

Bart Hultine's Persistence With Difficult OJT Pays Off



On November 19, 2003 twenty nine year old Jeremy Cline was working at his job as a switchman in western Nebraska. To his horror he fell under a railcar resulting in the severance of his right leg below his knee. Jeremy's case was referred to Mr. Bart Hultine, PhD, to assess the entitlement and appropriateness for vocational rehabilitation services. Upon completion of a vocational evaluation, it was found that Jeremy had an assessed and expressed interest in orthotic, prosthetic and pedorthic technology as he himself had benefited greatly from the advances in this field.

After completing labor market research, Mr. Hultine quickly discovered that the most effective and prudent mechanism for one to become a certified in this profession was to engage in an intensive on-the-job training program culminating in a competency and certification examination. Generally, on-the-job training programs are cumbersome to develop and implement. However, Mr. Hultine had past successful experience developing OJT's in a variety of venues including the Nebraska Division of Vocational Rehabilitation Services, Nebraska Department of Labor, and with the Department of Veterans Affairs. Funding for the training had been arranged through the Nebraska Workers' Compensation Court (NWCC).

When Mr. Hultine first proposed the Plan, there was great opposition to an extensive OJT but as the proposal progressed Mr. Hultine was able to demonstrate the advantages of providing an incentive for a potential employer and insured employee to successfully complete such a program. Thanks to the persistence of Mr. Hultine, John Timmermier the attorney for the insured, Robert Chaloupka the attorney for Mr. Cline, Dr. Robert Anderson, NWCC Specialist

and the adjuster from the workers' compensation carrier, the plan moved forward and a two year OJT plan comprising some 4,000 hours of on-the-job training was initiated and accomplished. The Vocational Rehabilitation Plan allowed Jeremy Cline to complete the 4,000 hours of on-the-job training and then sit for the certification examination in Seattle, Washington on October 8, 2009. Mr. Cline passed the examination and became a Registered Technician-Prosthetics in November 2009, a certificate awarded by the American Board for Certification in Orthotics, Prosthetics and Pedorthics.

As time drew nearer for Jeremy to complete his training program, the employer providing the OJT, Prosthetic and Orthotic Group of Northern Colorado, LLC, located in Fort Collins, Colorado, entered into negotiations for Mr. Cline to become competitively employed with their company. Jeremy began working for P&O in July 2009 earning a wage fully commensurate with his pre-injury wage. Jeremy Cline is looking forward to a long term relationship with his new employer.

In the picture above, On October 31, 2009, Mr. Hultine awarded a Certificate of Appreciation from Western Vocational Services, Inc. to Mr. Kevin Burton, the owner of P&O. Kevin and his staff are commended for their diligence in working with Jeremy Cline to ensuring he was exposed to on-the-job work activities that allowed him to learn in a real work environment the skills and knowledge necessary for Mr. Cline to pass the certification examination. The employer advised all parties as to Mr. Cline's progress. They did an excellent job of remaining compliant with reporting expectations of Mr. Hultine, the Nebraska Workers' Compensation Court, the attorneys and the carrier.

The expenses involved in the compilation of the on-the-job training opportunity were covered by the Nebraska Workers' Compensation Court. The NWCC covered Jeremy's travel to/ from work and for the certification examination that took place in Seattle. The NWCC also covered the expense of the associated travel costs for the exam. The cost to the carrier was substantially more, but the end result was a fully engaged worker successfully placed in the labor market. The training and certification had minimized Mr. Cline's loss that occurred as a result of a severe work related injury. Through the joint effort of all parties Mr. Cline's vocational rehabilitation was a great success and was perhaps one of the most successful rehabilitation projects Mr. Hultine had the pleasure to work on.

Written by:

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The
PROFESSIONAL VITAE

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CERTIFICATIONS

CERTIFIED IN REHABILITATION ECONOMICS

**BY: AMERICAN REHABILITATION ECONOMICS ASSOCIATES
SAN DIEGO, CA**

**Requirements: Master's Degree
Competency Examination
Peer Review
Annual Continuing Education**

CERTIFIED VOCATIONAL EXPERT (DIPLOMAT)

**BY: AMERICAN BOARD OF VOCATIONAL EXPERTS
SANTA CRUZ, CA**

**Requirements: Master's Degree
Competency Examination
Peer Review
Annual Continuing Education
(Diplomat)
7 Years Post Masters Work
Exceptional Contribution to Field**

CERTIFIED REHABILITATION COUNSELOR 1975-1995

BY: COMMISSION ON REHABILITATION COUNSELOR
 CERTIFICATION
 CHICAGO, IL

Requirements: Master's Degree
 Competency Examination
 Annual Continuing Education

**CERTIFIED PROFESSIONAL COUNSELOR
CERTIFIED MENTAL HEALTH PRACTITIONER**

BY: STATE OF NEBRASKA, LICENSING BUREAU
 LINCOLN, NE

Requirements: Master's Degree

**CERTIFIED VOCATIONAL REHABILITATION COUNSELOR
CERTIFIED JOB PLACEMENT SPECIALIST**

BY: NEBRASKA WORKERS' COMPENSATION COURT

CURRENT PROFESSIONAL ACTIVITY

1979 to PRESENT

CHIEF CONSULTANT
BART HULTINE & ASSOCIATES

EXPERTISE: VOCATIONAL REHABILITATION SERVICES, FORENSIC
ECONOMIST, VOCATIONAL EXPERT, FAMILY
COUNSELING

1992 to PRESENT

SENIOR COUNSELOR
WESTERN VOCATIONAL SERVICES, INC.

EXPERTISE: VA PLACEMENT CONSULTANT, VOCATIONAL
REHABILITATION COUNSELOR, JOB ASSESSMENT, JOB
PLACEMENT SPECIALIST, PROGRAM DEVELOPMENT

1999 to PRESENT

CLINICAL SPECIALIST
WESTERN ALTERNATIVE CORRECTIONS

EXPERTISE: CLINICAL SUPERVISION OF THERAPUTIC AND
EVALUATIVE ACTIVITIES, PROGRAM DEVELOPMENT
SPECIALIST

RELATED EXPERIENCES

7/70 to 10/79

SUPERVISOR/DIRECTOR
STATE OF NEBRASKA
DIV. OF REHABILITATION SERVICES
REGION III, HASTINGS REGIONAL CENTER
HASTINGS, NE

9/69 to 6/70

COORDINATOR/CLIENT PLANNING
STATE OF NEBRASKA
DIV. OF REHAB. SERVICES
REGION III, HASTINGS REGIONAL CENTER
HASTINGS, NE

9/67 to 8/68

PSYCHOMETRIST
HASTINGS REGIONAL CENTER
PSYCHOLOGY DEPARTMENT
HASTINGS, NE

9/1976 to 3/1985

OWNER/OPERATOR
CUSTOM MARBLE AND DESIGN
JUNIATA, NE 68955

3/1981 to 12/1985

MANAGING DIRECTOR
CHAIRMAN OF BOARD
CUSTOM MARBLE, JAMAICA, LTD.
MONTEGO BAY, JAMAICA, W.I.

EDUCATIONAL BACKGROUND

DOCTOR OF EDUCATION (Ed.D.) 1976

WESTERN COLORADO UNIVERSITY
GRAND JUNCTION, CO

MAJOR: **PSYCHOLOGY, COUNSELING AND GUIDANCE**
Minor: **BUSINESS ADMINISTRATION**

Coursework of Major Interest:

CRIMINAL REHABILITATION
ECONOMICS OF PUBLIC AGENCY FUNDING
ECONOMICS OF PERSONAL INJURY

**MENTAL HEALTH ADMINISTRATION
PERSONNEL ADMINISTRATION
MENTAL MEASUREMENT & PSYCHOLOGICAL TESTING
ADULT COUNSELING
BUSINESS ADMINISTRATION**

Dissertation Title: **THE DEVELOPMENT AND ESTABLISHMENT OF A
REHABILITATION EVALUATION CENTER, 1976**

MASTER OF ARTS (M.A.) 1969

UNIVERSITY OF NORTHERN COLORADO
GREELEY, CO

MAJOR: **VOCATIONAL REHABILITATION
COUNSELING**

Coursework of Major Interest:

**COUNSELING THEORY AND TECHNIQUE
ECONOMICS OF COMMUNITY RESOURCES
MENTAL MEASUREMENT
MEDICAL AND PSYCHOLOGICAL ASPECTS OF DISABILITY
VOCATIONAL PLACEMENT
SPECIAL PROBLEMS IN DIAGNOSIS
SUPERVISED PRACTICUM IN COUNSELING AND DIAGNOSIS**

BACHELOR OF ARTS (B.A.) 1968

HASTINGS COLLEGE
HASTINGS, NE

MAJOR: **PSYCHOLOGY AND SOCIOLOGY**

SPECIALIZED CONTINUING EDUCATION

**ECONOMICS OF PERSONAL INJURY, 1994, MARYHURST COLLEGE,
AREA CONFERENCE, SONOMA, CA**

**SUBSTANCE ABUSE AND DISABILITY and UNDERSTANDING LEGAL
ISSUES AND EXPERT TESTIMONY IN VOCATIONAL ASSESSMENT, 1991,
COLORADO REHABILITATION ASSOCIATION, VAIL, CO**

**PSYCHOLOGY AND THE LAW, 1989, INTERIM COURSEWORK,
HASTINGS COLLEGE, HASTINGS, NE**

ECONOMICS AND PRESENT VALUE, 1988, SAN DIEGO INSTITUTE
AMERICAN REHABILITATION ECONOMIST ASSOCIATION
KANSAS CITY, MO

DETERMINING LOSS IN DEATH AND INJURY CASES, 1985
AMERICAN BOARD OF VOCATIONAL EXPERTS
ST. PETERSBURG, FL

WORKSHOPS ON ECONOMICS AND REHABILITATION, 1984 TO PRESENT
AMERICAN BOARD OF VOCATIONAL EXPERTS ANNUAL
CONFERENCES
TUCSON, AZ; KANSAS CITY, MO; PHILADELPHIA, PA; CANCUN,
MEXICO; LAS VEGAS, NV; SEATTLE, WA; BALTIMORE, MD, JAMAICA,
W.I.; CHICAGO, IL; NEW ORLEANS, LA; MARCO, FL; AND ISLAND OF
ST. THOMAS.

COUNSELING SKILL DEVELOPMENT, 1982, UNIVERSITY OF NEBRASKA
LINCOLN, NE

REHABILITATION OF MENTALLY ILL, 1980
NEBRASKA PSYCHIATRIC INSTITUTE, OMAHA, NE

DETERMINING WORK SAMPLES FOR ENTRY LEVEL SKILLS, 1978
STOUT STATE UNIVERSITY, MENOMONEE, MN

GENERAL APTITUDE TEST BATTERY ADMIN, AND INTER., 1974
NEBRASKA JOB SERVICE, LINCOLN, NE

BIOFEEDBACK AND HYPNOSIS IN REHABILITATION, 1973
UNIVERSITY OF NEBRASKA, LINCOLN, NE

MEMBERSHIPS, APPOINTMENTS AND HONORS

AMERICAN BOARD OF VOCATIONAL EXPERTS 1985 - PRESENT

PRESIDENT: 1995-1996
SECRETARY: 1998-2000
TREASURER: 1992-1993 and 2001 - PRESENT
DIPLOMAT: 1985-PRESENT

AMERICAN REHABILITATION ECONOMICS ASSOCIATION 1988- PRESENT

BOARD OF DIRECTORS: 1994
NATIONAL ADVISORY BOARD: 1988 - 1992

CHAIRMAN CREDENTIALS

REVIEW COMMITTEE: 1990 - 1992
PROGRAM CHAIRMAN: 1990

NATIONAL REHABILITATION ASSOCIATION 1970-1995

REGIONAL PROGRAM BOARD: 1974

NEBRASKA REHABILITATION ASSOCIATION 1970-1995

PRESIDENT: 1975
BOARD OF DIRECTORS: 1971, 1974, 1978, 1980
VICE PRESIDENT: 1973
“BOSS OF THE YEAR”: 1976

ADMINISTRATIVE & SUPERVISORY PRACTICES DIVISION

NEBRASKA REHABILITATION ASSOCIATION 1972-1978

CHARTER PRESIDENT: 1972
PRESIDENT: 1973
**CHAIRMAN OF LEGISLATIVE
AND LOBBY BOARD:** 1976

HASTINGS AREA CHAMBER OF COMMERCE 1976-PRESENT

HASTINGS COLLEGE ALUMNI ASSOCIATION 1968-PRESENT

BOARD OF DIRECTORS: 1992-1998

PRESENTATIONS AND PUBLICATIONS

**NEBRASKA WORKERS’ COMPENSATION: AN OVERVIEW OF LOSS OF
EARNING CAPACITY, 2003**

Journal Article: Journal of Forensic Rehabilitation, American Board of
Vocational Experts, 2003

**“REHABILITATION ECONOMICS: ASSISTING THE LEGAL COMMUNITY
IN MARITAL DISSOLUTION CASES” 1997**

Demonstration: The Nebraska Association of Trial Attorneys May 9, 1997

**THE VOCATIONAL SPECIALIST AND FORENSIC ECONOMIST:
DEFINITION MERGING OF ROLES 1996**

Paper: American Rehabilitation Economics Association
Journal ‘96

**“HEDONIC DAMAGES, PRESENT VALUE OF LOST PLEASURE OF LIFE”,
1996**

Presentation: American Board of Vocational Experts

Spring 1996 National Conference, Jamaica, W.I.

“HEDONIC DAMAGES AND THE VOCATIONAL EXPERT”, 1996

Newsletter Article: *THE VOCATIONAL EXPERT*, Spring '96

LOSS OF EARNING CAPACITY ISSUES IN THE VOCATIONAL ASSESSMENT

OF DIVORCE CASES 1994

Paper: 4th Annual AREA Monograph, Fall 1994

“LOSS OF EARNING CAPACITY ISSUES IN THE VOCATIONAL ASSESSMENT OF DIVORCE CASES”, 1994

Presentation: American Rehabilitation Economics Association
Phoenix, AZ, March 1994

“PANEL PRESENTATION ON VOCATIONAL ECONOMICS”, 1994

Presentation: American Board of Vocational Experts
Templeton, AZ, March 1994

THE VOCATIONAL SPECIALIST: WORKING WITH THE FORENSIC ECONOMIST 1992

Paper: American Board of Vocational Experts
Monograph II, Fall 1992

“DETERMINING PRESENT VALUE LOSS OF INCOME AND HOUSEHOLD SERVICES IN THE WRONGFUL DEATH OF A SINGLE PATENT” 1992

Presentation: Western Economist Association
Annual Conference, San Francisco, CA, July 1992

DETERMINING CURRENT EARNING CAPACITY THROUGH ECONOMIC APPLICATION OF HISTORICAL WAGE INCREASE 1991

Presented to: Journal of the American Rehabilitation Economist

“ECONOMIC LOSS AND LIFE CARE PLANNING IN CLOSED HEAD INJURY CASES” 1991

Presentation: Nebraska Head Injury Association
Annual Conference, Lincoln, NE

“DETERMINING ECONOMIC LOSS IN FOUR CASE STUDIES: PERSONAL INJURY, DEATH, DIVORCE & WORKERS' COMPENSATION” 1990

Presentation: American Rehabilitation Economics Association
Annual Conference, Montego Bay, Jamaica, W.I.

LOSS OF EARNING CAPACITY IN YOUNG BOY FROM DOG BITE INJURIES 1986

Paper: Journal of the American Vocational Expert

RESTRAINT SYSTEMS: A SURVEY OF USE IN NEBRASKA 1986

Paper: Commissioned by Nebraska Traffic Safety Now

“LOSS OF EARNING CAPACITY IN A DOG BITE CASE” 1985

Presentation: American Board of Vocational Experts
Annual Conference, Kansas City, MO

“ISSUES IN FOREIGN INVESTMENT” 1984

Presentation: The Rockefeller Commission on the Caribbean Basin Initiative
Montego Bay, Jamaica, W.I.

“ISSUES IN HUMAN SEXUALITY AND REHABILITATION” 1982

Presentation: National Rehabilitation Association
Annual Regional Conference

“SUCCESS IN SMALL BUSINESS ADMINISTRATION” 1980

Presentation: Governor’s Committee on Employment of the Handicapped
Quarterly Meeting, Grand Island, NE

“EFFECTIVE SUPERVISION AND MOTIVATION IN A REHABILITATION SETTING” 1979

Presentation: Nebraska Rehabilitation Association
Annual Conference, Kearney, NE

RESEARCH PAPERS:

ADULT COUNSELING TECHNIQUES, 1974

INDIVIDUAL MENTAL MEASUREMENT, 1975

REHABILITATION OF THE CRIMINAL, 1976

PSYCHOLOGICAL REPORT WRITING, 1974

ECONOMIC RESOURCES FOR PUBLIC HEALTH AGENCIES, 1976

PSYCHOLOGICAL TESTING, 1975

ORGANIZATION AND ADMINISTRATION OF MENTAL HEALTH SERVICES, 1976