr. Doran in all vocational probability, has incurred a total loss of labor market access.

My use of synergism is supported by Dr. Pulera, Dr. Aval and Dr. Lineback and treating doctors who states the following on his report:

“It is apparent that the degree of disability caused by the combination of both disabilities is greater than that which would have resulted from the subsequent injury alone.”

The use of synergism is based on the case of *State of California Department of Health, Fairview State Hospital v. Worker’s Compensation Appeals Board for the State of California and Matilda McDonald* (WCAB No. 76ANA62716, Civil No. 29080) Court of Appeal Fourth Appellate District, Division 2, which explains that on September 3, 1981 a Workers’ Compensation Judge issued a Supplemental finding and Award finding showing due cause to reopen, and that Ms. McDonald was one hundred percent (100%) permanently disabled due to the combined effect of his psychiatric and orthopedics disabilities. The Appeals Board issued an Opinion and Decision After Reconsideration affirming the judge’s decision on May 20, 1982.

The use of synergism is a standard further strengthened by the Opinion and Order Denying Petition for Reconsideration dated September 15, 2015 regarding the State of California Workers’ Compensation Appeals Board Panel Decision regarding *Cindy Kenzy v Flour Creations State Compensation Insurance Fund*, WCAB No ADJ7009098. The decision explained the finding that Ms. Kenzy was one hundred percent (100%) permanently disabled as follows:

“We agree with the WCJ’s determination that when viewing the record, including the multiple work limitations/restrictions and ‘synergistic effect’ as discussed by the vocational consultant, therefore is substantial evidence in support of his determination of 100 % permanent disability due solely to industrial factors.”

Amenableness to Rehabilitation

Methods of Rehabilitation

Mr. Doran functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback were considered in my determination of his Amenability to Rehabilitation.

Methods #1 and #2: Mr. Doran employer has been unable to offer permanent modified or alternative work accordingly; Mr. Doran is not amenable to this form of vocational.

Methods #3 and #4: The functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback compromise Mr. Doran to the point that his post-injury occupational base will be completely eroded, rendering his not amenable to this form of vocational rehabilitation.

Method #5 Vocational retraining programs would provide Mr. Doran with new or enhanced skills for new types of work. However, the training programs available for his are extremely limited given the significant functional limitations assigned by the doctors noted above.

Based on my training and, experience, and his functional limitations, I would consider Mr. Doran Amenability to Rehabilitation significantly impaired.

Vocational rehabilitation retraining plans may produce new employment opportunities for Mr. Doran, but it is clear to me that the functional limitations assigned by the doctors noted above render Mr. Doran with a complete loss of labor market access. While Mr. Doran can participate

in some vocational training programs, his ability to compete in the open labor market has been completely eroded.

In my experience, accommodations that include scribes, permission for late class arrivals, early class departures, extra time for assignments and tests, and excessive absences leading to a provision for home-based work would be considered “extraordinary” and not “reasonable” accommodations in a cooperative labor market.

In The case of *Spartech Plastics/Risk Management Ltd., Petitioners v Workers’ Compensation Appeals Board, Gustavo Ochoa-Pena, Respondents* Civil No G02455 – Court of Appeal, Fourth Appellate District, Division Three, 64 Cal Comp. Cases 124 (December 10, 1998) Mr. Ochoa-Pena was one hundred percent (100%) permanently disabled despite his return to full time work performing most of his pre-injury duties in a sheltered workshop environment.

Method #6:

Self-employment is one of the most “rigorous, high risk” type of plans (Administrative Director). At the very least a market analysis, competition location, pricing, income/revenue projection and an evaluation of the plan to be developed, implemented, and maintained over time is required in my opinion and considering the disabling effects of Mr. Doran industrial conditions, it would be futile to spend the limited available resources to conduct such an evaluation.

Therefore, when considering the synergistic effect of Mr. Doran pre-existing non-industrial and industrial functional limitations, combined with the functional limitations resulting from his cumulative trauma industrial injury. Mr. Doran amenability to rehabilitation is significantly impaired, meaning that vocational rehabilitation will not return his to the open labor market.

Accommodations

I have considered workplace accommodations. Employers are required to provide reasonable accommodations to allow an individual to complete the essential functions of their job.

As indicated above, employers must provide reasonable accommodations to Mr. Doran to perform essential functions of any job he could obtain in the open labor market considering the extensive functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback, I believe employers in the open labor market would be unable to accommodate Mr. Doran due to the synergistic effect of his myriad of functional limitations.

Montana Factors

Montana Factors are taken from the case of *Argonaut Ins. Co v Industrial Acc. Com (Montana)* (1962) 57 CaL2d 589 [27 Cal Comp Cases 130) Montana Factors include ability to work, health willingness and opportunities for persons similarly situated.

I believe Mr. Doran ability to work and health, willingness and opportunities to work, skill and education, general condition of the labor market and employment opportunities for individuals that are similarly situated render Mr. Doran unable to return to suitable gainful employment in the open labor market. I have addressed said Montana Factors as follows:

Ability to Work

Regarding Ability to Work, I refer to the following functional limitations assigned by Dr. Pulera, Dr. Aval and Dr. Lineback.

Opinion and Conclusion

Based on research with the sources noted above, considering the synergistic effect of Mr. Doran functional limitations, while also considering his pre-existing non-industrial and industrial injuries, combined with his industrial injury, I believe Mr. Doran has incurred a one hundred percent (100%) loss of labor market access. This determination is an accurate representation of Mr. Doran level of disability. In this case, the vocational evidence comes in contrast to the usual application of the schedule for rating permanent disabilities. The schedule should not apply in this case as the actual effect of the industrial injury and the pre-existing problems leads to a total loss of earnings and total permanent disability. To the extent a mechanical application of the schedule might lead to a different result, the actual facts of this case contradicts the application. In my opinion Mr. Doran qualifies as one hundred percent (100%) totally vocationally permanently disabled.

I have determined that Mr. Doran is not amenable to any form of vocational rehabilitation. His functional limitations combined with the intensity, duration, and nature of his chronic and disabling pain will preclude his pre-injury skills and academic accomplishments. I do not believe that Mr. Doran is amenable to any form of vocational rehabilitation and thus has sustained a total loss in his capacity to meet any occupational demands (AMA Guides). This results in Mr. Doran experiencing a total loss of labor market access (*Leboeuf*), and a total loss of future earning capacity (2005 PDRS) irrespective of any "Impermissible factors".

I reserve the right to augment or change my opinion based upon any additional medical, legal, or vocational documentation that becomes available for further review.

I am of the hope that the information noted above is of value to you. I would like to thank you for the opportunity to provide a Vocational Opinion regarding Mr. Doran. If you should have any questions or require any further information, please contact me.

I declare under the penalty of perjury that the information contained in this report and its attachments if any, is true and correct to the best of my knowledge, except as to information that I have indicated I received from others. As to that information, I declare under penalty of perjury that the information accurately describes that information provided to me and, except as noted herein, that I believe it to be true. I further declare under penalty of perjury that this has not been a violation of Labor Code section 139.32.

This report may contain sensitive material which may be distressing to certain employees and may be misunderstood. Per ethical standards, this report should be provided to an employee only by a Vocational Expert who is qualified to carefully assess the employee, assume the professional responsibility for the disclosure of the information relative to the employee and explain the information in an accurate manner.

The information contained in this report, and all attachments, is confidential, privileged and may also be proprietary business information that is intended only for the personal and confidential use of the recipients(s) named above. If the reader of this report is not the intended recipient or an agent responsible for delivering it to the intended recipient, you are hereby notified that you have received this report in error and any review, dissemination, distribution or copying of this report is strictly prohibited. If you received this communication in error, please notify the sender immediately and delete the original report.

Signed in the County of Los Angeles, California on August 21, 2020.

Respectfully submitted,

**Madonna R. Garcia, MRC, VRTWC
Vocational Rehabilitation Counselor**

Masters of Rehabilitation Counseling (MRC)
Vocational Return To Work Counselor (VRTWC)
Vocational Rehabilitation Counselor (VRC)
Clinical Rehabilitation Counselor (CRC)

APPENDIX A

Vocational Testing

Raven Standard Progressive Matrices (Raven)

The Raven Standard Progressive Matrices (Raven) is a non-verbal measure of the general factor involved in intelligence. Problem solving The Raven very fundamental cognitive performance which is relatively uninfluenced by cultural influences The Raven is a pattern recognition test

For practical purposes, it is convenient to consider certain percentages of the population and to group people's scores accordingly in this way, it is possible to classify a person according to the score they obtained as:

GRADE I "Intellectually superior", if a score lies at or about the 95th percentile for people of the same group.

GRADE II “Definitely above the average in intellectual capacity”, if a score lies at or above the 75th percentile. (It may be designated II+ if it lies at or above the 90th percentile.)

GRADE III “Intellectually average”, if a score lies between the 25th and the 75th percentiles. (It may be designated as III+, if it is above the 50th percentile, and III-, if it is below it.

GRADE IV “Definitely below average in intellectual capacity”, if a score lies at or below the 25th percentile (it may be designated IV-, if it lies at or below the 10th percentile.)

GRADE V “Intellectually impaired”, if a score lies at or below the 5th percentile for that group.

I used the table as found in Henry R. Burke’s article, *Raven Progressive Matrices* (1938) to interpret Mr. Doran assessment score. Burke addresses norms, reliability, and validity with the comparison of veterans in vocational counseling from 1964 through 1972. This included a group of five hundred and fifty (550) veterans in psychiatric screening. Burke also studied veterans receiving screenings from 1973 through 1978, the number of participants was two thousand four hundred and sixteen (2416).

Burke (1972) published a set of American norms on the untimed routine administration of the Raven Progressive Matrices (1938) to five hundred and sixty-seven (567) male black and white East Orange Veteran’s administration hospital patients who had been referred (1964-1772) for vocational counseling. These norms might be considered to have general applicability because veterans roughly represent a cross-section of the general male population, and true sex differences of the Raven have not been demonstrated reliably (Court & Kennedy, 1976).

According to Burke, “From 1973 to 1978 the untimed use of the Rave matrices was continued routinely in the counseling Center, and it also was used in the routine post-admission test screening of black and white veteran patients from the Psychiatric Service.”

The Raven can be administered online or on paper. The Raven is sold for two (2) different specialties, Talent Assessment and Clinical Assessment. An individual does not require a master’s degree to administer the Raven. The Talent Assessment, which is the same test as the Clinical Assessment. However, The Raven in a Clinical Assessment requires its user to possess a master’s degree

Career Ability Placement Survey (CAPS)

The CAPS consist of eight (8) test. Test one (1) measures Mechanical Reasoning, test two (2) measures Spatial Relations, test three (3) measures Verbal Reasoning, test four (4) measures Numerical Ability, test five (5) measures Language Usage, test six (6) measures Work Knowledge, test seven (7) measures a person’s Perceptual Speed and Accuracy, and test eight (8) measures an individual’s Manual Speed and Dexterity. The test is described as follows:

Mechanical Reasoning:

Measures how well you understand mechanical principles and the laws of physics. This ability is important especially in courses in Industrial Arts and occupations in Technology as well as jobs in Science.

Spatial Relations:

Measures how well you can visualize or think in three dimensions and mentally picture the position of objects from a diagram or picture. This ability is important in courses in Art and Industrial Arts and jobs in Science, Technology, and Arts.

Verbal Reasoning:

Measures how well you can reason with words and your facility for understanding and using concepts expressed in words. This ability is important in general academic success and in Jobs requiring written or oral communication, especially professional level occupations in Communication, Science and service involving high levels of responsibility and decision making.

Numerical Ability:

Measures how well you can reason with and use numbers and work with quantitative materials and ideas. This ability is important in school courses and Jobs in fields of Science and Technology involving mathematics, chemistry, physics, or engineering, and in Business and Clerical fields

Language Usage:

Measures how well you can recognize and use standard grammar, punctuation and capitalization. This ability is especially important in Jobs requiring written or oral communication and in Clerical Jobs as well as professional level occupations in Science, and in all levels of Business and Service.

Word Knowledge:

Measures how well you can understand the meaning and precise use of words. This is important in Communication and all professional level occupations involving high levels of responsibility and decision making.

Perceptual Speed and Accuracy:

Measures how well you can perceive small detail rapidly and accurately within a mass of letters, numbers, and symbols. This ability is important in office work and other jobs requiring fine visual discrimination.

Manual Speed and Dexterity:

Measures how well you can make rapid and accurate movements with your dominant hand. This ability is important in Arts, Skilled and Technology, skilled occupations and other jobs requiring use of the hands.

Data was collected for the 2007 norms between January 2004 through May 2007 from samples of eighth (8th) through twelfth (12th) grade students totaling twenty-two thousand eight hundred and four (22,804) participants. The participants were taken from various regions of the United States: Midwest, Northeast, South and West. I used the norms of the tenth (10th), eleventh (11th), and twelfth (12th) graders:

A College sample of one thousand eight hundred and ninety-eight (1,898) students was gathered from data obtained from 1998 through 2002. This data showed differences from normative samples in the past and are reflected on the current CAPS Summary Score Sheet.

When scoring the CAPS vocational test this Consultant considered either the Summary Score Sheet for the tenth (10th), eleventh (11th), and twelfth (12th) grades College Norms, or Preliminary Norms for Spanish-speaking high school students and adults.

The CAPS is scored on a stanine basis. A stanine is a nine (9) point scale used for normalized test scores. These nine (9) stanine are described as follows:

An Individual's Career Profile compares their present abilities to abilities required on jobs in fourteen (14) major occupational areas described as follows:

Science, Professional occupations involve responsibility for the planning and conducting of research and the accumulation and application of systematized knowledge in related branches of mathematical, medical life and physical sciences.

Science, Skilled occupations involve observation and classification of facts in assisting in laboratory research and its application in the fields of medicine and life and physical sciences.

Technology, Professional occupations involve responsibility for engineering and structural design in the manufacture, construction or transportation of products or utilities.

Technology, Skilled occupations involve working with one's hands in a skilled trade concerned with construction, manufacture installation or repair of products in related fields of construction.

Consumer Economics occupations are concerned with the preparation and packaging of foods and the production, care and repair of clothing and textile products.

Outdoor occupations are concerned with activities performed primarily out-of-doors involving the growing and tending of plants and animals and the cultivation and accumulation of crops and natural resources in the areas of agriculture and nature as in forestry park services, fishing, and mining.

Business, Professional occupations involve positions of high responsibility in the organization, administration and efficient functioning of businesses and governmental bureaus about finance and accounting, management, and business promotion.

Business, Skilled occupations are concerned with sales and production and the correlated financial and organizational activities of businesses.

Clerical occupations involve recording, posting and filing of business records requiring great attention to detail, accuracy, neatness, orderliness and speed in office work and in resultant contact with customers about compilation of records.

Communication occupations involve skill in the use of language in the creation or interpretation of literature or in the written and oral communication of knowledge and ideas.

Arts, Professional occupations involve individualized expression of creative or musical talent and ability in fields of design, fine arts and performing arts

Arts, Skilled occupations involve application of artistic skill in fields of graphic arts and design.

Service, Professional occupations include positions of high responsibility involving interpersonal relations in caring for the personal needs and welfare of others in fields of social service, health, and education.

Service, Skilled occupations involve providing services to persons and catering to the tastes, desires and welfare of others in fields of personal service, social and health related service, and protection and transportation.

APPENDIX D



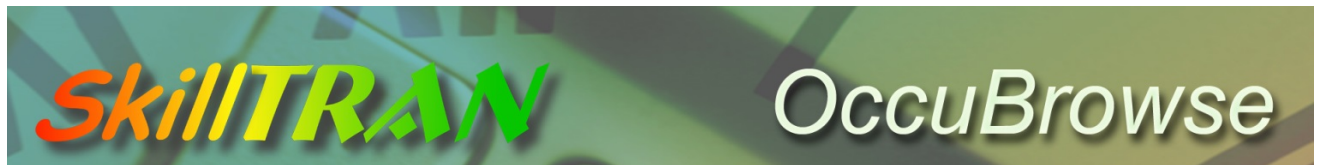
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Name:

DOT Code: 862.681-010 Plumber

Installs bath plumbing systems in manufactured buildings, according to blueprints: Reads blueprints to determine type of plumbing system required. Writes cutting list that specifies sizes and quantity of copper pipe to be cut by PLUMBING ASSEMBLER-INSTALLER (mfd. bldgs.). Marks locations and bores holes in floor joists for pipes, using tape measure, template, and power auger. Selects and inserts precut

pieces of copper tubing and fittings in holes. Connects tubing and fittings, using solder paste or solder and torch, to form sewer, drain, and water lines. Selects plumbing fixtures, such as toilets, sinks, and tubs, from storage. Squares tubing projecting through floor to ensure snug fit of fixtures, using square, wedges, and hammer, and solders fixtures to tubing. Squares fixtures with level. May direct workers engaged in preassembly and installation of wall systems, such as risers, air chambers, and shower assemblies.



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OCCUPATIONAL REQUIREMENTS

DOT Code: "862.681-010" "Plumber"

Specific Vocational Preparation (SVP)

Level 6:(between 1 and 2 years)

Skilled Work. The usual amount of time spent by the typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific job. Includes vocational education, apprenticeship, in-plant training, on-the-job training, and essential experience gained on other jobs.

General Education Development (GED)

Reasoning Development - level 3:

Apply commonsense understanding to carry out instructions furnished in written, oral or diagrammatic form. Deal with problems involving several concrete variables in or from standardized situations.

Mathematical Development - level 2:

Add, subtract, multiply and divide all units of measure. Perform the four operations with like or common decimal fractions. Compute ratio, rate, and percent. Draw and interpret bar graphs. Perform arithmetic operations involving all American monetary units.

Language Development - level 2:

Reading: Passive vocabulary of 5,000-6,000 words. Read 190-215 words per minute. Read adventure stories and comic books, looking up unfamiliar words in dictionary for meaning, pronunciation and spelling. Read instructions to assemble model cars and airplanes.

Writing: Write compound and complex sentences, using proper end punctuation, and employing adjectives and adverbs.

Vocational Evaluation SIBTF Report for Daniel Doran
By Madonna R GARCIA MRC, VRTWC

Speaking: Speak clearly and distinctly with appropriate pauses and emphasis, correct pronunciation, variation in word order, using present, perfect and future tenses.

Physical Requirements

Strength: Medium Work

Lifting, Carrying, Pushing, Pulling 20 - 50 Lbs. occasionally, 10 - 25 Lbs. frequently or up to 10 Lbs. constantly.

Stooping: Frequently

Bending body downward and forward by bending spine at the waist, requiring full use of the lower extremities and back muscles.

Kneeling: Occasionally

Bending legs at knees to come to rest on knee or knees.

Crouching: Occasionally

Bending body downward and forward by bending legs and spine.

Reaching: Frequently

Extending hand(s) or arm(s) in any direction.

Handling: Frequently

Seizing, holding, grasping, turning, or otherwise working with hand or hands. Fingers are involved only to the extent that they are an extension of the hand, such as to turn a switch or shift automobile gears.

Fingering: Frequently

Picking, pinching, or otherwise working primarily with fingers rather than with the whole hand or arm as in handling.

Near Acuity: Frequently

Clarity of vision at 20 inches or less.

Depth Perception: Frequently

Three-dimensional vision. Ability to judge distances and spatial relationships so as to see objects where and as they actually are.

Accommodation: Occasionally

Adjustment of lens of eye to bring an object into sharp focus. This factor is required when doing near point work at varying distances from the eye.

Environmental Conditions

Noise Intensity Level: Loud

Such as a can manufacturing department; large earth moving equipment; heavy traffic.

Work Situations (Temperaments)

T Attaining precise set limits, tolerances, and standards.

Work situations that involve adhering to and achieving exact levels of performance, using precision measuring instruments, tools, and machines to attain precise dimensions. Preparing exact verbal and numerical records. Complying with precise instruments and specifications for materials, methods, procedures, and techniques to attain specified standards.

J Making judgments and decisions.

Work situations that involve solving problems, making evaluations, or reaching conclusions based on subjective or objective criteria, such as the five senses, knowledge, past experiences, or quantifiable or factual data.

DOT Aptitudes

General Learning Ability Level 3 (Average, Middle Third)

The ability to "catch on" or understand instructions and underlying principles; the ability to reason and make judgments. Closely related to doing well in school.

Verbal Aptitude Level 3 (Average, Middle Third)

The ability to understand meanings of words and to use them effectively; to comprehend language, understand relationships between words and to understand meanings of whole sentences and paragraphs.

Numerical Aptitude Level 4 (Low, Lower Third, Not Bottom 10th Percentile)

The ability to perform arithmetic operations quickly and accurately.

Spatial Aptitude Level 3 (Average, Middle Third)

The ability to think visually of geometric forms & to comprehend two dimensional representations of three-dimensional objects. The ability to recognize the relationships resulting from the movement of objects in space.

Form Perception Level 3 (Average, Middle Third)

The ability to perceive pertinent detail in objects or in pictorial or graphic material. Ability to make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of lines.

Clerical Perception Level 4 (Low, Lower Third, Not Bottom 10th Percentile)

The ability to perceive detail in verbal or tabular material. Ability to observe differences in copy, to proofread words and numbers, and to avoid perceptual errors in arithmetic computation.

Motor Coordination Level 3 (Average, Middle Third)

The ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed. Ability to make movement response accurately and swiftly.

Finger Dexterity Level 3 (Average, Middle Third)

The ability to move fingers, and manipulate small objects with fingers, rapidly or accurately.

Manual Dexterity Level 3 (Average, Middle Third)

The ability to move hands easily and skillfully. The ability to work with hands in placing and turning motions.

Eye-Hand-Foot Coordination Level 5 (Bottom 10th Percentile)

The ability to move the hand and foot coordinately with each other in accordance with visual stimuli.

Color Discrimination Level 5 (Bottom 10th Percentile)

The ability to match or discriminate between colors in terms of hue, saturation, and brilliance, identify a particular color or color combination from memory and be able to perceive harmonious or contrasting color combinations.

Work Functions (Data People Things)

Data: 6 - Comparing

Judging the readily observable functional, structural, or compositional characteristics (whether similar to, or divergent from obvious standards) of data, people, or things.

People: 8 - Taking Instructions - Helping

Attending to the work assignment instructions or orders of supervisor.

Things: 1 - Precision Working

Using body members and/or tools or work aids to work, move, guide, or place objects or materials in situations where ultimate responsibility for the attainment of standards occurs and selection of appropriate tools, objects, or materials, and the adjustment of the tool to the task require considerable judgment.

Work Fields

Structural Fabricating-Installing-Repairing* 102

Fabricating, installing, and repairing structures and objects whose components are static and may require shaping to fit by any combination of the following work fields: Abrading, Bolting- Screwing, Boring, Brushing-Spraying, Caulking, Chipping, Fastening, Fitting-Folding, Flame Cutting-Arc Cutting-Beam Cutting, Gluing-Laminating, Immersing-Coating, Laying-Covering, Masoning, Milling-Turning-Planing, Molding, Nailing, Paving, Pressing-Forging, Riveting, Sawing, Sewing, Shearing-Shaving, Soldering-Brazing, and Welding.

Materials, Products, Subjects Matter, and Services

Water/Gas/Sewer Mains, Pipelines, Power Lines 364

Cable lines, radio and television transmitting towers, sewage collection and disposal lines, pumping stations, telegraph and telephone lines, etc.

Data Sources

Data Sources			
Source	Publication	Year	Web Link
U.S. Dept. of Labor	Revised Handbook for Analyzing Jobs	1991	www.skilltran.com/index.php/support-area/documentation/1991rhaj

DOT Code: 862.381-030 Plumber

DETAILED WORK ACTIVITIES: O*NET 47-2152.00 Plumbers, Pipefitters, and Steamfitters

WORK Field - 102 - STRUCTURAL FABRICATING-INSTALLING-REPAIRING

Fabricating, installing, and repairing structures and objects whose components are static and may require shaping to fit by any combination of the following: Abrading, Bolting-Screwing, Boring, Brushing-Spraying, Caulking, Chipping, Fastening, Fitting-Folding, Flame Cutting-Arc Cutting, Beam Cutting, Gluing-Laminating, Immersing-Coating, Laying-Covering, Masoning, Milling-Turning-Planing, Molding, Nailing, Paving, Pressing-Forging, Riveting, Sawing, Sewing-Tailoring, Shearing-Shaving, Soldering-Brazing, and Welding.

Abrading, Aligning, Anchoring, Arc Cutting, Basting, Beam Cutting, Beating, Bending, Binding, Blocking Up, Blowing (loose materials), Bolting, Boring, Bracing, Braking, Brazing, Breaking Up, Bricking, Broaching, Brushing, Bucking, Buffering, Building, Burning, Caulking, Cementing, Chipping, Chiseling, Chopping, Clamping, Clinching, Clipping, Coating, Coiling, Compacting, Compressing, Countersinking, Coupling, Covering, Creasing, Crimping, Crosscutting, Dadoing, Daubing, Demolishing, Die Cutting,

Dimpling, Dipping, Dishing, Dismantling, Draining, Drawing, Drilling, Driving (nails), Dumping, Erecting, Fastening, Filing, Filling, Finishing, Fitting, Flame Cutting, Flaring, Floating, Folding, Forging, Forming, Frosting, Fusing, Gaining, Gazing, Gluing, Gouging, Grinding, Grooving, Hammering, Hanging, Heating, Hewing, Hitting, Honing, Imbedding, Inserting, Interweaving, Inverting, Jamming, Joining, Jolting, Kneading, Knocking Down, Laminating, Lapping, Laying, Leveling, Lining Up, Looping, Machining, Masking, Masoning, Matching, Measuring, Melting, Milling, Mitering, Mixing, Molding, Mortising, Nailing, Oiling, Packing, Pasting, Patching, Paving, Peening, Piercing, Planing, Plumbing, Pointing, Positioning, Pounding, Pressing, Profiling, Prying, Puddling, Pulling, Pushing, Puttying, Rabetting, Ramming, Reaming, Rigging, Ripping, Ripsawing, Riveting, Rolling, Routing, Rubbing, Salvaging, Sandblasting, Sanding, Sandpapering, Sawing, Scarfing, Scraping, Screwing, Setting, Sewing, Shaving, Shearing, Shoving, Sinking, Sliding, Slipping, Smearing, Smoothing, Snipping, Softening, Soldering, Spattering, Spinning, Splicing, Spraying, Spreading, Springing, Squeezing, Staining, Stamping, Stapling, Staying, Stirring, Stretching, Striking, Stuffing, Suspending, Swaging, Sweating, Tacking, Tamping, Taping, Tapping, Tearing Out, Tenoning, Texturizing, Threading, Tightening, Tonguing, Trimming, Truing, Turning, Twisting, Tying, Undercutting, Varnishing, Vulcanizing, Wedging, Welding, Wetting, Whitewashing

GOE Work Group - 05.05 - Craft Technology

Occupations contained in this four-digit Work Group are concerned with performing highly skilled hand and/or machine operations, utilizing special techniques, training and experience. Work settings include construction sites, machine shops, manufacturing establishments, and processing plants.

Skills and abilities required include: Knowledge of tools, machines, materials, and methods used in trade or craft specialty; reading scale drawings or blueprints to visualize objects; using shop math to calculate object dimensions, material amounts needed, and material costs; coordinating eyes, hands and fingers to use hand tools or machines in constructing, making, or repairing objects; and adhering to object specifications or standards.

- Work Fields/GOE Only
- Extended Skills

DATA SOURCES

U.S. Dept. of Labor, The Revised Handbook for Analyzing Jobs, (1991).

Available at: <https://skilltran.com/rhaj/rhaj4.pdf#page=4>

U.S. Department of Labor, Selected Characteristics of Occupations, (1993).

U.S. Department of Labor, Guide for Occupational Exploration, (1979).

Available at: https://archive.org/details/ERIC_ED182460/page/n1/mode/2up

SkillTRAN LLC (proprietary data files). <https://skilltran.com>



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SELECTED OCCUPATION

Occupation selected for the search of: plumber

DOT	Title	Industry	SVP	Strength	O*NET
862.381-030	Plumber	Construction	7	H	47-2152.02

862.381-030 Plumber

Details for selected title: Plumber

DESCRIPTION

DOT Code: 862.381-030 **Plumber**

When specializing in maintenance and repair of heating, water, and drainage systems in industrial or commercial establishments, is designated **Plumber**, Maintenance (any industry).

Assembles, installs, and repairs pipes, fittings, and fixtures of heating, water, and drainage systems, according to specifications and plumbing codes: Studies building plans and working drawings to determine work aids required and sequence of installations. Inspects structure to ascertain obstructions to be avoided to prevent weakening of structure resulting from installation of pipe. Locates and marks position of pipe and pipe connections and passage holes for pipes in walls and floors, using ruler, spirit level, and plumb bob. Cuts openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and power tools. Cuts and threads pipe, using pipe cutters, cutting torch, and pipe-threading machine. Bends pipe to required angle by use of pipe-bending machine or by placing pipe over block and bending it by hand. Assembles and installs valves, pipe fittings, and pipes composed of metals, such as iron, steel, brass, and lead, and nonmetals, such as glass, vitrified clay, and

plastic, using hand tools and power tools. Joins pipes by use of screws, bolts, fittings, solder, plastic solvent, and caulks joints. Fills pipe system with water or air and reads pressure gauges to determine whether system is leaking. Installs and repairs plumbing fixtures, such as sinks, commodes, bathtubs, water heaters, hot water tanks, garbage disposal units, dishwashers, and water softeners. Repairs and maintains plumbing by replacing washers in leaky faucets, mending burst pipes, and opening clogged drains. May weld holding fixtures to steel structural members.

Date Last Updated: 1977

OCCUPATIONAL REQUIREMENTS

Specific Vocational Preparation (SVP)

Level 7 (2-4 Years)

GED	Level
Reasoning	Level 4
Mathematics	Level 3
Language	Level 3

Aptitudes	Level
General Learning Ability	Level 3
Verbal Aptitude	Level 3
Numerical Aptitude	Level 3
Spatial Aptitude	Level 3
Form Perception	Level 3
Clerical Perception	Level 4
Motor Coordination	Level 3
Finger Dexterity	Level 3
Manual Dexterity	Level 2
Eye-Hand-Foot Coordination	Level 4
Color Discrimination	Level 4

Physical Demands	Level *
Strength	Heavy

Climbing	Occasionally
Balancing	Occasionally
Stooping	Occasionally
Kneeling	Occasionally
Crouching	Occasionally
Reaching	Frequently
Handling	Frequently
Fingering	Occasionally
Near Acuity	Frequently
Depth Perception	Frequently
Accommodation	Occasionally
Color Vision	Occasionally

Environmental Conditions	Level *
Noise Intensity Level	Loud
Exposure to Weather	Occasionally
Atmospheric Conditions	Occasionally
Other Environmental Conditions	Occasionally

Work Situations

- V** Performing a **V**ariety of duties
- J** Making **J**udgments and decisions
- T** Attaining precise set limits, **T**olerances, and standards

Data-People-Things

Data	3 - Compiling
People	8 - Taking Instructions - Helping
Things	1 - Precision Working

SKILLS/COMPETENCIES

WORK Field - 102 - STRUCTURAL FABRICATING-INSTALLING-REPAIRING

Fabricating, installing, and repairing structures and objects whose components are static and may require shaping to fit by any combination of the following: Abrading, Bolting-Screwing, Boring, Brushing-Spraying, Caulking, Chipping, Fastening, Fitting-Folding, Flame Cutting-Arc Cutting, Beam Cutting, Gluing-Laminating, Immersing-Coating, Laying-Covering, Masoning, Milling-Turning-Planing, Molding, Nailing, Paving, Pressing-Forging, Riveting, Sawing, Sewing-Tailoring, Shearing-Shaving, Soldering-Brazing, and Welding.

Abrading, Aligning, Anchoring, Arc Cutting, Basting, Beam Cutting, Beating, Bending, Binding, Blocking Up, Blowing (loose materials), Bolting, Boring, Bracing, Braking, Brazing, Breaking Up, Bricking, Broaching, Brushing, Bucking, Buffing, Building, Burning, Caulking, Cementing, Chipping, Chiseling, Chopping, Clamping, Clinching, Clipping, Coating, Coiling, Compacting, Compressing, Countersinking, Coupling, Covering, Creasing, Crimping, Crosscutting, Dadoing, Daubing, Demolishing, Die Cutting, Dimpling, Dipping, Dishing, Dismantling, Draining, Drawing, Drilling, Driving (nails), Dumping, Erecting, Fastening, Filing, Filling, Finishing, Fitting, Flame Cutting, Flaring, Floating, Folding, Forging, Forming, Frosting, Fusing, Gaining, Gazing, Gluing, Gouging, Grinding, Grooving, Hammering, Hanging, Heating, Hewing, Hitting, Honing, Imbedding, Inserting, Interweaving, Inverting, Jamming, Joining, Jolting, Kneading, Knocking Down, Laminating, Lapping, Laying, Leveling, Lining Up, Looping, Machining, Masking, Masoning, Matching, Measuring, Melting, Milling, Mitering, Mixing, Molding, Mortising, Nailing, Oiling, Packing, Pasting, Patching, Paving, Peening, Piercing, Planing, Plumbing, Pointing, Positioning, Pounding, Pressing, Profiling, Prying, Puddling, Pulling, Pushing, Puttying, Rabetting, Ramming, Reaming, Rigging, Ripping, Ripsawing, Riveting, Rolling, Routing, Rubbing, Salvaging, Sandblasting, Sanding, Sandpapering, Sawing, Scarfing, Scraping, Screwing, Setting, Sewing, Shaving, Shearing, Shoving, Sinking, Sliding, Slipping, Smearing, Smoothing, Snipping, Softening, Soldering, Spattering, Spinning, Splicing, Spraying, Spreading, Springing, Squeezing, Staining, Stamping, Stapling, Staying, Stirring, Stretching, Striking, Stuffing, Suspending, Swaging, Sweating, Tacking, Tamping, Taping, Tapping, Tearing Out, Tenoning, Texturizing, Threading, Tightening, Tonguing, Trimming, Truing, Turning, Twisting, Tying, Undercutting, Varnishing, Vulcanizing, Wedging, Welding, Wetting, Whitewashing

GOE Work Group - 05.05 - Craft Technology

Occupations contained in this four-digit Work Group are concerned with performing highly skilled hand and/or machine operations, utilizing special techniques, training and experience. Work settings include construction sites, machine shops, manufacturing establishments, and processing plants.

Skills and abilities required include: Knowledge of tools, machines, materials, and methods used in trade or craft specialty; reading scale drawings or blueprints to visualize objects; using shop math to calculate object dimensions, material amounts needed, and material costs;

coordinating eyes, hands and fingers to use hand tools or machines in constructing, making, or repairing objects; and adhering to object specifications or standards.

RELATED CODES

Work Fields (Skills)

- **Work Field:**
 - 102 Structural Fabricating-Installing-Repairing*

Materials, Products, Subject Matter & Services (Job Knowledge)

- **MPSMS:**
 - 364 Water/Gas/Sewer Mains, Pipelines, Power Lines
 - 369 Structures, NEC

Related Codes

- **OGA:**
 - 862 Plumbers, Gas Fitters, Steam Fitters, and Related
- **O*NET:**
 - 47-2152.02 Plumbers
- **OOH:**
 - **Q269** [Plumbers, pipefitters, and steamfitters](#)
- **SOC:**
 - 47-2152 Plumbers, Pipefitters, and Steamfitters
- **Census:**
 - 6440 Pipelayers, plumbers, pipefitters, and steamfitters
- **Industry:**
 - 138 Any Industry
 - 271 Construction
- **GOE:**
 - 05.05.03 Plumbing and Pipefitting
- **CIP - Classification of Instructional Programs:**
 - 46.0502 Pipefitting/Pipefitter and Sprinkler Fitter

- 46.0503 Plumbing Technology/Plumber
- 46.0599 Plumbing and Related Water Supply Services, Other

- **RAPIDS:**
 - 0432 Plumber
 - 0432R Plumbing

- **NAICS:**
 - 213 Support Activities for Mining
 - 236115 New Single-Family Housing Construction (except For-Sale Builders)
 - 236116 New Multifamily Housing Construction (except For-Sale Builders)
 - 236117 New Housing For-Sale Builders
 - 236118 Residential Remodelers
 - 23621 Industrial Building Construction
 - 23622 Commercial and Institutional Building Construction
 - 23711 Water and Sewer Line and Related Structures Construction
 - 23712 Oil and Gas Pipeline and Related Structures Construction
 - 2379 Other Heavy and Civil Engineering Construction
 - 23821 Electrical Contractors
 - 2383 Building Finishing Contractors
 - 23891 Site Preparation Contractors
 - 322 Paper Manufacturing
 - 325 Chemical Manufacturing
 - 3364 Aerospace Product and Parts Manufacturing
 - 45439 Other Direct Selling Establishments
 - 56132 Temporary Help Services
 - 562 Waste Management and Remediation Services
 - 6113 Colleges, Universities, and Professional Schools
 - 8113 Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance
 - 8139 Business, Professional, Labor, Political, and Similar Organizations
 - 9991 Federal government, excluding postal service
 - 9992 State government, excluding education and hospitals
 - 9993 Local government, excluding education and hospitals
 - TE1100 Self-employed workers

INDUSTRIES MOST LIKELY TO HIRE (8-digit SIC Codes Suggested by SkillTRAN)

SIC Code	SIC Industry
15210000	SINGLE-FAMILY HOUSING CONSTRUCTION
15210100	SINGLE-FAMILY HOME REMODELING, ADDITIONS, AND REPAIRS
15220000	RESIDENTIAL CONSTRUCTION, NEC
15310000	OPERATIVE BUILDERS
15419905	INDUSTRIAL BUILDINGS, NEW CONSTRUCTION, NEC
15419909	RENOVATION, REMODELING AND REPAIRS: INDUSTRIAL BUILDINGS
15419912	WAREHOUSE CONSTRUCTION
15420100	COMMERCIAL AND OFFICE BUILDING CONTRACTORS
16230000	WATER, SEWER, AND UTILITY LINES
16230101	GAS MAIN CONSTRUCTION
16230103	OIL AND GAS PIPELINE CONSTRUCTION
16230302	SEWER LINE CONSTRUCTION
16230303	WATER MAIN CONSTRUCTION
16239903	PIPE LAYING CONSTRUCTION
16239904	PIPELINE CONSTRUCTION, NSK
17110000	PLUMBING, HEATING, AIR-CONDITIONING
17110200	PLUMBING CONTRACTORS
17110402	PROCESS PIPING CONTRACTOR

DOT Codes for the SOC: 47-2152 Plumbers, Pipefitters, and Steamfitters

DOT Code	Title	Industry	SVP	Str	O*NET
862.261-010	Pipe Fitter	Ship and Boat Mfg and Repairing	7	H	47-2152.01
862.281-010	Coppersmith	Ship and Boat Mfg and Repairing	8	M	47-2152.01
862.281-014	Coppersmith Apprentice	Ship and Boat Mfg and Repairing	8	M	47-2152.01
862.281-022	Pipe Fitter	Construction	7	H	47-2152.01
862.281-026	Pipe-Fitter Apprentice	Construction	7	H	47-2152.01
862.361-014	Gas-Main Fitter	Utilities	7	M	47-2152.01
862.361-018	Pipe Fitter, Diesel Engine I	Engine and Turbine	7	M	47-2152.01
862.361-022	Steam Service Inspector	Utilities	7	H	47-2152.01
862.381-014	Industrial-Gas Fitter	Utilities	7	H	47-2152.01

862.381-022	Pipe Fitter, Diesel Engine II	Engine and Turbine	7	H	47-2152.01
862.381-030	Plumber	Construction	7	H	47-2152.02
862.381-034	Plumber Apprentice	Construction	7	H	47-2152.02
862.681-010	Plumber	Manufactured Buildings	6	M	47-2152.02
862.684-034	Water-Softener Servicer-and-Installer	Business Services	4	H	47-2152.02
869.664-014	Construction Worker I	Construction	4	H	47-2151.00

**Estimated May 2019 Employment for:
 OES-SOC Group 47-2152 Plumbers, Pipefitters, and Steamfitters
 This OES-SOC Group includes 15 DOT occupation(s)**

	Occupational Employment Survey (OES)	National	California	MSA 33700 Modesto, CA
Employed	Estimated OES Group Employment	442,870	47,360	170
Mean Wage	Mean Annual Wage	\$59,800	\$64,740	\$65,460
Annual Wage	Annual Wage - 10th percentile	\$32,690	\$32,950	\$39,300
	Annual Wage - 25th percentile	\$41,230	\$41,430	\$46,540
	Annual Wage - 50th percentile	\$55,160	\$57,660	\$64,000
	Annual Wage - 75th percentile	\$73,380	\$79,720	\$83,070
	Annual Wage - 90th percentile	\$97,170	\$115,500	\$99,230

**Current Population Survey (CPS) for:
 Census Group 6440 - Pipelayers, plumbers, pipefitters, and steamfitters
 This Census Group includes 16 DOT occupations**

	All	Female	Male
Estimated Group Employment	561,000	15,000	546,000
Hourly	\$23.03	\$24.00	\$22.95
Weekly	\$921	\$960	\$918
Monthly	\$3,991	\$4,160	\$3,978
Annual	\$47,892	\$49,920	\$47,736
Mean	\$1,125 +/- \$55.57	\$979 +/- \$95.34	\$1,129 +/- \$56.99
Median	\$921 +/- \$27.52	\$960 +/- \$70.49	\$918 +/- \$27.29

2020 DOT EMPLOYMENT ESTIMATE: MSA 33700 Modesto, CA
FOR: 862.381-030 Plumber
SOC/OES: 47-2152 Plumbers, Pipefitters, and Steamfitters

NAICS Industries likely for this DOT Occupation

NAICS	Level	NAICS Title	OES Group Estimate		DOT Estimate within this OES Group			
			% of this OES Group	N	N	DOTs	% for this DOT	N
213000	L	Support activities for mining	0.342%	1	5	WT	0.068%	0
236100	L	Residential building construction	0.821%	1	3	WT	0.274%	0
236200	L	Nonresidential building construction	3.312%	6	6	WT	0.552%	1
237100	L	Utility system construction	3.37%	6	3	WT	1.123%	2
237900	L	Other heavy and civil engineering construction	0.16%	0	4	WT	0.04%	0
238210	L	Electrical contractors and other wiring installation contractors	1.339%	2	5	WT	0.268%	0
238300	L	Building finishing contractors	0.121%	0	1	WT	0.121%	0
238900	L	Other specialty trade contractors	0.658%	1	4	WT	0.164%	0
322000	L	Paper manufacturing	0.074%	0	2	WT	0.037%	0
325000	L	Chemical manufacturing	0.058%	0	1	WT	0.058%	0
336400	L	Aerospace product and parts manufacturing	0.078%	0	2	WT	0.039%	0
454300	L	Direct selling establishments	0.191%	0	3	WT	0.064%	0
561320	L	Temporary help services	0.782%	1	2	WT	0.391%	1
562000	L	Waste management and remediation services	0.44%	1	2	WT	0.22%	0
611300	L	Colleges, universities, and professional schools; state, local, and private	1.027%	2	1	WT	1.027%	2
811300	L	Comm/industrial mach/equip (exc auto/electronic) maint.	0.296%	1	5	WT	0.059%	0
813900	L	Business, professional, labor, political, and similar organizations	0.191%	0	1	WT	0.191%	0
999100	L	Federal government, excluding postal service	0.798%	1	2	WT	0.399%	1
999200	L	State government, excluding education and hospitals	0.311%	1	2	WT	0.156%	0
999300	L	Local government, excluding education and hospitals	2.222%	4	3	WT	0.741%	1
TE1100	L	Self-employed workers	9.285%	16	4	WT	2.321%	4
			OES Total 25.875%	DOT Total 8.313%				

**Total Industry Employment Estimate for: 862.381-030 Plumber
 Full-Time (91%) and Part-Time (9%)**

Selected Geographic Area	All Employment in this OES Group	Industry Employment in this OES Group	Employment Estimated for this DOT Occupation
US National 2019	442,870	114,591	36,814
Employment RSE *	1.1%	1.1%	1.1%
90% Confidence Interval *	434,881 - 450,859	112,524 - 116,658	36,150 - 37,478
State: California	47,360	12,254	3,937
Employment RSE *	4.3%	4.3%	4.3%
90% Confidence Interval *	44,020 - 50,700	11,390 - 13,118	3,659 - 4,214
Regional: MSA 33700 Modesto, CA	170	44	14
Employment RSE *	45.4%	45.4%	45.4%
90% Confidence Interval *	43 - 297	11 - 77	4 - 25

**Outlook - Long Term Employment Projections for:
 SOC 47-2152 Plumbers, Pipefitters, and Steamfitters
 Data for: California
 This SOC/OES Group includes 15 DOT occupation(s)**

Long Term Employment Projections	Number	Percent Change
2018 Base National Employment	500,300	
2018 Self Employment	47,028 (9.4%)	
2028 Projected National Employment	568,600	13.6%
Annual Average Job Openings - National Total	66,100	

DATA SOURCES

Source	Publication	Year	Web Link
U.S. Dept. of Labor	Revised 4th Edition of the Dictionary of Occupational Titles	1991	

U.S. Dept. of Labor	Errata corrections and subsequent revisions to the DOT	1992-1998	www.skilltran.com/index.php/support-area/documentation/161-dot-changes
U.S. Dept. of Labor	Revised Handbook for Analyzing Jobs	1991	www.skilltran.com/index.php/support-area/documentation/1991rhaj
U.S. Dept. of Labor	Selected Characteristics of Occupations (SCO)	1993	
U.S. Dept. of Labor	Guide for Occupational Exploration (GOE)	1973	Guide for Occupational Exploration
U.S. Dept. of Labor - Bureau of Labor Statistics	Standard Occupational Classification (SOC)	2010	Standard Occupational Classification
U.S. Dept. of Labor - Bureau of Labor Statistics	Occupational Employment Survey (OES)	May 2019	Occupational Employment Survey
U.S. Dept. of Labor - Employment and Training Administration	O*NET Online (O*NET)	Current	O*NET Online
U.S. Dept. of Labor - Bureau of Labor Statistics	Employment Projections - National	Sept 2019 for 2018 -- > 2028	Employment Projections
U.S. Dept. of Labor - Bureau of Labor Statistics	Employment Projections - State/SubState	Various	Employment Projections - State/SubState and various state-specific projections sites
U.S. Dept. of Labor	Labor Force Statistics from the Current Population Survey (CPS)	Current	Current Population Survey
U.S. Dept. of Education - Institute of Education Sciences -	College Navigator	Current	College Navigator

Vocational Evaluation SIBTF Report for Daniel Doran
 By Madonna R GARCIA MRC, VRTWC

National Center for Education Statistics			
U.S. Dept. of Labor	Occupational Outlook Handbook (OOH)	Current	Occupational Outlook Handbook
U.S. Dept. of Labor	Current Employment Statistics (CES)	Current	Current Employment Statistics
U.S. Dept. of Labor	Occupational Requirements Survey (ORS)	2018	ORS Survey
U.S. Dept. of Census	County Business Patterns (CBP)	2016	County Business Patterns - Documentation
U.S. Dept. of Census	North American Industry Classification System (NAICS)	2012/2017	North American Industry Classification System
U.S. Dept. of Census	Public Use Microdata sample (PUMS)	2014-2018	American Community Survey (ACS)
SkillTRAN LLC	Various Alternate Titles Contributed by SkillTRAN Staff and Customers	1982-present	SkillTRAN Data Resources
SkillTRAN LLC	Proprietary Crosswalk between NAICS and DOT	1985-present	SkillTRAN Data Resources