

CHARLES A. KINCAID, Ph.D., ABVE, CRC, ATP, CLCP

Vocational Rehabilitation Counselor

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EDUCATIONAL BACKGROUND

- 2003-2004 Certificate in Life Care Planning
Capital University Law School, Columbus, Ohio
- 1992-1997 Doctor of Philosophy (Ph.D.) in Rehabilitation Counseling
Syracuse University, Syracuse, New York
- 1987-1990 M.S. in Criminal Justice Administration
University of Wisconsin, Milwaukee, Wisconsin
- 1986-1987 Certificate in Rehabilitation Management
DePaul University, Chicago, Illinois
- 1971-1975 B.A. in Psychology
University of Wisconsin, Milwaukee, Wisconsin

PROFESSIONAL LICENSURE AND CERTIFICATIONS

Licensed Rehabilitation Counselor, State of New Jersey, Office of the Attorney General, Division of Consumer Affairs, Board of Marriage and Family Therapy Examiners, valid through November 30, 2010 (License # 37RC00004200).

Certified Rehabilitation Counselor (CRC) Board of Rehabilitation Counselor Certification, 2000, valid through September 30, 2014 (Certification #00040953).

Certified Vocational Expert. Fellow, American Board of Vocational Experts, valid through June 30, 2011.

Certified Life Care Planner (CLCP), Commission on Health Care Certification, 2004, valid through 2012 (Certification #0712).

Assistive Technology Practitioner (ATP), Rehabilitation Engineering and Assistive Technology Society of North America, 1999 and valid through April 30, 2011.

PROFESSIONAL EMPLOYMENT EXPERIENCE

2006-Present

Vocational Rehabilitation Counselor and Evaluator, Life Care Planner, Kincaid Vocational & Rehabilitation Services, Hackensack, New Jersey.

Provide vocational evaluation, counseling, employability assessment and work capacity evaluation services, life-care planning and vocational rehabilitation planning services to those with physical and mental challenges.

Evaluate clients to determine employability, job placement, wage earning capacity for plaintiff and defense counsel in civil litigation, including Social Security Disability, Worker's Compensation, Matrimonial, Personal Injury, Jones Act, Employment Discrimination and Longshoreman Cases.

Provide career counseling, job seeking skills instruction, resume preparation, career-life planning and strategic/targeted job search planning to those with and without challenges.

2000-2006

Vocational Rehabilitation Counselor and Evaluator, Vocational Consulting Group, Springfield, New Jersey.

Provide vocational evaluation, counseling, employability assessment and work capacity evaluation services, life-care planning and vocational rehabilitation planning services to those with physical and mental challenges.

Evaluate clients to determine employability, job placement, wage earning capacity for plaintiff and defense counsel in civil litigation, including Social Security Disability, Worker's Compensation, Matrimonial, Personal Injury, Jones Act, Employment Discrimination and Longshoreman and Harbor Worker's Cases.

Provide career counseling, job seeking skills instruction, resume preparation, career-life planning and strategic/targeted job search planning to those with and without challenges.

2002-2005

Adjunct Professor, William Paterson University, Department of Special Education, Wayne, New Jersey.

Develop curriculum and teach undergraduate and master's level students in assistive technology principles and practices.

- 1999-2000 Coordinator of Assistive Technology Services, United Cerebral Palsy of New York City, Inc., New York, New York.
- Coordinated assistive technology services to clients in pre-school, residential, day habilitation, day care, vocational rehabilitation and supported employment programs.
- 1998-2000 Vocational Rehabilitation Counselor, Self-employed consultant to Long-term disability insurance carriers and to Apex Rehab Management, Brooklyn, New York.
- Provided vocational rehabilitation evaluation, case management, job analysis, and transferable skills analysis services to individuals receiving long-term disability benefits.
- 1997-1999 Director, New York City Regional Technology Related Assistance for individuals with Disabilities (TRAID) Center, United Cerebral Palsy of New York City, Inc.
- Managed program providing information and referral, training and assistive technology consultation services to individuals with disabilities.
- Trained over 1,000 teachers, therapists and administrators from the New York City Board of Education in the principles and practice of assistive technology.
- Evaluated assistive technology needs in work sites and homes of individuals with disabilities.
- 1997-1998 Vocational Rehabilitation Counselor, Stickney Rehabilitation Services, Syracuse, New York.
- Provided vocational rehabilitation evaluation, job analysis, labor market survey and transferable skills analysis services to individuals receiving long-term disability benefits.
- 1995-1997 Adjunct Instructor, Rehabilitation Counseling Department, Syracuse University, Syracuse, New York.
- Developed curriculum and taught master's level students in job placement, job development and assistive technology courses.
- 1996-1998 Coordinator/Instructor, New York State Office of Mental Health, Self-Empowerment Through Technology Project, Syracuse, New York.

Developed vocational and self-improvement computer training center for individuals with mental illness.

Taught Computer technology, grant writing and computer lab management course.

1994-1995 Program Evaluation Specialist, Hutchings Psychiatric Center, Syracuse, New York.

Facilitated quality improvement projects for vocational rehabilitation and pharmacy departments.

1993-1994 Teaching Associate, Rehabilitation Counseling Department, Syracuse University, Syracuse, New York.

Developed curriculum and taught master's level students in job placement, job development and assistive technology courses.

1992-1994 Consultant, Rehabilitation Counseling Department, Syracuse University, Syracuse, New York.

Provided program evaluation and grant writing services for rehabilitation counseling department.

1992-1994 Consultant, Voluntary Hospitals of America Upstate New York, Inc., Syracuse, New York.

Conducted statistical analysis of performance data for hospitals located in central New York.

1988-1991 Research Director, Wisconsin Correctional Service, Milwaukee, Wisconsin.

Developed a comprehensive Research Department from a one-person operation.

Co-facilitated a group of criminal justice decision-makers developing program alternatives for addressing overcrowding conditions in Milwaukee County Jails, including a system of day fines and community support services.

Acted as principal investigator for federally-funded research projects studying pretrial prediction guidelines and a model program for offenders with dual disabilities.

1978-1988 Rehabilitation Analyst, Wisconsin Correctional Service,
Milwaukee, Wisconsin.

Provided vocational rehabilitation, pretrial intervention and monitoring services for individuals with alcohol, drug and psychiatric disabilities.

PROFESSIONAL ORGANIZATIONS

Member, National Rehabilitation Association (NRA). Member since 1994.

Member, Vocational Evaluation and Work Adjustment Association (VEWAA), A Professional Division of the National Rehabilitation Association (NRA).
Member since 1994.

Member, International Association of Rehabilitation Professionals (IARP). Member since 1994.

Member, American Board of Vocational Experts (ABVE). Member since October 2000.

PRESENTATIONS

“Assistive Technology Promotes Independence: Basic Overview”
American Academy for Cerebral Palsy and Developmental Medicine, 2010

“The Impact of Current Economic Conditions on Assessments of Vocational Opportunities and Earning Capacity”
Westchester County Women’s Bar Association, 2010

“Beginning Computer Adaptations”
Tech Works Expo 2005 An Assistive Technology Exhibition & Conference

“Intermediate Computer Adaptations”
Tech Works Expo 2005 An Assistive Technology Exhibition & Conference

“Assistive Technology”
American Board of Vocational Experts, 2005

“Augmentive Methods and Assistive Technology.”
New York University School of Medicine
Epilepsy and Developmental Disabilities Conference, 1999

“Understanding and Using Assistive Technology Recommended on IEP’s.”

New York City Board of Education, 1999

“Solutions for Assistive Technology and Augmentative Communication Needs of Individuals with Cerebral Palsy.

Stanley S. Lamm Institute for Child Neurology & Developmental Medicine, 1999

“Assistive Technology in the Home: Adaptive Equipment and Home Modifications to Improve Your Life.”

Living Better Expo, 1999

“Assistive Technology and Job Place Accommodations.”

National Association of Rehabilitation Professionals in Private Sector, 1998

“Self-Empowerment Through Technology.”

New York State Governor’s Conference on Technology, 1998

“Self-Empowerment Through Technology.”

United Cerebral Palsy State Association Conference, 1997

“Quality of Life Issues for Persons with Traumatic Brain Injuries.”

American Public Health Association National Conference, 1996

“Preventing Secondary Conditions in Persons with Traumatic Brain Injuries.”

American Public Health Association National Conference, 1996

“Guidelines for Persons with Disabilities in How to Avoid Becoming a Victim of Violence.”

CDC National Violence Prevention Conference, 1995

“Demystifying Rehabilitation Research.”

New York State Hutchings Psychiatric Center, Staff Training, 1995

“A Multi-Cultural Approach to Drug Abuse Prevention.”

New York State Association for Counseling and Development, Inc., Conference, 1994

“Aging and the Workforce: Towards a Positive Perspective.”

Society for Research in Adult Development - Ninth Annual Adult Development Symposium, 1994

“Designing Focus Groups for Obtaining Consumer Feedback.”

New York Psychiatric Rehabilitation Research Conference, 1993

“Beginning Computer Adaptations”

Tech Works Expo 2005 An Assistive Technology Exhibition & Conference

“Intermediate Computer Adaptations”

Tech Works Expo 2005 An Assistive Technology Exhibition & Conference

“The Wisconsin Pretrial Release Experiment: Prediction of Rearrest and Failure to Appear.” American Society of Criminology, 1984

PUBLICATIONS

“Objectivity in Vocational Evaluation Reports: The Role of Job Accommodations.” New York State Trial Lawyers Association Bill of Particulars, Spring, 2007.

Charles A. Kincaid, (Contributor). 2002. Approaches to Estimating Lost Earning: Strategies for the Rehabilitation Consultant. Athens, GA: Elliott & Fitzpatrick, Inc.

“Augmentative and Alternative Communication (AAC) Technologies: A Review” Epilepsy and Developmental Disabilities, Edited by Devinsky, O. & Westbrook, L.W., 2002: Butterworth Heinemann, Boston, MA.

“Alternative Keyboards,” Exceptional Parent Magazine, February 1999, Vol. 29, Issue 2.

“New Technology Gets Workers Back on the Job, National Underwriter, April 1998, Vol. 102, No. 17.

“A Unique Partnership,” Exceptional Parent Magazine, November 1998, Vol. 28, Issue 11.

“Assistive Technology; and the Prevention of Secondary Disabling Conditions Among Persons with Spinal Cord Injury,” Journal of Applied Rehabilitation Counseling, Vol. 26, No. 4, 1995.

OTHER PROFESSIONAL ACTIVITIES

Improving Employment Outcomes Program Grant Review for the National Institute on Disability and Rehabilitation Research (NIDRR). United States Department of Education. Washington DC, September 2004.

World Trade Center Victim Compensation Fund/Trial Lawyers Care
Provided pro bono vocational evaluation, loss of earnings, and life care planning services to victims and families of victims in World Trade Center attack. Presented testimony before Special Master Kenneth R. Feinberg, 2003.