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Vocational Evaluations

Expert Testimony

Vocational Rehabilitation

Labor Market Research

Job Analyses

KEONDRA L. HAMPTON, M.S., CRC, CVE

CURRICULUM VITAE

EDUCATION

April 15, 2026

- 2014** **Master of Science (M.S.). Major: Rehabilitation Counseling**
Langston University, Tulsa, Oklahoma
- 2012** **Bachelor of Science (B.S.). Major: Biology**
Langston University, Langston, Oklahoma
- 2009** **Associate of Arts (A.A.). Major: Secondary Education**
Tulsa Community College, Tulsa, Oklahoma

CERTIFICATIONS AND LICENSURE

- 2026** **Vocational Return-to-Work Counselor**, State of California,
Department of Industrial Relations
- 2026** **Certified Vocational Evaluator (CVE)**, Commission on
Rehabilitation Counselor Certification, #119313
- 2014** **Certified Rehabilitation Counselor (CRC)**, Commission on
Rehabilitation Counselor Certification, #119313

EMPLOYMENT

- Mar. 2026- Present** **Rehabilitation Consultant, Mirfak Associates, Inc.,
Walnut Creek, CA**
Conduct vocational rehabilitation evaluations to assess issues related to employability, apportionment, earning capacity, and amenability to rehabilitation. Provide deposition and trial testimony regarding employability, apportionment, earning capacity, and amenability to rehabilitation. Develop comprehensive job descriptions. Provide vocational return-to-work counseling services for clients with a supplemental job displacement benefits voucher.
- Mar. 2024- Mar. 2026** **Vocational Rehabilitation Specialist, InSpectre Solutions
International, Dana Point, CA (remote)**
Assess claimants' skills and employability based on education, work experience, and work-related injury restrictions for injured workers who have filed workers' compensation claims under the Defense Base Act. Conduct vocational interviews; review medical and vocational records; and complete transferable skills analysis and earning capacity assessments with recommendations for current job openings. Provide deposition testimony as a vocational

rehabilitation expert. Create vocational assessment reports and labor market survey reports. Identify positions that best fit the vocational history and restrictions of the injured worker. Update or provide addendums to labor market survey reports as needed.

Aug. 2016- Present Adjunct Instructor, Arkansas Tech University, Russellville, AR

Teach undergraduate rehabilitation service students in an assistive technology online course as well as lifespan transition course. Develop and manage a class syllabus and ensure that the syllabus meets department and college standards. Plan and create lectures, online class discussions, and assignments. Assess grades for students based on participation, class performance, assignments, and examinations. Collaborate with colleagues on course curriculum development. Advise students on how to be successful in class and stay updated on innovations and changes within their course field.

May 2022- Mar. 2024 Vocational Rehabilitation Consultant, Systemedic, Little Rock, AR

Provided vocational rehabilitation and job placement services in workers' compensation, general liability, long-term disability, and railroad cases. Completed vocational rehabilitation evaluations on work injury cases to assess the ability of the injured worker to return to work. Completed transferable skills analyses. Developed return-to-work plans for injured workers that included helping develop resumes for clients, assisting them in job placement, completing job market research to identify job openings, assisting in interview skills training and preparation, and assisting with online job applications for clients when necessary. Communicated with employers to determine if job accommodations can be made to facilitate a return to pre-injury employment. Administered aptitude, interest, and achievement tests when applicable for assessing return-to-work options or re-training. Conducted forensic assessments and provided opinions on legal/general liability cases. Provided court testimony at workers' compensation hearings when requested and provide deposition testimony.

Aug. 2021- May 2022 Program Manager, Equus Workforce Solutions/Little Rock Workforce Center, Little Rock, AR

Worked in partnership with the project director on planning and overall day-to-day operations, program development, contract management, human resources, staff development, and business development. Developed and maintained a communications plan and kept all business communities apprised of project plans and related implications. Provided day-to-day leadership, guidance, oversight, and direction to projects to maximize contract performance. Developed strategic plans and quality management programs. Implemented project strategies that exceeded top five contract requirements including metrics, cost, and quality. Managed the project monitoring and evaluation system, including project indicators and outputs to develop and promote appropriate evaluation strategies for program activities. Led, supervised, and held accountable direct reports to meet contract performance expectations. Coordinated employee training, mentoring, work assignments,

performance assessment, development, and succession. Ensured that all required reporting was submitted in a timely manner to the appropriate parties.

**Jul. 2015-
Aug. 2021** **Vocational Rehabilitation Counselor and Compliance and Monitoring
Officer, Arkansas Rehabilitation Services, Benton, AR**

Prepared and maintained records and case files, including documentation such as clients' personal and eligibility information, services provided, narratives of client contacts, and relevant correspondence. Developed rehabilitation plans based on clients' aptitudes, education level, physical abilities, and career goals. Monitored and record clients' progress to ensure that goals and objectives were met. Conferred with clients to discuss their options and goals so that rehabilitation plans for accessing needed services could be developed. Maintained close contact with clients during job training and placement to resolve problems and evaluate placement adequacy. Developed pre-employment transition services program structure and provided compliance and monitoring for vendor service providers with the agency according to the Workforce Innovative Opportunity Act. Completed data collection of quarterly reporting and analysis for data decision-making and collaborating with other agencies to implement programming. Conducted in-service trainings, represented agency on task forces and committees; attended training sessions, including those designed to maintain certification; engaged in public speaking activities; facilitated and participated in the award and recognition processes; provided mentoring to new non-certified staff and/or interns upon supervisory request. Recruited students for and participated in the delivery of programs designed to build skills in core services, including, but not limited to the Youth Leadership Forum, Transitional Education Program, Film Camps, camps hosted by Arkansas Transition Services, etc. and advocates for individuals with disabilities in order to assist them with living independently.

**Jul. 2014-
Jul. 2015** **Career Preparation Counselor, Tulsa Job Corps, Tulsa, OK**

Provided counseling to students; held group counseling sessions such as to develop life skills; and contacted parents/legal guardians and other staff regarding discipline or other problems. Attended weekly case management meetings to discuss trainees and their needs; made on-center referrals; discussed student caseload with residential advisors on an on-going basis; assisted with AWOL prevention and retrieval; assisted students with creating and updating personal career development goals and their progress; recorded monthly case notes; maintained a pleasant environment for student interface; assisted students in arranging personal leave; arranged transportation requests; acted as counseling supervisor during absences; and met with students and career transitional specialist for transitional readiness panels.

**May 2013-
Oct. 2014** **Behavior Health C/A Intake Counselor, Hillcrest Medical Center, Tulsa, OK**

Maintained confidentiality of records relating to clients' treatment; encouraged clients to express their feelings and discuss what was happening in their lives; helped them develop insight into themselves or their relationships; collected information about clients through interviews, observation, and counseling

sessions; assessed patients for risk of suicide attempts; completed and maintained client-related paperwork, including federal- and state-mandated forms, client diagnostic records, and progress notes; prepared and maintained all required treatment records and reports; counseled clients or patients, individually or in group sessions, to assist in overcoming dependencies, adjusting to life, or making changes; guided clients in the development of skills or strategies for dealing with their problems; and performed crisis interventions with clients.

PROFESSIONAL LEADERSHIP ACTIVITIES

- 2025 *President*, Rehabilitation Counselor and Professionals of Arkansas Association
- 2024 *Director-at-Large*, Emerging Professionals Section, International Association of Rehabilitation Professionals
- 2023 *Director-at-Large*, Rehabilitation Counselor and Professionals of Arkansas Association
- 2023 *Member*, National Rehabilitation Counseling Association
- 2022 *Member*, International Association of Rehabilitation Professionals
- 2018 *Member*, Arkansas Core Team, National Technical Assistance Center on Transition
- 2018 *Member*, PreETS Leadership Team, Arkansas Rehabilitation Services
- 2016 *Member*, Transitions Board Committee, Arkansas Rehabilitation Services
- 2016 *Member*, National Association of Multicultural Rehabilitation Concerns, AR Division
- 2016 *Member*, STAND Leadership Foundation Institute
- 2015 *Member*, National Rehabilitation Association