



**KOHLBERG & ASSOCIATES**

**VOCATIONAL COUNSELING SERVICES**

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**BETTY KOHLENBERG, M.S., CRC, ABVE**

## **EXPERIENCE**

1981-Present

### **Vocational Counselor & Consultant**

Kohlenberg & Associates, San Francisco, CA

Vocational evaluation, career counseling, career planning and expert testimony services in personal injury, family law, employment law, Workers' Compensation, OWCP, long term disability, and Social Security cases. Vocational seminars and workshops for employees with disabilities, case managers and rehabilitation professionals. Vocational Consultant to agencies serving people living with disabilities.

1984-1994

### **Workers' Compensation Rehabilitation Instructor**

Insurance Education Association, San Francisco, CA

Taught vocational rehabilitation management to Workers' Compensation insurance carrier representatives.

1979-1981

### **Manager/ Vocational Rehabilitation Counselor**

Rehabilitation Associates, San Francisco, CA

Opened and managed rehabilitation counseling office and provided rehabilitation services to industrially injured workers.

1978-1979

### **Vocational Rehabilitation Counselor**

Vocational Rehabilitation Services, South San Francisco, CA

Supervised and trained counselors and job developers in providing rehabilitation services. Developed rehabilitation plans for industrially injured workers.

- 1977-1978            **Compensation Insurance Representative**  
State Compensation Insurance Fund, San Francisco, CA
- 1975-1976            **Employment Representative**  
Minnesota Department of Employment Services, St. Cloud, MN
- 1973-1974            **Rehabilitation Counselor,**  
Minnesota Services for the Blind, St. Cloud, MN

## **EDUCATION**

- M.S.**                    **Vocational Rehabilitation Counseling**  
St. Cloud State University, St. Cloud, MN
- B.A.**                    **Psychology**  
University of Pennsylvania, Philadelphia, PA

## **CREDENTIALS**

- C.R.C.**                    **Certified Rehabilitation Counselor,** conferred by the Commission  
on Rehabilitation Counselor Certification, #00004287, 1987
- A.B.V.E**                **Diplomate,** American Board of Vocational Experts, #01181, 1995

## **PROFESSIONAL AFFILIATIONS**

- BAVE**                    Bay Area Vocational Experts
- IARP**                    International Association of Rehabilitation Professionals  
Member Forensic Section
- NRA**                    National Rehabilitation Association
- NWPC**                  National Working Positive Coalition, Co-founder and Board of  
Directors, 2004 - 2008

**PROFESSIONAL ACTIVITIES**

- 1995-07            **Vocational Consultant** for Positive Resource Center (PRC), providing employment counseling for people living with HIV/AIDS. Created and facilitated more than 550 weekly job seeking skills seminars (Mondays@10). Created, facilitated, and conducted research in 38 groups of an eight-week career counseling program, Making A Plan (MAP), serving more than 400 people with HIV.
- 2004-05            **Editor and Co-author** of Vocational Evaluation: Standards Of Practice In California Family Law, a guide to the practice of vocational evaluation written by the Bay Area Vocational Experts group
- 2004                **Lecturer** for the Counseling Practicum for rehabilitation counseling graduate students, San Francisco State University Department of Counseling, San Francisco
- 2003-present      **Member**, ABVE Credentials Committee
- 2000-04            **Member**, Rehabilitation Counseling Program Advisory Board for San Francisco State University Department of Counseling
- 1998-2002        **Member**, Community Advisory Committee and Provider Network Committee of the HIV/AIDS Employment Development Unit, San Francisco Health Department
- 1997-98            **Member**, H.E.A.R.T. (HIV Education & AIDS Rehabilitation Training) Project Advisory Group at San Francisco State University Department of Counseling
- 1996-00            **Member**, Positive Resource Center Programs Committee  
**Member**, Positive Resource Community Advisory Committee of the AIDS Benefit Counselors (ABC) Board of Directors  
**Member**, Interim Board of Directors, Positive Resource Center
- 1993-94            **San Francisco Bay Area Regional President**, Member of Peer Review Committee (1993-2001), California Association of Rehabilitation Professionals (CARP)
- 1992-94            **Member**, CARP Technical Advisory Committee to the Institute for Worker Health and Rehabilitation

**Please inquire for the list of professional activities prior to 1992**

**SEMINARS & PRESENTATIONS**

- Feb 2009            **Speaker** on “Vocational Services in Family Law Collaborative Practice Cases” for Collaborative Practice Silicon Valley, Santa Clara
- Sep 2007            **Speaker** on “Preparing Clients for a Vocational Evaluation” for the San Mateo County Bar Association Family Law Section, Foster City
- Jul 2007            **Speaker** on “Vocational Services in Family Law Collaborative Practice Cases” for the Collaborative Practice San Mateo Group, San Mateo.
- Mar 2007            **Speaker** on “Legal Restrictions on Employment: Solutions for Unique Workers” for the American Board of Vocational Experts, Seattle, WA
- Feb 2007            **Speaker** on “Vocational Evaluations in Family Law Cases” for the Marin Family Law Study Group, San Rafael
- Feb 2007            **Speaker** on “What Every Family Law Attorney Should Know About Vocational Evaluations” for the Barristers Family Law Section of the Bar Association of San Francisco, San Francisco
- Sep 2005            **Speaker** on “Handling Cross Examination” for the ABVE Fall Conference, San Francisco
- May 2005            **Speaker** on “Vocational Evaluations in Employment Law” for the Marin County Bar Association Employment Law Section monthly meeting, Mill Valley
- Apr 2005            **Speaker** on “Cancer in the Workplace” for the UCSF Cancer Resource Center, San Francisco
- Jan 2005            **Speaker** on “What a Vocational Counselor Can Do for You: Cross Examining Credentials, Opinions and Reports” for the Northern California chapter, Association of Certified Family Law Specialists, San Mateo
- Nov 2004            **Speaker** on “Domestic Assessments – Vocational Aspects” at the IARP 2004 Forensic Section Conference, San Antonio
- Oct 2004            **Panel Speaker** on “Spousal/Family Support: Providing Expert Vocational Evaluation Testimony” for the CARRP 22<sup>nd</sup> Annual Conference, San Francisco

- Oct 2004            **Panelist** on “Vocational Evaluation: Standards of Practice in California Family Law” for the American Board of Vocational Experts 2004 Fall Conference, Las Vegas
- Sep 2004            **Speaker** on “Vocational Evaluations in Family Law” for the Young Family Lawyers’ Group, San Francisco
- Sep 2004            **Instructor** on “Vocational Evaluations in Family Law Cases” for the San Joaquin County Bar Association Family Law Section Continuing Legal Education, Stockton
- Mar 2004            **Speaker** on “Cancer in the Workplace” for the UCSF Cancer Resource Center, San Francisco
- Apr 2003            **Speaker** on “Direct- and Cross-Examination of Expert Witnesses” for the Family Law Mentoring Groups, San Francisco
- Mar 2003            **Panelist** on “Vocational Evaluations in California Family Law” for ABVE, San Diego
- Jan 2003            **Speaker** on “Cancer in the Workplace” for the UCSF Cancer Resource Center, San Francisco
- Oct 2002            **Speaker** on “Managing Career Change with RSI” for the Repetitive Strain Injury Support Group, Mills Health Center, San Mateo
- Sep 2002            **Speaker** on “Vocational Evaluations in Family Law” for the Young Family Lawyers’ Group, San Francisco
- Sep 2002            **Speaker** on “Returning to Work with Cancer: Issues to Consider” for the 7<sup>th</sup> National Brain Tumor Conference, San Mateo
- Jun 2002            **Speaker** on “Reasons for Vocational Evaluation in Marital Dissolution” for the Alameda Bar Association Family Law Section, Oakland
- Feb 2002            **Speaker** on “Cancer in the Workplace” for the UCSF Comprehensive Cancer Center’s Cancer Resource Center, San Francisco
- Sep 2000            **Instructor** on “Interviewing and Selecting Candidates within Disability Guidelines” for Bay Area Video Coalition Media Link Program staff, San Francisco

- Aug 2000            **Speaker** on “Who’s in Charge: Taking Control of Your Career with RSI” for the Repetitive Strain Injury Support Group, Mills Health Center, San Mateo
- Jun 2000            **Speaker** on “Strategies for Managing Cancer and Career” for the CPMC Community Health Resource Center, San Francisco
- Nov 1999           **Speaker** on “Returning to Work with Cancer” for the UCSF Clinical Cancer Center’s Cancer Resource Center, San Francisco
- Oct 1999           **Speaker** on “Answering Employment Questions for People with Cancer” for the National Carcinoid Conference, sponsored by UCSF Stanford Healthcare’s Cancer Resource Center, Novartis Oncology and the National Carcinoid Support Group Inc., San Francisco
- Sep 1999           **Instructor** in “Interviewing Skills for Career Advancement” for SF Muni supervisors’ union, Transport Workers of America Local 200, training for promotional examinations for managers, San Francisco
- Jul 1999            **Speaker** on “Answering Employment Questions for People with Cancer” for the Community Health Resource Center of the California Pacific Medical Center, San Francisco
- Jun 1999            **Speaker** on “Career Choice for People with RSI” at the East Bay RSI Support Group, Berkeley
- Apr 1999            **Career Counselor** for “What on Earth Will You Do? Navigating Environmental Career Paths”, a conference for 125 eighth grade students and their guidance counselors, for the Family Ecology Program and the Alameda County Office of Education, Oakland
- Jun 1998            **Speaker** on "The Vocational Evaluation Process in Marital Dissolutions" at San Francisco Bar Association Family Law Section monthly meeting
- Oct 1997            **Staff Trainer** on "Return to Work Issues for People with Disabilities" for the Women's Cancer Resource Center, Berkeley
- 1996                **Panelist** on "Very Work-Able: How the Disabled Contribute to Employers," "Getting the Most Out of Giving - The Many Rewards of Volunteerism," and "Job Snobbery - How You Deal With It" on TCI's **JobNET** on Cable Channel 35, San Francisco

**HIV/AIDS-related SEMINARS & PRESENTATIONS**

- Oct 2006            **Speaker** on “Considering Work While Living with HIV” for WORLD’s Lotus Project, a peer advocacy program for HIV+ women, Oakland
- Oct 2006            **Speaker** on “Getting Ready to Consider Work” for the UCSF Center for AIDS Prevention Studies (CAPS) Transgender Resource and Neighborhood Space (TRANS), San Francisco
- Jun 2006            **Instructor and Moderator** on “Considering Work While Living with HIV” for PRC’s Just for Women Workshop, San Francisco
- May 2006            **Speaker** on “Considering Work: Choosing what to do and deciding about disclosure” for the NWPC Working Positive Institute at VOICES 2006, AIDS Alliance Conference, Washington, DC
- Jan 2006            **Speaker** on “Structuring Employment Services for People Living with HIV/AIDS” for the Sonoma County Commission on AIDS Task Force, Sebastopol CA
- Nov 2005            **Speaker** on “Employees’ Rights on the Job: Making the decision about disclosing HIV status and asking for accommodations,” “Employment Service Principles: What Works,” and “Thinking about Work While Living with HIV” for the NWPC Positive Futures training institute, Hartford CT
- Oct 2004            **Speaker** on “What Works: Effective Service Approaches” and on “Disclosure, Accommodation and the ADA from the Employee’s and Employer’s Perspective” at NWPC’s Positive Futures Institute, Philadelphia
- Jan/Jul 2004        **Instructor and Moderator** on “Considering Work While Living with HIV” for Just for Women Workshop, San Francisco
- Sep 2003            **Speaker** on “Resume Writing” and “Disclosure of HIV/AIDS Status” for the Positive Workforce: From Hope to Reality Conference, San Diego
- Sep 2003            **Speaker** on “Understanding HIV/AIDS: Essential Rehabilitation Issues” for the National Rehabilitation Association Pacific Region Training Conference 2003, San Francisco
- Apr 2003            **Instructor** on “Rehabilitation Barriers and Work Issues for People with HIV/AIDS” for the Department of Rehabilitation San Francisco District new counselor training, San Francisco

- Apr 2002            **Speaker** on “Staying in Your ‘DO’s’ for *Just for Women: A Private Space for HIV+ Women Considering Options For Training and Employment* sponsored by Positive Resource Center, UCSF’s AIDS Health Project and Shanti, San Francisco
- Feb 2000            **Speaker** on “The American Experience of Employment for People Living with HIV/AIDS” for the Positive Futures Initiative, London, England
- Jan 2002            **Speaker** on “Starting to Think about Work” for AIDS Support Network, San Luis Obispo
- Oct 2001            **Speaker** on “The Next Steps: Pursuing Options for Work or Education” for PRC’s *Just for Women: Employment Services for HIV+ Women*, San Francisco
- Sep 2001            **Speaker** on “The Medical Assessment Process for Vocational Issues” for *HIV and Work: What Providers Need to Know*, a conference sponsored by CPMC and the Community Consortium, an association of health care providers who care for the majority of people with HIV infection in the San Francisco Bay area.
- Mar 2001            **Speaker** on “A Client-Focused Model for Considering Work for People Living with HIV/AIDS” and “Workplace Re-entry Preparation” at the 13<sup>th</sup> National AIDS Update Conference, San Francisco
- Mar 2001            **Instructor** on “Vocational Issues in Social Security Disability Hearings” for San Francisco AIDS Foundation, San Francisco
- Nov 2000            **Speaker** on “Thinking about Job Goals: Deciding What You Really Want” for PRC’s *Just for Women: Employment Services for HIV+ Women*, San Francisco
- Jul 2000            **Instructor** on “Helping People with HIV/AIDS Consider a Return to Work: Issues and Answers” for clients and Case Managers, sponsored by the AIDS Education Project, Department of Psychiatry, John A. Burns School of Medicine, University of Hawaii at Manoa, Honolulu, HI
- Jun 2000            **Speaker** on “Employment Issues for People Living with AIDS” for Contra Costa HIV/AIDS Consortium, Richmond

- Aug 1999            **Speaker** on “Answering the Hardest Questions: Employment for People Living with HIV/AIDS” for vocational rehabilitation counselors, employment specialists and social workers; on “Starting to Think about Work: Choosing Jobs and Careers While Living with HIV” for people with HIV, for Northern Nevada HOPES, Reno, NV
- Aug 1999            **Speaker** on "Employment Issues for People with HIV" at Positive Resource Center's training for social/vocational service providers, The Challenge of Employment: Meeting the Emerging Needs of People with HIV/AIDS, San Francisco
- May 1999            **Moderator** for “HIV in the Workplace: ADA Implications” and “The Immediate and Long Term Effects of Vocational Evaluation on Spousal Support” at the ABVE Spring Conference, San Francisco
- Mar 1999            **Speaker** on “Mental Health Issues in Returning to Work for Persons Living with HIV” in *The Changing Epidemic: Emerging Mental Health Issues* at National HIV/AIDS Update Conference, San Francisco
- Mar 1999            **Speaker** on “Employment Issues for People with HIV” at Positive Resource Center’s training for social/vocational service providers, The Challenge of Employment: Meeting the Emerging Needs of People with HIV/AIDS, Oakland and Novato
- Jan 1999            **Speaker** on “AIDS in the Workplace” on At Work with Marty Nemko, on Public Radio station KALW, 91.7 fm, San Francisco
- Aug 1998            **Speaker** on "Helping People with HIV Return to Work" at ABC Positive Resource Center's training for social/vocational service providers, The Challenge of Employment: Meeting the Emerging Needs of People with HIV/AIDS, San Francisco
- Mar 1998  
Apr 1997  
Mar 1997            **Seminar Instructor** on "Interviewing - Specific Answers to Hard Questions" and "Answers to Illegal Questions" for the Marin AIDS Project's Employment Support Group, San Rafael
- Feb 1998            **Panelist** on "Employment Issues and Resources for People with HIV/AIDS" for the Second Western H.E.A.R.T. Conference, San Francisco State University, San Francisco
- Jan 1998            **Speaker** on "Planning Your Return to Work" for the HIV/AIDS Resources, Counseling Department, Kaiser Permanente, Santa Clara

Oct 1997            **Seminar Instructor** on "Choosing a Job" and "Answering Illegal Questions" for the Thursday HIV Workshops sponsored by Berkeley Community Law Center, Fremont and Oakland

**Please inquire for the list of seminars and presentations prior to 1996**

## **PUBLICATIONS**

- Kohlenberg, Betty, *Creating Effective Employment Services for People Living with HIV/AIDS*, The Source, Spring 2008, Volume 17, No. 1, pp 8-15, a publication of the National Abandoned Infants Assistance Resource Center, University of California at Berkeley
- Kohlenberg, Betty, *Vocational Counseling Helps Clients with Work, Collaborative Process and Life*, Collaborative Review, Spring 2008, Volume 10, issue 1, pp1-8
- Kohlenberg, Betty, *Finding a Dutch Program for HIV-Specific Employment Services*, The Rehabilitation Professional (IARP Journal) 2008, 16(1), pp 21-27
- Kohlenberg, Betty, *More than the basics: What vocational evaluations can do for you*, ACFLS Newsletter, Association of Certified Family Law Specialists, Spring 2005, No. 2, pp 23-24
- Goldblum, Peter and Kohlenberg, Betty, *Vocational counseling for people with HIV: The client-focused considering work model*, Journal of Vocational Rehabilitation, 2005, Number 2, volume 22, pp 115–124
- Kohlenberg, Betty, *Group Employment Counseling “Making A Plan,”* GMHC Treatment Issues, March/April 2004, v 18, n3/4, p 10
- Kohlenberg, Betty, *Discussing Your Disability*, Vermont Association of Business, Industry and Rehabilitation Newsletters, July 30, 2004 and August 27, 2004
- Kohlenberg, Betty and Watts, Meredith, *Considering Work for People Living with HIV/AIDS: Evaluation of a Group Employment Counseling Program*, Journal of Rehabilitation, Jan/Feb/March 2003, v 69, n1, pp 22-29
- Martin, David J., Goldblum, Peter, Kohlenberg, Betty & Razzano, Lisa A. *HIV and Work: New Challenges for Psychologists, A Training Module*, HOPE Program Training, American Psychological Association Office on AIDS, 2002
- Kohlenberg, Betty, *Training People with Disabilities in Interviewing*, IARP Case Management Section Newsletter, Oct/Nov/Dec 2001, pages 3-5
- Kohlenberg, Betty, *Group Employment Counseling for People with HIV*, in Focus, A Guide to AIDS Research and Counseling, UCSF AIDS Health Project, November 2001, v16, n 12, pp 4-6
- Goldblum, Peter and Kohlenberg, Betty, *Considering Work: A Client-Focused Model for People with HIV*, in Focus, A Guide to AIDS Research and Counseling, UCSF AIDS Health Project, November 2001, v16, n 12, pp 1-3

Kohlenberg, Betty and Watts, Meredith, *Group Employment Counseling for People Living with HIV/AIDS: Making A Plan (MAP) Groups, a report of the first year of a pilot program*, paper presented at the 13<sup>th</sup> National AIDS Update Conference, San Francisco CA, March 2001

Kohlenberg, Betty and Goldblum, Peter, *A Client-Focused Model for Considering Work for People with HIV/AIDS*, paper presented at the 13<sup>th</sup> National AIDS Update Conference, San Francisco, March 2001

Kohlenberg, Betty, *ASK BETTY: Employment Questions and Answers*, a column in *ENABLE*, the Official Magazine of the American Association of People with Disabilities  
*A New Column to Answer Your Questions about Employment*, March/April 1998, p. 121.  
*Are "Yes- Buts" Keeping You from Work?* May/June/July, 1998, pp. 93-94.  
*Thinking about Schools*, Aug/Sept/Oct, 1998, pp. 92-94.

Kohlenberg, Betty, *Career Questions* in *What's Next: Planning Your Future*, a chapter of the *Thrive Guide, A Survival Manual for Young People Living with HIV*, Health Initiatives for Youth, 1998.

Kohlenberg, Betty, *Employment Issues for People Living with HIV/AIDS, Discussing Your Disability: Should You Say Anything? and Answering the Hardest Questions: Why did you leave your last job? What have you done since then?* in *Reconstruction Kit*, a program of AID Atlanta, 1997.

Kohlenberg, Betty, *It's Back to Work We Go: HIV and Re-entering the Job Market* in *Focus, A Guide to AIDS Research and Counseling*, UCSF AIDS Health Project, Volume 12 Number 8, July 1997, pp 5-7.

Kohlenberg, Betty, *Employment Issues for People Living with HIV/AIDS* in *The Vocational Expert*, newsletter of the American Board of Vocational Experts, Summer 1997, Volume 14, Issue 2.

Kohlenberg, Betty, *Employers Want to Know* in *Gateway*, the newsletter of the Golden Gate Business Association, July 1997.

Kohlenberg, Betty, *ETHICS: Kickbacks Requested from Schools* in CARRP's *Keeping California Working* Newsletter, August 1996.

Kohlenberg, Betty, *Storytelling or HOW to TALK ABOUT YOURSELF* in an *INTERVIEW* in *Lawyers in Transition* Newsletter, July-September 1995.  
Excerpted in Notre Dame Law School Career Service Office News, August 2001

Kohlenberg, Betty, *The Grief Process in Workers' Compensation*, in the *CARP* Newsletter, July 1994.

Kohlenberg, Betty, *Can Rehabilitation Professionals Provide Services Ethically Under AB110?* in the CARP Newsletter, June 1994.

Kohlenberg, Betty, *Integration of Vocational Rehabilitation is Essential: Healthy Worker/Healthy Workplace, the Productivity Connection* in the CARP Newsletter, September 1990. A review of the 1990 report of the California Legislature's Senate Committee on Industrial Relations.

### **MEDIA INTERVIEWS**

*Kijken naar de hele mens, niet alleen naar de ziekte* [Look at the Whole Person, Not Just at the Disease: A California rehabilitation program consistent with a Dutch program] in U&UWV, Hemels Publishers, Postbus 369, 1200 AJ Hilversum, Netherlands, April 2006, pp 44-45

*Working to Live* and *Working with HIV and AIDS*, by Brent Hunsberger in The Oregonian, 3/29/02, page B1.

*Taking Care of Business*, by Bob Adams in HIV Plus, February/March 2002, volume 5, number 2, pages 14-20

Workways, a column by Ilana DeBare in San Francisco Chronicle, 3/12/99, page B3

Morning Edition by Scott Shafer, National Public Radio, KQED 88.5 fm, 8/19/98

California Report by Scott Shafer, National Public Radio, KQED 88.5 fm, 7/3/98

Workways, columns by Ilana DeBare in the San Francisco Chronicle, 5/4/98, page B1 and 3/9/98, page B1

*Life After Dying: Now That You Might Live*, by Tim Kingston, San Francisco Frontiers, volume 16, issue 2, 5/22/97, pp. 12-15

Workways, a column by Ilana DeBare in San Francisco Chronicle, 6/8/97, page B10

AIDS Update, TCI Cable Channel 35, San Francisco, June 1997

California Report by Rachel Gottbaum, National Public Radio, KQED 88.5 fm, 2/97

French Public Television, June 1997

KNBR/KFOG Radio's public affairs program, San Francisco, January 1996 •••