

THOMAS KARROW, M.Ed., CRC, CCM, CDMS

Independent Vocational Evaluator

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“ACTIVELY WORKING BOTH PLAINTIFF AND DEFENSE CASES”

EMPLOYMENT HISTORY

KARROW CONSULTING, INC. (1999-present)

Duties include vocational case management; assess the medical, financial, vocational and behavioral needs of individuals; identify vocational potential of clients, aptitude and interest testing, transferable skills analysis; job restructuring and modification; job analysis, development, placement; and provide expert testimony.

VETERANS COUNSELOR (2011-2015)

Volunteers of America Dakotas

Duties include interviewing veterans. Identify needs of veterans for permanent housing, food, clothing, medical. Refer veterans to appropriate agencies for assistance. Assess financial status of veterans. Identify vocational and behavioral needs of disabled veterans. Develop rehabilitation plans. Provide vocational career counseling, including aptitude and interest testing, transferable skills analysis. Contact potential employers concerning job placement, restructuring, modification.

VOCATIONAL CASE MANAGER (1985-1999)

CorVel Corporation

Duties included medical management; assess the medical, financial, vocational and behavioral needs of disabled clients to implement a rehabilitation plan; vocational potential of clients through counseling, aptitude and interest testing and transferable skills analysis; implementation of vocational plan; work with potential employers concerning job restructuring and modification; report progress toward planned goals and provide expert testimony.

VOCATIONAL CONSULTANT (1984-1985)

Crawford Health & Rehabilitation Services, Houston, TX

Duties included vocational assessment, vocational and aptitude testing, career counseling, job development and job placement, labor market searches, medical and physical management, vocational exploration and planning, rehabilitation planning, training in new skills and vocational rehabilitation expert testimony.

REHABILITATION COORDINATOR (1983-1984)

Underwriters Adjusting Company, Metairie, LA

Duties included interviewing severely injured persons, developed a suitable vocational rehabilitation plan, counseling, testing, medical management, labor market analysis, develop on-the-job training contacts, modified job sites when needed, coordinated training and direct job placement efforts and provided vocational expert testimony on the State and Federal level.

VOCATIONAL CONSULTANT (1981-1983)

Crawford Rehabilitation Services, Metairie, LA

Duties included providing assessment of injured persons, counseling, testing medical management, labor market analysis, on-the-job site analysis, vocational planning for training, employee assistance program services, on-the-job contracting development and job development, job placement, and provided vocational expert testimony on the State and Federal level.

VOCATIONAL REHABILITATION SPECIALIST (1979-1981)

Veterans Center for Vietnam Out-Reach, New Orleans, LA

Provided vocational and psychological counseling of disabled veterans. Duties included job placement, labor market research, media promotion of services for veterans, vocational testing, counseling, group motivational seminars, educational planning, goal development and community relations.

VOCATIONAL REHABILITATION SPECIALIST (1978-1979)

Veterans Administration Medical Center, Alcohol Treatment Unit, New Orleans, LA

Provided vocational counseling, group counseling, testing, job placement, labor market research, psycho-social history taking, evaluation of psychological and medical data related to job training, educational planning and career development.

SOCIAL WORKER (1978-1979)

Veterans Administration Medical Center, Sheridan, WY

Assisted as a co-therapist in group counseling and therapy. Conducted personal interviews to collect sociographic data for use in job placement. Development of treatment plan for client.

VOCATIONAL REHABILITATION COUNSELOR (1977-1978)

State Department of Vocational Rehabilitation, Pierre, SD

Provided vocational personal counseling with clients and their families. Evaluated psychological and physiological reports regarding disabilities, designed vocational plan for the client.

VETERANS EMPLOYMENT REPRESENTATIVE (1977)

South Dakota Job Service, Hot Springs, SD

Interviewed veterans regarding benefits, completed job forms, located job opportunities, promoted employment with area employers, counseled applicants regarding benefits and re-employment rights.

PRESENTATIONS

VOCATIONAL ASSESSMENTS (2014)

South Dakota Paralegal Association, Sioux Falls, SD

EDUCATIONAL BACKGROUND

MASTER OF EDUCATION

South Dakota State University, Brookings, SD 1977

Major – Guidance, Counseling and Personnel Services

BACHELOR OF ARTS

Sioux Falls College, Sioux Falls, SD 1976

Double Major – Sociology and Criminal Justice

CREDENTIALS

Qualified Rehabilitation Professional, North Carolina

Kansas Qualified Rehabilitation Professional Certification #53524

Missouri Certified Vocational Rehabilitation Provider/Practitioner

Certified Rehabilitation Consultant – No. 00002631 (exp. Sept. 30, 2022)

Certified Disability Management Specialist – No. 00002631 (exp. Dec. 31, 2024)

Certified Case Manager – No. 00002631 (exp. Nov. 30, 2023)

Vocational Rehabilitation Counselor/Job Placement Specialist, Nebraska Workers' Compensation Court,
Certification No. VRC 225/JPS-207 (exp. Aug. 11, 2022)

Minnesota Registered Rehabilitation Vendor, Minnesota Department of Labor and Industry – No. 1055 (exp.
Feb. 1, 2022)

Wisconsin Certified Vocational Rehabilitation Counselor – No. 726 (exp. July 1, 2021)

Certified Provider, Job Placement Situational Assessment, South Dakota Rehab Services

PROFESSIONAL AFFILIATIONS

American Board of Disability Analysts – Senior Disability Analyst and Diplomate – 7493-19

National Rehabilitation Counselor Association

International Association of Rehabilitation Professionals, St. Paul, MN

CONTINUING EDUCATION

- AAACEU: Ethics Framework for Case Managers, aaaceus.com, 1-30-2020
- AAACEU: Human Trafficking: Risk Factors, aaaceus.com, 1-29-2020
- AAACEU: Alcoholism Facts, Comorbidities, aaaceus.com, 1-29-2020
- AAACEU: Conflict of Interest, Ethical Dilemmas, aaaceus.com, 1-29-2020
- AAACEU: Suicide: Risk Factors, Symptoms, and Prevention, aaaceus.com, 1-29-2020
- AAACEU: Traumatic Brain Injury Symptoms, Signs and Cognitive Issues, aaaceus.com, 1-16-2020
- AAACEU: Pain Management Assessment, Treatment, and Special Populations, aaaceus.com, 1-15-2020
- AAACEU: Parkinson's Disease, aaaceus.com, 1-14-2020
- AAACEU: Back Pain and Opioid Abuse, Managing a Slippery Slope, aaaceus.com, 1-11-2020
- AAACEU: Alzheimer's Symptoms, Diagnosis, and Ethical Dilemmas, aaaceus.com, 1-11-2020
- AAACEU: Multiple Sclerosis, aaaceus.com, 1-8-2020
- CM Home Study: Understanding Disability, Camarillo, CA, 2-14-2012
- CM Home Study: Counseling Ethics, Camarillo, CA 2-2-2012
- Minnesota Department of Labor and Industry Rehab Update, St. Paul, MN, 9-22-05, 10-14-2010
- CM Home Study: Ethics, Agoura Hills, CA, 6-21-2010
- CM Home Study: Ethics, Agoura Hills, CA, 6-19-2008
- CM Home Study: Rehabilitation Consultant, Agoura Hills, CA, 6-19-2008
- CM Home Study: Spirituality in Nursing, Agoura Hills, CA, 9-22-2005
- CM Home Study: Rehabilitation Assessments, Agoura Hills, CA, 8-10-2005
- Hatherleigh Continuing Education, Professional Psychology and Long-term Care, The Hatherleigh Company, Ltd., Long Island City, NY, 1-14-2005
- Hatherleigh Continuing Education, Directions in Rehabilitation Counseling Volume 15, Long Island City, NY, 1-14-2005
- Minnesota Dept. of Labor and Industry Required Rehabilitation Updated, St. Paul, MN, 9-25-2003
- Independent Study, Case Management and Rehabilitation, CMR Home Study, Agoura Hills, CA, 2-26-2003
- Independent Study, Topic: Dual Disorders, CMR Home Study, Agoura Hills, California, 6-20-2002
- Minnesota Association of Rehabilitation Providers, Topic: Job Placement Vendor Orientation, Minneapolis, Minnesota, 4-26-2002
- Independent Study, Topic: Minnesota Department of Labor and Industry Worker's Compensation Registered Rehabilitation Vendor Orientation, University of Minnesota, Minneapolis, Minnesota; 4-26-2001
- Independent Study, Topic: Ethical Issues in Professional Counseling, Vol. III, Power Imbalances in Therapeutic and Forensic Relationships, Lawsuit Preventing, Counseling Survivors of Sexual Abuse, The Hatterleigh Company, New York, NY; 9-27-2000
- Independent Study, Topic: Ethical Issues in Professional Counseling, Vol. II, Treating the Mentally Ill, Developing Counseling Goals, Professional Codes in Ethics, The Hatterleigh Company, New York, NY; 9-7-2000
- Independent Study, Topic: Ethical Issues in Professional Counseling Vol. I, Dual Relationships, Expert Witness Testimony, Ethics and Multiculturalism, sponsored by the Hatterleigh Company, New York, NY; 9-5-2000
- Independent Study, Topic: Directions in Rehabilitation Counseling, Vol. 10, Expert Analysis of Catastrophe Injury, ADA Update, Rehabilitation Counseling with Clients; by Dr. Frederick Flach, New York, NY; 7-27-2000
- Annual Workers' Compensation Seminar, Department of Labor, Division of Labor Management, Sioux Falls, SD; 5-20-1999
- Colorado Technical University, Guest Speaker, Sioux Falls, SD; May 18, 6-1-1999
- Annual Workers' Compensation Seminar, Department of Labor, Division of Labor and Management, Sioux Falls, SD; 5-21-1998
- Independent Study, Topic: Directions in Rehabilitation Counseling Vol. VII by Dr. Frederick Flach, New York, NY, 2-13-1998
- Independent Study, Topic: Directions in Rehabilitation Counseling Vol. VIII, Dr., Frederick Flach, New York, NY, 2-27-1998
- Guest Speaker, South Dakota Defense Lawyers Association, Fall Seminar, Advanced Cross Examination, Vocational Expert, Sioux Falls, SD; 9-12-1997
- Iowa's Workers' Compensation Symposium, Department of Labor, Iowa Workers' Compensation Advisory Committee, Inc.; Des Moines, IA; 6-13-1997
- Independent Study, Topic: Directions in Rehabilitation Counseling Vol. VI by Dr. Frederick Flach, New York, NY, 7-19-1996
- 8th Annual Workers' Compensation Seminar, Department of Labor, Division of Labor and Management, Sioux Falls, SD; 5-23-1996
- Midwest, Inc., Inservice, Radisson-Encore Inn, Sioux Falls, SD; 11-3-1995
- Workers' Compensation 1995 Current Issues & Answers, Radisson-Encore Inn, Sioux Falls, SD; 9-23-1995

7th Annual Workers' Compensation Seminar, Department of Labor, Division of Labor and Management, Sioux Falls, SD; 5-25-1995

Independent Study, Topic: Directions in Rehabilitation Counseling Vol. II by Dr. Frederick Flach, sponsored by Directions and Rehabilitation, New York, NY, 11-29-1993

South Dakota Workers' Compensation "Issues and Answers," Midwest, Inc., Health & Employer Services, Bloomington, MN; 10-14-1993

Independent Study, Topic: Directions and Rehabilitation Counseling Vol. VIII by Dr. Frederick Flach, sponsored by Directions and Rehabilitation, NY, 6-9-1993

Midwest, Inc., Health & Employer Services Inservice, Americans with Disabilities Act, Sioux Falls, SD; 11-4-1992

South Dakota Department of Labor, Division of Labor and Management, Workers' Compensation Seminar, Sioux Falls, SD; 5-28-1992

Independent Study, Topic: Rehabilitation Counseling, Basics and Beyond, sponsored by Independent Study Source, Tampa, FL; 3-12-1991

South Dakota Workers' Compensation Symposium, sponsored by Midwest, Inc., Health & Employer Services, Bloomington, MN; 11-28-1990

Independent Study, Topic: Guide to Rehabilitation Testimony – The Expert's Role as an Educator by Mr. Paul M. Deutsch, 9-24-1990

Lost Earning Capacity Seminar by Mr. Tim Field, Cincinnati, OH; 7-26-1990

South Dakota Department of Labor 2nd Annual Workers' Compensation Seminar, sponsored by U.S. Department of Labor, Sioux Falls, SD; 5-24-1990

Workers' Compensation Seminar, sponsored by National Business Institute, Inc., Sioux Falls, SD; 5-9-1990

Independent Study, Gorilla Tactics in the New Job Market, sponsored by Institute for Professional Competency, Agoura, CA; 11-13-1989

South Dakota Workers' Compensation Seminar, sponsored by U.S. Department of Labor, Pierre, SD; 5-19-1989

Clinical Update 1988 Symposium for Physicians, Sioux Falls, SD; 11-5-1988

Orthopedic Update 1988, sponsored by Midwest Orthopedic Center, Sioux Falls, SD; 8-14-1988

Independent Study, Topic: Counseling the Able/Disabled, completed by Tom Karrow, Sioux Falls, SD; 6-6-1988

OWCP Training, Denver, CO, for OWCP Certification, USDOL; 3-27-1987

Independent study, Topic: Vocational Assessment of Lost Earnings, completed by Tom Karrow, Sioux Falls, SD; 10-22-1986

Wellness Weekend, The Improvement of Health Through Lifestyle, McKennan Hospital, Sioux Falls, SD; 10-22-1986

Researched and reviewed material presented by the Challenge of the Lumbar Spine, Minneapolis, MN; June 1985

Vocational Expertise by Mr. Tim Field, New Orleans, LA; September 1983

Rehabilitation Coordinator Inservice Training, Underwriters Adjusting Company, Metairie, LA, by Mr. Glenn Ellis, Regional Rehabilitation Manager; June 1983

Employees Assistance Training for the '80's, sponsored by the Bowling Green Treatment Center, Covington, LA; June 1983

VAL-Par Training: Course in work sample assessment; August 1981

Job Development and Labor Market research, staff training, Crawford Rehabilitation Services, Inc., New Orleans, LA; October 1981

"Odd Lot Doctrine," Inservice Training by Denis Paul Judge, attorney-at-law, New Orleans, LA; September 1981

Low Back Injuries, Etiology, Treatment and Effects, Inservice Training by Dr. Victor T. Bazzone, Neurosurgeon, Biloxi, MS; August 1981

Vocational Consultant Course, Crawford Rehabilitation Services, Inc., Atlanta, GA; April 1981

Small Business Administration Workshop, New Orleans, LA; October 1980

Consultant to: Sec. 504 of Rehabilitation Act of 1973, Institutional Self-Evaluation Report, Tulane University Medical Center, New Orleans, LA; March 1981

Vocational Placement of the Vietnam Era Veteran, Veterans Administration Medical Center, Daytona Beach, FL; June 1980

Assertiveness Training Course, Veterans Administration Medical Center, Alcohol Dependency Treatment Program by Jerry Jacobs, Ph.D.; March 1980

Conference of Compliance Employment of the Handicapped, Mainstream, Inc., New Orleans, LA; March 1980

12th Annual Mardi Gras Symposium, LSU Department of Psychology, Intervention in the Family System by Lawrence Siegel, Ph.D., Baton Rouge, LA; February 1980

Family Planning Workshop, F. Edward Hebert Hospital, New Orleans, LA; January 1980

Vietnam Veterans, Post-Traumatic Stress Syndrome, Veterans Administration Medical Center, Long Beach, CA; November 1979

The Health Education Council of New Orleans, New Orleans, LA; 1979

Veterans Administration Medical Center, New Orleans, LA; 1979