

What is a Reasonable Job Search? Developing a Theoretical Framework

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Abstract. The quantification of a reasonable job search represents a concern among rehabilitation professionals, specifically Rehabilitation Counselors, particularly in the context of personal injury and workers' compensation. Similarly, the courts have been confronted with determining whether an evaluatee's job search efforts were reasonable, and Rehabilitation Counselors have been faced with qualitatively and quantitatively completing this assessment. Moreover, vocational rehabilitation professionals have been requested to provide opinions regarding whether or not an evaluatee has performed a reasonable job search in litigated cases, perhaps affecting continuance or termination of benefits. Indeed, the definition of a reasonable job search may vary according to the type of jurisdiction, such as state workers' compensation, personal injury, and discrimination or employment law. In contrast, a common thread is that there have been few guidelines published to assist in objectively assessing an evaluatee's job search activities. The authors propose development of a *Job Search Evaluation Scale* to quantitatively evaluate the efforts of an evaluatee's job search. The *Job Search Evaluation Scale* identifies a basal rate and sets forth six factors that are rated on a scale of one to seven based upon the evaluatee's efforts. The proposed *Job Search Evaluation Scale* may assist the rehabilitation counselor to quantify reasonable job search efforts completed by a claimant or plaintiff in a litigated circumstance.

Historically, vocational rehabilitation professionals, in both the public and private sector, have been requested to analyze employability as part of his/her evaluation task. This is true in litigated cases including labor law, marital dissolution, personal injury, and in some workers' compensation cases. For vocational rehabilitation professionals, analyzing employability involves identifying the job or jobs an individual with a disability, or with a significant life change, can perform. In some instances this includes projecting the earnings of the job or jobs. A classic example may be represented by an armed forces veteran who has lost a limb and subsequently been evaluated for job placement services remains inherent to the issue of residual employability. Alternatively, an evaluation may be completed regarding a plaintiff's level or degree of job search efforts to attain employment post-accident. The question of what steps may be necessary for a particular evaluatee to become employable, or to obtain a particular job indeed may be difficult to not only qualitatively evaluate, but quantitatively define.

In addition to analyzing employability, vocational rehabilitation professionals are occasionally requested to evaluate if an evaluatee has conducted a reasonable job search. While much of the debate concerning what constitutes a reasonable job search can be traced directly to social legislation, with roots in the Civil Rights Act of 1964, some can also be traced to workers' compensation law. The United States began enacting workers compensation statutes in the early 20th century modeled after the German law originated by Chancellor Otto Von Bismarck. By 1949, each of the 48 contiguous states had adopted a workers' compensation statute (Guyton, 1999). In some states such as Mississippi, the claimant is expected to make efforts to "... obtain work in similar or other jobs ..." (*Georgia Pacific Corp. v. Louis Taplin*, 1991). Some state workers' compensation decisions also speak to the need for completing a thorough or reasonable job search (*Lott V. Hudspeth*, 2010; *National Linen Service v. McGuinn*, 1989). Consequently, vocational rehabilitation professionals have been called upon to render opinions as to the reasonableness of a particular evaluatee's job search effort.

A frequently referenced case in matters related to the reasonable job search issue is a 1983 Michigan Supreme Court decision in a wrongful discharge dispute called *Rasimas v. Michigan Department of Mental Health*. In the *Rasimas* decision (1983, p. 14), the court noted the defendant had two possible defenses in an Equal Employment Opportunity Commission (EEOC) claim: "(1) there were substantially equivalent positions which were available; and 2) the claimant failed to use reasonable care and diligence in seeking such positions." The court also noted that "A claimant is only required to make reasonable efforts to mitigate damages, and is not held to the highest standards of diligence. The claimant's burden is not onerous, and does not require him to be successful in mitigation" (*Rasimas v. Michigan Department of Mental Health*, 1983, pp. 9–10). Black (1999) defines reasonable diligence as "A fair, and due degree of care and activity measured with reference to particular circumstances; such diligence, care or attention as might be expected from a man or ordinary prudence or activity" (Black's Legal Dictionary, 2nd ed. online). In another often cited Tennessee Supreme Court case *Frye v. Memphis State* (1991), the claimant did not seek other employment to any significant degree and the court accepted it. Most court decisions reviewed did indicate that the claimant must make some effort to secure employment as a legitimate step to warrant consideration of settlement or subsequent benefits.

Over the past century, an extensive body of knowledge has been developed in the field of career counseling and job placement. Vocational rehabilitation professionals now have access to a vast array of data and tools which can be brought to bear to assist persons with disabilities in obtaining employment. Many vocational rehabilitation professionals who operate in this setting are skilled in reviewing medical records and identifying physical restrictions. Moreover, they routinely identify residual functional capacity, perform job analyses, perform labor market research, and ultimately calculate and estimate an injured worker's loss of earning capacity. Vocational rehabilitation professionals are also skilled in determining an evaluatee's earning capacity in marital dissolution cases. This service is often requested to help with setting alimony rates. Vocational Counselors are also highly skilled in assisting evaluatees with job placement. This includes helping an evaluatee develop and perfect a resume, assisting with the application process, practicing interviews, and counseling on what to say, and what not to say in an interview (Kohlenberg, 2013). Another skill that vocational rehabilitation professionals bring to the table is performing a transferability of skills analysis. This process involves utilizing data from sources including the *Dictionary of Occupational Titles (DOT)* and the *O*Net* to identify an individual's past work skills and interest and then correlate those skills with other jobs. However, it must be noted that the *DOT* as

a sole source of information, represents an outdated resource. Along with labor market research, the transferability of skills analysis is helpful in determining realistic job goals for an evaluatee after an injury. Interestingly, while vocational rehabilitation professionals possess extensive knowledge and skills in this area, the evaluatee may be lacking the basic skills needed for a job search. This turn of events has, at least in Mississippi, led to a situation in which attorneys are the ones who most frequently give vocational counseling to evaluatees (based on personal experiences of the author).

Measures Currently Available

Some governmental agencies do have measures that address the issue of the reasonable job search. For example, the U.S. Census Bureau utilizes a set of guidelines for determining whether or not an individual is "Looking for Work" or "Not in the Labor Force." In order for an individual to be classified as looking for work, he or she must have performed an "Active Job Search." According to the Census Bureau an active job search is defined as "... one that could have resulted in a job offer without further action on the part of the job seeker" (Unemployment Concepts, p. B2-4). Examples of the Census Bureau's active job search methods include: Contacting a public or private employment agency, contacting an employer directly, sending out resumes, or talking to friends or relatives. An example of a passive job search method is looking at classified ads but not responding, attending a job fair, or studying for certifications or licenses. If an unemployed worker fails to perform an active job search, as defined by Census Bureau criteria, he or she is considered to be not in the labor force, for Census Bureau purposes. While clear enough for Census Bureau survey purposes, this guideline is insufficient for the sometimes complex cases vocational rehabilitation professionals are often confronted with.

In a related, but slightly different perspective, the EEOC has a methodology for defining a "job applicant." According to the EEOC's 1979 guidelines an individual must have "indicated an interest" in a job or position to be considered as an applicant. This was further clarified in 2004 to include record keeping with Internet applications. According to the update, in order to be considered an applicant, the employer must have acted to fill a certain position, the job seeker followed the employer's standard procedures for submitting an application, and he or she indicated interest in a particular position (U.S. Equal Employment Opportunity Commission, 1979, 2004). This measure is helpful in defining a "job applicant." This distinction by the EEOC is certainly an important one, since an evaluatee who has failed to meet the EEOC definition of an applicant will probably have

difficulty presenting evidence of making a reasonable job search.

The criteria of the U.S. Census Bureau and the EEOC provide initial reference points for objectively evaluating a job search. Yet between the criteria set forth by these two governmental agencies is a broad gap. What exists in between these two reference points? How does a vocational rehabilitation professional determine whether an evaluatee made a very strong job search or a very weak one? An element that appears to be lacking is a metric allowing the vocational rehabilitation professional to rate, rank, or otherwise quantify the reasonableness of an evaluatee's job search.

Job Search Characteristics

There is no lack of information concerning the steps a person can take to successfully obtain employment. Several authors have emphasized the need for using a multi-factorial approach in doing a job search (i.e., Kohlenberg, 2013). In particular, Kohlenberg advocates keeping daily records of hours spent, contacts made, and follow-up details. Kohlenberg also articulates the need for making active contacts and involving the 25 people in your network most likely to help you get a job.

In order to best describe the parameters of a reasonable job search, one must begin by examining the known requirements for a successful job search. Clearly, the first requirement of a successful job search is the amount of time spent in the effort. A job seeker willing to spend a significant amount of time performing the activities that are proven to be effective in job searches will be most likely to obtain interviews and job offers. One way of insuring he or she devotes a significant amount of time to this effort is keeping to a regular schedule during a week or month.

Also vital to a successful job search effort is the amount of time spent in face-to-face contacts with employers. It is tempting today to restrict oneself to searching for job postings on the Internet and submitting applications online. While the proliferation of electronic job postings cannot be ignored as a reality of today's world, sources have estimated that approximately 75 to 80 percent of job openings are never posted; whereas, only 20 to 25 percent of job openings filled are ones which were published. In this vein, some authors speak of the "hidden job market." Thus, the job seeker who is serious about maximizing his or her chances of obtaining a job offer will expend at least as much time and energy speaking with employers or entities who have direct influence on hiring as they spend searching online (Bissonette, 1994; Farr, 1988).

Another avenue for a diligent job seeker is obtaining agency assistance. While some of these agencies charge a fee, others are free to the public. For example, each state has federally mandated state job ser-

vice offices situated throughout their boundaries to assure citizens have easy access to trained professionals who can assist in locating suitable employment opportunities. Each state maintains a database of current job openings with a wealth of data such as job duties, qualifications and the anticipated salary range. These centers often provide job seeking skills training to assist individuals who are not well versed in the job search process. Persons with disabilities can avail themselves of the services of the Rehabilitation Services Administration, sometimes referred to as State Vocational Rehabilitation (VR), with numerous locations throughout each state. Most vocational rehabilitation professionals employed in state agencies are trained to assist individuals with disabilities in obtaining employment. Often those professionals are trained to work with individuals with specific disabilities such as spinal cord injury, visual impairments, hearing impairments, acquired brain injury, or orthopedic impairments. Obviously, an option for some is to secure the assistance of a private agency to assist them in their job search effort. By availing himself or herself of the assistance of an agency, public or private, the job seeker demonstrates awareness of the need to draw upon outside resources in an effort to locate employment.

Informational Interviewing is a relatively new term, but it essentially gives a name to a common-sense job seeking technique which more than likely has existed many years. According to Bolles (2013), the Informational Interview is a key factor in helping a job seeker examine himself or herself, identify realistic job goals that suit the evaluatee, and identify opportunities in his or her chosen field. The Informational Interview should begin with the evaluatee identifying a target industry followed by identifying employers within that industry. The evaluatee should then seek to talk with individuals who work for these employers to identify what is required to perform jobs in the industry. During this time, the evaluatee will be able to identify the educational or experience requirements to perform the job, the possibility of job openings in the field, and information about the culture of employers in the field. One point that Bolles emphasizes is that evaluatees should focus on talking to front line workers such as a receptionist or someone who performs the job the evaluatee is seeking information about. Evaluatees should avoid upper management personnel such as the human resource director because one of his or her jobs is to cull applicants. One of the goals of the Informational Interview is to get as much information about the company or industry as possible. This can be done more easily through a casual conversation with people who are on the ground, so to speak. Another benefit of the Informational Interview is to help the evaluatee realize what opportunities are available, based on his or her physical abilities, educational background, and vocational background.

Record keeping represents another method for job seekers to use. While this process does not have to become complicated, systematically keeping records enables the job seeker to assure he or she is making the best use of the time allotted to find new employment. Keeping careful records is an important and often overlooked component of the job search. Keeping records permits the job seeker to spend his or her time most efficiently. It helps avoid redundancy and can also help the job seeker minimize frustration, because he or she can look back and realize the chances of success are increasing. Keeping accurate records is directly linked to the fifth part of the proposed taxonomy, which addresses following up with employers for which an applicant has applied – The logical extension of documenting when follow-ups are made with prospective employers.

A job search necessarily occurs during a finite span of time. The U. S. Department of Labor's Office of Workers' Compensation Program has for over 30 years allowed a standard length of 90 days for individual claimants in their vocational rehabilitation program to obtain a job. While not definitive, this guideline provides a point of reference. In any case, a job seeker's efforts and or behavior pattern will likely be scrutinized against a particular time period of concern to the matter being litigated.

Job Search Evaluation Scale

Based upon our literature review, we recommend the *Job Search Evaluation Scale*. It is felt that this instrument can help to fill the gap between the U. S. Census Bureau definition of an active job search and the EEOC definition of a job applicant. The purpose of the proposed *Job Search Evaluation Scale* is to permit the vocational rehabilitation professional to systematically evaluate each of the six major components of a successful job search effort in comparison to the actual activities reported by a particular evaluatee. The factors include the following: (1) number of hours spent in job search efforts each week and whether or not the claimant has an established schedule for conducting job search activities; (2) percent of the evaluatee's effort that has been done in person versus online job applications; (3) tapping into the resources of agencies whose purpose is to assist persons in obtaining employment such as the state job service, state vocational rehabilitation, private job placement agencies, and professional recruiters; (4) the number of informational calls and/or interviews conducted by the evaluatee; (5) organized use of records of past job search activities to increase effectiveness of the ongoing job search; and (6) documentation of follow-up efforts with employer representatives at companies where the evaluatee has made previous contact. Each of these six factors are to be rated on a scale from 1-7 ascend-

ing, in which a "1" represents minimal efforts and a "7" is representing maximum or best effort.

The configuration of the *Job Search Evaluation Scale* allows for an evaluatee to accumulate a maximum of 42 points. A score of 18 or below is classified basal rate. The term basal rate is defined as the point at or below which an evaluatee's activities would not reasonably be expected to result in that evaluatee receiving an offer of employment. While it is recognized there may be variability among evaluatees, the *Job Search Evaluation Scale* will permit the vocational rehabilitation professional to accomplish two primary tasks: first, to ascertain whether a particular evaluatee has performed sufficient activity to meet the basal rate standard; second, the taxonomy permits the vocational rehabilitation professional to make objective conclusions concerning the thoroughness of an evaluatee's job seeking activities. For example, an evaluatee who obtained a score of 42 would be viewed as having exhibited outstanding job seeking behavior across each of the six components. The *Job Search Evaluation Scale* is pictured in Table 1.

Scenario 1

Ms. Beth E. Crocker is a 51 year old female with a high school diploma who worked a few weeks as an aide at a state-operated group home housing individuals who have a diagnosis of mental retardation. She had 14 years previous experience working as an industrial sewing machine operator for a glove manufacturing factory. Ms. Beth E. Crocker injured her right shoulder two years ago while lifting a patient and subsequently underwent rotator cuff surgery. Ms. Crocker's injury occurred while she was on 90 day probationary status with the group home. After the orthopedic surgeon released Ms. Crocker the state-operated group home did not offer her an opportunity to return to work; nor did she attempt to regain employment there. Ms. Crocker retained an attorney, filed a Workers' Compensation suit and after some months, began a search for new employment. She reported she registered at the state job service, checked newspaper classifieds and personally put in applications at 175 businesses over a six month time span, including two large retail stores. When questioned closely Ms. Crocker revealed that her process consisted of riding to the nearest sizeable town with her sister and methodically going to each business establishment on a given street. Upon entering the business establishment Ms. Crocker went to the receptionist or secretary requesting to submit a job application. The evaluatee's preferred mode was to take the job application back to the car where she got her sister to help her complete the form; the job application was then turned in to the receptionist or secretary the same day. A few of the businesses had a policy requiring job application forms to be completed on the premises,

Pts	# of hours per wk of job search and whether has established regular schedule (i.e., 9am-noon from Mon-Thurs)	% of efforts that have been done online only vs % done in person (add up hours for typical week and divide)	Has tapped the expertise of job search institutions (DVR, Job Service, Private Agency...)	# of informational calls and/or interviews conducted	Keeps records of past job search efforts, uses these in an organized manner	Has documented specific follow-up efforts with employer representatives contacted earlier during this job search
7	>30 hrs/wk	60% in person	Followed counsel and had 4+ job interviews	2/week or more	Excellent	>1/week
6	25-30 hrs/wk	50% in person	Followed counsel and had 2+ job interviews	1/week or more	Very good	1/week
5	20-25 hrs/wk	45-40% in person	Followed counsel and had 1 job interview	2/month or more	Good	1/2weeks
4	15-20 hrs/wk	<40% in person	Followed counsel, is in process of being referred to employer(s)	1/month or more	Average	1/3weeks
3	10-15 hrs/wk	<25% in person	Met with agency rep 1-2 years ago	5/year	Poor	1/month
2	5-10 hrs/wk	<15% in person	Phoned agency but hasn't formally engaged	4/year	Very poor	1/3-months
1	5 hrs/wk or less	<5% in person	No contact with agency	3/year or less	No documentation	1/year or less
Score Total:						

and in those instances Ms. Crocker would bring her sister inside to fill out the application in the company reception area. By this process she canvassed the entire town of 40,000 within a period of six months. The evaluatee kept a listing of her job applications and her interactions with prospective employers in an old-fashioned spiral notebook, which she provided to her attorney. Ms. Crocker had face-to-face interviews with three businesses prior to her workers' comp hearing (trial). She did report that she made as many as 20 repeat contacts with some of the businesses listed in her spiral notebook to inquire about the status of her job applications. During an interview with a Certified Rehabilitation Counselor Ms. Crocker stated that she would like to return to work, but she has no particular job goal and gave no indication she has a plan for her life following the Workers' Compensation case. This evaluatee resides in a rural county with a population of 61,000 whose unemployment rate is 11.5 percent. Ms. Beth E. Crocker gave deposition testimony that none of the businesses where she applied has offered her a job.

Rating: While it is unclear exactly how many hours per week were spent by Ms. Crocker, and her search appears crudely organized at best, she made enough applications to garner an average 4 rating in the Number of Hours category. The majority of her employer contacts were made in person, yielding a top rating of 7 for In Person Contacts. Ms. Crocker did the bare minimum in terms of utilizing state job service agency resources, and for this she is given a 3 rating in the Job Search Institutions category. This evaluatee was entirely unaware of the informational interview device and did not attempt to employ it in her job search; thus, a rating of 1 is assigned. Ms. Crocker did keep records of her job search, while she was not highly organized, she did refer to her spiral notebook several times; she is given a 5 rating in the Organized Records category. The evaluatee followed up with 20 employers and is rated a 4 in the Follow-Ups category; for this category she could have drawn a higher rating if she had displayed better time management documentation. Ms. Crocker's job search activity carries a composite rating of 23 on the *Job Search Evaluation Scale*.

Scenario 2

Mr. Seth Smith is a 47 year old male who has filed a wrongful termination law suit against his former employer. Mr. Smith was employed five years as an entry level manager for Solar Distribution, a manufacturer who sold large wholesale quantities of bathroom fixtures and accessories to World Market, the nation's largest chain of retail stores. Although Mr. Smith resided in Paducah, Kentucky he had been allowed to work from home half the time and at their Solar Distribution office in Northwest Arkansas near World

Market's headquarters the remainder of the time. But Mr. Smith was discharged after short notice by Solar Distribution in late 2011 following a change in their upper management for the stated reason that he was expected to spend at least 75 percent of his time at the company office rather than at his home.

Mr. Smith has a Bachelor's degree in marketing from a small college in Missouri. Following his discharge by Solar Distribution, Mr. Smith briefly took a job in retail sales because of a weak job market in his area of Kentucky; but he earned only a bit more than the minimum wage. After he worked only 90 days in retail sales Mr. Smith became frustrated and decided to retain an attorney to file suit. For the past two years Mr. Smith has been seeking to regain employment in his field of marketing. He promptly registered at the state job service office near his home in Paducah, Kentucky. He has also hired a resume specialist to help him improve his resume. The state job service counselor referred Mr. Smith on two job interviews but neither was a good fit nor offered to pay a salary close to his previous earnings at Solar Distribution. After the initial shock of losing his job with Solar Distribution, Mr. Smith has taken a deliberate approach to his situation. He has checked job advertisements in the newspapers from Louisville, Kentucky, and Nashville, Tennessee on a weekly basis. Mr. Smith has kept copies of significant classified ad postings in a three ring binder, and has used this as a tool for making phone calls to employers and recording the responses. He has also tracked job postings on Monster, Indeed and Simply Hired. He reports having sent out more than 125 resumes via the internet in response to job postings; three initial interviews have resulted. Mr. Smith has spread the word to family and friends about his job search. At the library, Mr. Smith located a directory with listings local employers having more than 100 employees in his region. He has been systematically calling several of those companies each week, and he has created a spreadsheet to chart his interactions with them. Recently, a friend mentioned he would be able to get a similar marketing job in Northern Virginia if he is willing to relocate; Mr. Smith is seriously considering this. One year ago Mr. Smith hired Headhunting Recruiters, and they arranged an interview four weeks ago with a Fortune 500 company for a job opening three hours away in St. Louis. So far he has not been able to locate a similar marketing job closer to his home in Paducah, Kentucky. Last year Mr. Smith read an article about informational interviews and called Hercules Distribution, an international concern with a large facility in Paducah and was able to meet with their chief procurement officer; this went so well that he has since been doing telephonic informational interviews with prospective employers at least once a week. The evaluatee recently met with his attorney to go over the spreadsheet of his job efforts, and to discuss the Northern Virginia job and

the St. Louis job opportunity. Mr. Smith notified his attorney that he has had a total of 18 face-to-face job interviews during the past 24 months and he anticipates having two additional job interviews within the next 30 days. The evaluatee reported he has been spending 25-30 hours per week searching for a job comparable to the one he lost three years ago.

Rating: Mr. Smith gets a rating of 6 in the Number of Hours category because of the number of hours he is spending in the effort to find new employment. Since most of his contacts have been made by phone or the internet, there is a rating of 3 for In-Person Contacts. Mr. Smith has made effective use of state and private agencies to complement his own job search efforts; this yields a rating of 6 in the Job Search Institutions category. The evaluatee is engaging in sufficient numbers of informational interviews to obtain a rating of 6 in that category. Mr. Smith has been thorough in his record-keeping activities and rates a 6 in the Organized Records category. While this evaluatee did not provide a grand total number of his follow-ups, he clearly has been keeping touch regularly with prospective employers to stay "on the radar", and he is assigned a 4 for the Follow-ups category. Mr. Smith has a composite score of 31 on the *Job Search Evaluation Scale*.

Future Planning and Development

These two scenarios and the method of scoring are intended as an illustration for the application and use of the *Job Search Evaluation Scale*. We recognize this as a beginning point for developing a more detailed study that is hopefully efficacious for vocational rehabilitation professionals who are engaged in the assessment of evaluatees' job search activities in a variety of areas. We feel the *Job Search Evaluation Scale* should be useful not only for employment law cases, and in some workers' compensation situations, but also can be used by vocational rehabilitation professionals who perceive the need for an objective means of gauging the progress of individuals in whose cases they are given the responsibility for job placement.

We see this study in terms of a logical progression. It is our intention to systematically study the cases in our caseload in the areas of employment law, workers' compensation, personal injury, and direct job placement. But beyond that we recognize the need and we intend to submit this instrument to a broad cross section of our peers in the field of vocational rehabilitation and career counseling and placement to accomplish a study with inter-rater reliability that will further establish the efficacy of the *Job Search Evaluation Scale*.

Conclusion

Up to this point the vocational rehabilitation professional was only able to say that a certain evaluatee's job search effort appeared to be adequate or inadequate, reasonable or unreasonable. Armed with the knowledge of the building blocks of a successful job search, we can confidently isolate behaviors exhibited by individuals whose cases we are called upon to evaluate. It is our conviction that this Job Search Evaluation Scale provides a metric which more nearly elicits a full-orbed view of an evaluatee's job seeking behavior and facilitates meaningful discussion between vocational rehabilitation professionals about the facts of a particular case.

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retical article, proposing development of an instrument, as opposed to an empirically-based article, specifically with notation and documentation of reliability and validity measures. Not only are the authors encouraged to further develop the instrument, but also readers interested in using the instrument must coordinate their efforts with the authors to assure integrity with potential use of the instrument. Practitioners are advised to recognize the proposed instrument as being in a developmental stage, which will affect prospective acceptance of this instrument in court or litigious settings until adequate reliability and validity are determined.

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The authors offer special thanks to Steve Bast for the insightful input he offered early in the process relative to design of the job search evaluation scales model.

Editor's Notes: Rehabilitation Counselors are faced with many questions from plaintiff attorneys, defense attorneys, triers of fact (jury members), and judges, among others. In order to meet court-based standards Rehabilitation Counselors render opinions based on derived data from medical records, vocational records, depositions, another other records. While some opinions are based solely on quantitative data (i.e., tax records reporting wages), other opinions are based on a combination of professional experience and specific scenarios (i.e., projecting job openings in the open labor market). Evaluating job search efforts on behalf of a plaintiff or claimant may be based on not only quantitative data (number of contacts), but also qualitative reality (likelihood someone will obtain employment from a specific employer). Oftentimes, job search efforts are based only on number of contacts. I agree with the authors of the present article that assessment of job search efforts is more diverse and complicated than just a measurement of contact numbers. The authors propose development of an instrument to quantitatively measure the construct of "job search effort." It must be noted that this is exclusively a theo-