

Jan Lowe MS

CRC, ABVE Diplomate

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■ ■ ■ ■ ■ ■ ■ ■ ■ ■ 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

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, Owner/Manager

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.

Vocational Assessment

- Provide comprehensive, individualized assessment services, tailored for each referral in order to address employability questions; testing options include achievement, aptitude, interest, work value assessments, computer profiling, transferable skills analysis, labor market research, on-site job analysis, earning capacity analysis, and training suggestions.

Plan Development & Case Management

- Services include assessing employability and implementing plans to assist individuals in securing suitable employment; may be joined with other services such as medical management, vocational assessment, job goal selection, vocational training, and job seeking assistance.

Expert Witness Testimony

Provide vocational expert testimony for cases with employability issues with a variety of matters related to Workers' Compensation, Marital Dissolution, Personal Injury, Motor Vehicle Accident, Railroad (FELA), Medical Malpractice, Employment Discrimination, Wrongful Termination, Sexual Abuse, Sexual Harassment, Social Security Disability, American Disabilities Act, and Bankruptcy.

Highlights of Consultant Services

- Contracted with Center for Continuing Education in Minneapolis, MN to lead as Cadre Trainer and Program Developer and partnered in the development of several educational programs designed to train vocational rehabilitation counselors across the United States in vocational rehabilitation counseling techniques.
- Partnered in the development of a Handicapped Youth Training/Placement Program for Control Data Corporation in Minneapolis, MN
- Developed and taught a Job Placement class to students in the M.S. Vocational Rehabilitation Counseling Program at Mankato State University, Mankato, MN.

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; March, 2017) 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.

Education

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

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THE PSYCHOLOGICAL TESTING CENTER, Minneapolis, MN

Vocational Rehabilitation Counselor / Job Placement Specialist

- Provided individualized job placement service to the industrially injured client in MN and the Upper Midwest.
- Organized, developed, and implemented a comprehensive Job Placement Program.

STATE OF MINNESOTA, DIVISION OF VOCATIONAL REHABILITATION, Minneapolis, MN

Job Placement Counselor / Counselor / Senior Counselor / Career Counselor

- Developed and implemented a Job Placement Program designed to serve severely disabled clients referred by the 50 DVR Counselors in the Minneapolis Region.
- Coordinated & provided vocational rehabilitation counseling to residents with disabilities in North Minneapolis.

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VOCATIONOLOGY, INC., Minneapolis, MN

Researcher

- Involved in labor market statistical research to identify access-point positions and associated starting wages for jobs in each State. Assisted in the development of a National Labor Market Database, State Databases, Social Security Database, and County Area Databases.
- Trained professionals across the United States in the use of DataMaster/ MVQS Job/Person Matching System.

Publications

CAREERCODE Book and Workbooks, Jan Lowe & Tracy Lungrin, 2012 & 2017 (book); Workbooks, 2016-2021
How Much is Your Job Worth? McCroskey & Lowe, 1986 & 1987

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ABVE, Tampa, March 25, 2022, A Toolkit for Ethics in Modern Times
University of Nebraska Alumni, March 25, 2021, The Digital Pandemic Revolution & the Workplace
ABVE, San Diego Virtual, March 19, 2021, The Digital Pandemic Revolution & The Workplace
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

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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; Sept, 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
MARF Convention Presentation: Vocational Analysis/Spousal Maintenance, September, 1992
Key Functional Assessments Presentation: Computerized Job/Person Matching Systems, 1988

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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)

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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