

Reasons for a Vocational Evaluation in a Marital Dissolution

- A spouse is not working.
- A spouse states that s/he is not able to work, but both parties do not agree upon the reason.
- A spouse states that s/he is not able to work due to the demands of a child's health or child care concerns, but the parties do not agree about the level of impact of the child's needs on the parent's vocational ability.
- A spouse is unsure of a vocational goal.
- A spouse has no recent work experience.
- A spouse is working part time but probably has the capacity to work full time.
- A spouse's current income is significantly less than in a prior earning period.
- A spouse has a history of vocational difficulties: frequent job changes, dismissals, unused education, underemployment or extended unemployment.
- The supporting spouse has a sudden unexplainable drop in reported earnings.
- The supported spouse refuses to go to work.
- A spouse identifies a vocational goal that seems unrealistic or necessitates a prolonged preparation period.
- A spouse expresses fear of going to work.
- A spouse has a disability that may affect vocational choice or success.
- A spouse has conducted an extended unsuccessful job search.

Essential Vocational Evaluation Services

- Wage earning capacity – determine client’s skills, abilities, aptitudes, physical and psychological capacities, interests and values; identify potential job titles with associated wage ranges and access to labor market.
- Labor market research – collect current information about potential earnings associated with particular jobs and industries, from published sources and specific contacts with local employers or information sources.
- Vocational planning – outline the steps needed to achieve a vocational goal, comparing sources of training and specific programs, if needed, and including costs, timing and identification of potential barriers.

Associated Vocational Services

In addition to conducting the Vocational Evaluation Process to determine wage-earning capacity, a vocational expert can be expected to be able to:

- Counsel a client about resumes, interviewing, labor market trends, training resources and dealing with fears about re-entry into the workplace
- Assign and instruct a client in appropriate vocational activities such as:
 - Obtaining transcripts, identifying academic requirements for a desired program or degree
 - Detailing work history
 - Completing vocational testing
 - Assisting in collecting medical information relevant to vocational planning
 - Making changes in appearance to increase employability
 - Contacting employers, schools, employment agencies or other sources of information about selected vocations
- Identify a disability and evaluate its impact on vocational planning
- Develop a vocational plan and explain the vocational planning process
- Discuss incentive systems to increase motivation to complete a vocational plan
- Provide expert testimony about the wage earning capacity of the evaluated spouse
- Assist in developing the cross-examination of opposing vocational experts
- Re-evaluate client re compliance with an agreed-upon vocational plan
- Evaluate the adequacy and appropriateness of job search efforts