

Howard D. Twomey Ed.D, CRC

HDT Consulting

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EDUCATION

Doctor of Education, Leadership Studies	University of San Diego, San Diego, CA	2004
Master of Science, Counseling-Rehabilitation	California State University, Sacramento, CA	1993
Bachelor of Arts, Psychology	California State University, Sacramento, CA	1988

Post-Graduate Certifications:

➤ Certificate - Forensic Rehabilitation, George Washington University, Washington DC	2012
➤ Certificate - Disability Management, San Diego State University, San Diego, CA	1997
➤ Certificate - Rehabilitation Administration, San Diego State University, San Diego, CA	1997

Post-Graduate Studies

➤ Psychopharmacology, San Diego State University	2011
➤ Community College Faculty Preparation Program, CSU Sacramento, Sacramento CA	2005
➤ Human Resource, University of California Davis Extension, Sacramento, CA	1996
➤ Risk Management, Insurance Education Administration, Sacramento, CA	1996

National Certification

Certified Rehabilitation Counselor - National Certification (1993-present) # **11278**

PROFESSIONAL EXPERIENCE

Vocational Rehabilitation Counseling & Expert Witness - (1999-Present)

HDT Consulting Northern and Southern CA

- Forensic Rehabilitation Services – employment, diminished earnings and assessment
- Vocational Counseling and Assessment (testing, adaptive technologies, ADA)
- Expert Witness Testimony
- Educational and Vocational Testing - administration, scoring and interpretation
- Rehabilitation Plan Development and Implementation/Coordination
- Development and Assessment of Return to Work Programs
- Diminished Future Earning Capacity Evaluations and Transferable Skills Analysis

Regional Program Coordinator, Adjunct Professor (2001-Present)

San Diego State University, Research Foundation-Interwork Institute

- Developing and implementing state-wide formative and summative evaluations
- Conduct regional focus groups to develop data matrices and evaluation procedures
- Data analysis - qualitative and quantitative reporting and recommendations from derived data
- Institutional Review Board (IRB) proposal, defense and adherence
- Meeting facilitation, individual and group interviews and focus groups
- Evaluation Instrument Development, implementation and qualitative/quantitative assessment
- Instruction and curriculum development of regional certification programs
- State wide evaluations of Aging and Disability Resource Centers (ADRC)
- Committee Chair - Assembly Bill 1643 including research and evaluation
- Develop and implement educational curriculum, instruction/instructor evaluation procedures
- US Department of Education (DOE) grant development reporting, policy analysis and adherence
- Grant writing and research agenda development and facilitation

Consultant

Mammoth Mountain Ski Area - 1998-2002

- Coordinate rehabilitation services and personnel development for Disability Management Services
- Developed and participated in the long-term education for managers and employees
- Worked extensively with Third Party Administrator to develop/monitor Return to Work Programs

HDT and Associates, Sacramento, CA (1993-1998)

- Educational and Vocational Assessments – testing, scoring, interpretation and accommodation
- Consultant, Vocational Rehabilitation Counselor and Disability Management Consulting
- Developed management training, problem resolution and employee retention programs, ADA compliance, organizational development, program and budget development/implementation

- **Rehabilitation Manager (1992-1993)**

Comprehensive Rehabilitation Associates (CRA), Sacramento, CA

- **Vocational Rehabilitation Counselor (1990-1991)**

Carol Wallace & Associates, Sacramento, CA

- **Occupational Specialist (1989-1990)**

Suhonos' Occupational Services, Sacramento, CA

- **Academic Advisor (1988-1989)**

National University, Stockton, CA

Publications

“Lifelong Learning for Rehabilitation Professionals” - Journal of Rehabilitation Administration
Volume 32, Number 2, 2008

Dissertation: “Two Perspectives on the Effectiveness of an Entry - Level Community Rehabilitation Training Program: A Comparison Model of Student and Supervisory Perceptions”

Thesis: “A Comparison of the Readability of Accessible Job Seeking Skills Literature and The Reading Level of Industrial Injured Workers in California”

COMMUNITY SERVICE

Director of Student Events, Graduate Student Association, University of San Diego	2001-2002
Internship, Grossmont Community College - Leadership and Educational Development	2000-2001
Representative At - Large, California Rehabilitation Counseling Association-CRCA	1999-2001
Vice President, California Rehabilitation Counseling Association - CRCA	1998-1999
Vocational Rehabilitation Licensure Committee, CRCA	1996-1998
Crisis Intervention Supervisor and Case Worker, Diogenes Youth Services	1985-1988
Associated Student Body President, Mendocino Community College, Ukiah CA	1983-1984
Student Trustee to the Board of Trustees, Mendocino Community College, Ukiah CA	1983-1984

PROFESSIONAL AFFILIATIONS

American Counseling Association
California Association of Counseling and Development
California Rehabilitation Counseling Association
Association of Rehabilitation Educators

WORKSHOP - TRAINING DEVELOPMENT

Program Development - Curriculum/National Certificate Development

Employment Services Certificate – San Diego State University Foundation, Interwork Institute
Advanced Employment Services Certificate (California, Nevada, Arizona and Hawaii)
Employment Services Certificate (California, Nevada, Arizona and Hawaii)
Management and Leadership Series Certificate

Conference Presentations

Best Practices in Vocational Rehabilitation - Nevada Association of Behavior Analysis, 2008
A Training and Certification Model - Association of Community Rehabilitation Educators: 2004

Instruction-Rehabilitation

Rehabilitation Strategies (Vocational/educational assessments, TSA-VDARE, Job Analysis)
Disabilities in the Workplace: Matching People and Jobs - Customized Employment
Labor Market Analysis and Client Assessment
Client and Employer Assessment
Workplace Assessment and Job Analysis
Defining Success: Issues & Trends in Mental Illness
Job Development and Case Practices
Psychological and Social Aspects of Disability
Employer Relationship Development
Working Toward a Positive Placement
Understanding a Client Rights and Your Responsibilities
Ethics and Working with Employers
Ethics: Abuse and Neglect
Employer Relationship/Communication

Instruction-Management

Manager Skill Development (series/certification)
Delegating Responsibility, Motivation and Promoting Staff Development
Focus Group Training/Facilitation
Team Development and Communication
Leadership and Change
Managing in Crises and Changing Environments
Developing Communication Skills