

Howard D. Twomey Ed.D, CRC

HDT Consulting

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EDUCATION

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| 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:

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| ➤ Certificate - Life Care Planer, Capital University Law School, Columbus Ohio | 2017 |
| ➤ 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

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| ➤ 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

Rehabilitation Expert Witness - (1999-Present)

HDT Consulting Northern and Southern CA

- Forensic Rehabilitation Services – Employment, Diminished Earnings and Assessment
- Life Care Planning – Evaluations, Cost and Care Analysis
- Vocational Counseling and Assessment (testing, adaptive technologies, ADA)
- 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/Guest Lecturer (2000-2016)

San Diego State University, Research Foundation-Interwork Institute

- Ongoing Guest Lectures – Private Vocational Rehabilitation and Ethics
- 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/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

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 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 – Co-writer

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 and Professional Service

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| 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
International Association of Rehabilitation Professionals

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 Course Development and Delivery-Rehabilitation 2000 - 2015

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 Course Development and Delivery - Management 2000-2015

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