

# Jan Lowe, QRC

1650 West End Boulevard, Suite 100 | Minneapolis, MN | 55416 | (952) 932-0902  
Website: [rcounselors.com](http://rcounselors.com) | CAREERCODE: <https://careercode.com/>  
LinkedIn: <https://www.linkedin.com/in/jan-lowe-03961b1>

---

---

## ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ Certified Rehabilitation Counselor ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

*"Specialized in vocational counseling and expert witness testimony."*

---

Vocational specialist with significant experience in job/person matching by interests and abilities as well as labor market analysis to evaluate an individual's relationship to the labor market. Expertise includes the successful development and presentation of nationwide educational training curriculum, job placement programs, statistical labor market research, workshop facilitation, the creation and launch of an innovative digital assessment tool, and the author/co-author of several publications.

### Key Competencies:

- Provide vocational assessment and individualized consultation services for people of all ages.
- Possess comprehensive experience in Workers' Compensation and Disability Management.
- Knowledgeable regarding rural and metropolitan labor markets in Minnesota and other states.
- Extensive history of providing expert witness testimony regarding employability and earning capacity.
- Familiar with vocational issues associated with many types of court cases including Workers' Compensation, Social Security, Personal Injury, Spousal Maintenance, Motor Vehicle Accident, FELA, Medical Malpractice, Sexual Harassment, Employment Discrimination, ADA, and Labor Arbitration.
- Provide management services necessary to maintain an office with professional and support staff.

*"Our mission is to help individuals achieve a level of functioning which maximizes their vocational potential."*

---

## Professional History

---

### CAREERCODE, LLC, 2003 to Present

#### Partner

Partnered in the creation of a cutting edge on-line assessment tool and career exploration system (CAREERCODE.) This tool helps people discover choices and opportunities in the job market based on individual traits. CAREERCODE is based on John Holland's six letters RIASEC theory representing six major personality traits.

#### Co-Author / Product Manager & Trainer

- Co-authored a corresponding book (CAREERCODE, Know Your Code, Find Your Fit, in April, 2012.) In addition, created matching workbooks and other training materials for the student and adult populations.
- CAREERCODE, LLC is actively involved in facilitating workshops for students, adults, and allied professionals at educational forums, WorkForce Centers, counseling offices, and employment departments on the use of the online, vocational assessment tool.

#### Highlights of Consultant Services

- Contracted with Hennepin County to provide CAREERCODE, LLC assessment and training at two WorkForce Centers in the Minnesota Twin Cities Metropolitan Area.

### REHABILITATION COUNSELORS, INC, Minneapolis, MN, March 1978 to Present

#### Vocational Rehabilitation Consultant, Co - Owner/Manager

Co-manage day-to-day operations of business. Provide a broad range of expert vocational consulting services including Vocational Assessment, Plan Development, Case Management, and Expert Witness Testimony. Equipped to handle Minnesota Workers' Compensation cases and facilitate vocational rehabilitation services according to Department of Labor and Industry regulations.



■ ■ ■ ■ ■ ■ ■ ■ ■ ■ **Presentations** ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

- ABVE, Vancouver, BC, April 10, 2016, Thinking Outside of the Box
- ABVE, San Antonio, TX, March 20, 2015, RIASEC & CareerCode Techniques
- MARP, Minneapolis, MN, October 18, 2013, CareerCode: Know Your Code, Find Your Fit
- Minnesota Legal Services, August 15, 2013, CareerCode: Know Your Code, Find Your Fit
- NSCA Academy, Omaha, NE, October 16, 2012, CareerCode: Know Your Code, Find Your Fit
- Felhaber, Larson, Fenlon & Vogt: Current Labor Market Conditions & Placement Techniques, May 2009
- MLSC, Fibromyalgia & Chronic Pain, Assessing Employability & Hireability, Minneapolis, MN, May, 2009
- Family Law Institute, Minneapolis, MN, March, 2011, Divorce from Start to Finish: Vocational Expert
- IARP, National Convention, Minneapolis, MN, May, 2006: The SAS Sisterhood Presents RIASEC
- MVQS 2005 Seminar, CAARP, West Covina, CA, July, 2005
- ABVE Value Added Workshop, MVQS Volcano, Charleston, October, 1992, April, 2004
- AREA Panel Presentation and Dual-Presenter, San Antonio, May, 2003
- NELA, Panel Presentation and Manual Contributor, ADA, Minneapolis, April, 2002
- ESU 10 Kearney, NE Presentation: MVQS 2001 May, 2001
- MVQS 2001, Training Program & Manual, Chicago, 2001
- ABVE Fall Conference 2000 Presentation: Forensic Fitness Program, October, 2000
- MILE Seminar: Panel, Rehabilitation 1997 for Workers' Compensation and Vocational Experts: March, 1997
- Divorce Camp: AAML Presentation: Historical Review of Vocational Analysis for Spousal Maintenance; September, 1997
- The Vocational Evaluation, MILE Spousal Maintenance Seminar, September 1991; September 1993
- Vocational Analysis, MILE Workers' Compensation Seminar, February, 1992
- Fairview Southdale Hospital Presentation: Suitable Employment, March, 1992
- MARP Convention Presentation: Vocational Analysis/Spousal Maintenance, September, 1992
- Key Functional Assessments Presentation: Computerized Job/Person Matching Systems, 1988

---

**Education**

---

- M.S. -- Vocational Rehabilitation Counseling, St. Cloud State University
- B.M.E. -- Music Education, University of Nebraska

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ **Professional Memberships** ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

- American Board of Vocational Experts
- International Association of Rehabilitation Professionals
- Minnesota Association of Rehabilitation Providers
- Minnesota Career Development Association
- Minnesota Counseling Association
- American Counseling Association
- National Rehabilitation Association
- Sister Kenny Institute (Past PWI Board Member)
- Minnesota Rehabilitation Association (Past Board Member)
- Minnesota Rehabilitation Counselors Association (Past President)

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ **Certifications & Licensures** ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

- Diplomate, American Board of Vocational Experts
- Certified Rehabilitation Counselor, National Certification
- Certified Disability Management Specialist (Formerly CIRS National Certification)
- Certified Case Manager, National Certification
- Qualified Rehabilitation Consultant, State of Minnesota