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EDUCATION

Master of Science, Organizational Development	2003
Central Washington University, Ellensburg, Washington	
Bachelor of Arts, Psychology	2000
The Evergreen State College, Olympia, Washington	
Graduate Coursework, Rehabilitation Counseling	
<i>Foundations of Forensic Rehabilitation Counseling</i> , George Washington University	2012
<i>Case Management in Rehabilitation</i> , Western Washington University	2020
<i>Introduction to Rehabilitation Counseling</i> , Western Washington University	2020
<i>Appraisal Procedures in Counseling</i> , Central Connecticut State University	2020
<i>Medical, Psychological and Vocational Aspects of Disability</i> , Western Washington University	2021
<i>Career Development & Job Placement</i> , Western Washington University	2021

PROFESSIONAL CERTIFICATION

Certified Rehabilitation Counselor #533199

Commission on Rehabilitation Counselor Certification

Certified Disability Management Specialist, #4229008

The Certification of Disability Management Specialist Commission

Board Certified Vocational Expert Diplomate Level, #20028

American Board of Vocational Experts

PROFESSIONAL EXPERIENCE

Vocational Rehabilitation Counselor/Vocational Expert 2000 to Present

Clinical vocational rehabilitation counseling and case management services including return-to-work services, employability assessment, job placement, and rehabilitation plans. Conduct forensic vocational evaluations and testify in administrative law and civil law venues.

Vocational Rehabilitation Counselor Firm Manager 2005 to Present

Select, train, supervise, and mentor professional staff. Develop work product standards, oversee caseload management, and conduct and oversee audits. Monitor and enforce compliance with statutes, administrative rules, professional conduct, and contract requirements.

President, Achieve Consulting Team, Inc. 2005 to Present

Business development and operations management: Marketing, financial and strategic planning; procurement; contracting; budgeting; and development of operating policy and procedures.

Management and Consulting 1992 to Present

Management and leadership: Operations; financial analysis; employee recruitment, selection, and development; continuous quality improvement strategies. Consulting: Conflict resolution, executive coaching, group facilitation, organizational analysis, job analysis, change interventions; benchmarking; and organizational model development.

TEACHING EXPERIENCE**The Evergreen State College**

Social Psychology of Disability	2018 & 2019
Work and Disability: Minimizing the Human and Financial Impact of Disability	2016 & 2017

Sterling Education Services

Advanced Workers' Compensation: Second Injury Fund	10/2016
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Central Washington University, Ellensburg, Washington, Psychology Department

Industrial/Organizational Psychology	2009
Organizational Strategy & Management	2006

PRESENTATIONS

- *Ethics of AI in Forensic Vocational Evaluation.* Joint Presentation with Kourtney Layton MRC, CRC, ABVE/D, IPEC, CLCP, CVE, CIWCS-A; Evan Oemcke, M.Ed., CRC, CVE, American Board of Vocational Experts. Webinar. 10/2025
- *American Board of Vocational Experts' National Certification Examination Development 2016 to 2023.* Presentation. American Board of Vocational Experts. 2023 Annual Conference. 3/2023.
- *Fostering Client Autonomy and Agency.* Joint Presentation with Kimberley North, MA, CDMS, ABVE/D. International Association of Rehabilitation Professionals. 2019 Annual Conference. 5/2019
- *Overlapping Objectives: Vocational Recovery after PTSD.* Joint Presentation with Geoff Soleck, Ph.D., Clinical Psychologist. Washington Self-Insurers Association. Return to Work Summit. 7/2018
- *Understanding Emotional Intelligence in Conflict Resolution.* Washington State Executive Assistant Association. Annual Conference. 10/2017
- *Utilizing Enhanced Vocational Services.* Joint Presentation with Kimberley North, MA, CDMS, ABVE/D. Washington Self-Insurers Association. Return to Work Summit. 7/2017
- *Pitfalls in Employability Assessments and Retraining Plans.* Joint Presentation with Doug Palmer, Attorney at Law. International Association of Rehabilitation Professionals, Washington Chapter. 2017 Annual Conference. 5/2017
- *Job Accommodation.* Washington State Self-Insurers Winter Conference. 1/2017
- *The Value of Internships & Volunteer Experience.* TRiO, Evergreen State College. 5/2014
- *The Certification of Disability Management Specialist Commission Role and Function Study* Washington State Dept. of Labor & Industries' Director and Executive Team. 5/2010
- *Washington State Labor and Industries Vocational Benefits.* Professionals of Workers' Compensation. 3/2009
- *Washington State Labor and Industries Vocational Benefits.* People's Injury Network Northwest quarterly meeting. 5/2008
- *Performance Reporting in State Government: What Do Stakeholders Want?* Governor Gary Locke's staff. 6/2003

PUBLICATIONS

North, DT (2017) "ABVE Test Development." The Vocational Expert, Summer 2017 Volume 32, No. 2, 11

North, DT (2012) "Applying Interest-Based Processes in a Rights-Based System." CDMSource. Fall 2012

North, DT & Quick, E (2011) "The Evolving Domain of Disability Management." Case in Point

North, DT (2010) "Will Healthcare Reform Favorably Impact Long-Term Disability?" Contemporary Rehab, Volume 66, No. 3, 1&6

North, DT (2011) "Motivating Clients to Return to Work" Rehabilitation Professional, Volume 19, No. 1

North, DT & Gonzales, D (2009) “Measuring the Value of Return-to-Work Programs in an Economic Recession.” The Self-Insurer, August 2009, 9-11

Parker, J, Cromwell, D & North, DT (2009) “Aging Workforce Requires Proactive Approach Backed by Corporate Culture.” The Self-Insurer, May 2009, 4-6

North, DT (2009) “Succession Planning in Disability Management Will Avoid an Experience Gap in the Future.” Contemporary Rehab, Volume 65 No. 4, 20-21

RESEARCH

- ABVE Code of Ethics** 2025
Research federal and state laws, professional licensing, and professional certification standards and ethical guidelines on the topic of harassment/sexual harassment. Updated the Code for approval by the American Board of Vocational Experts.
- Standard Setting Study** 2023
Design and lead standard setting workshops to establish cut score for the American Board of Vocational Experts’ national certification examination using The Angoff Method.
- Benchmark Study of Professional Codes of Ethics** 2020
Codes of ethics of professional certification bodies related to vocational rehabilitation, disability management, case management, and related fields to identify common traits and presented updated Code of Ethics to the American Board of Vocational Experts.
- Job Analysis and Test Specification Study for Vocational Experts** 2016 to 2019
National role delineation study of vocational experts. Define scope of practice for development of a content-valid certification examination. Create test specifications. Direct development of exam item writing constructed examination, and beta tested exam items.
- Role and Function Study for Disability Management Specialist** 2009
National role delineation study of disability management specialists. Define scope of practice for Certification for Disability Management Specialists’ criterion-referenced national certification exam.

PROFESSIONAL AFFILIATIONS

- Member:** *American Board of Vocational Experts* 2010 to Present
Chair, Test Development Committee 2015 to 2024
Member, Ethics Committee 2020 to Present
- Commissioner:** *The Certification of Disability Management Specialist Commission* 2008 to 2013
Chair, Examination and Research Committee
Chair, Professional Conduct Committee
- Vocational Expert:** *U.S. Social Security Administration Office of Hearing Operations* 2011 to Present
Regions Served: II, III, IV, V, VI, VII, VIII, IX, & X
- Member:** *International Association of Rehabilitation Professionals* 2010 to Present
- Senior Mediator:** *Dispute Resolution Center of Thurston County* 2008 to Present
- Vocational Rehabilitation Provider:** *Washington State Dept. of Labor & Industries* 2000 to Present
Vocational Rehabilitation Counselor Supervisor & Forensic Evaluator; #9682

AWARDS

- David S. Frank Lifetime Achievement Award – American Board of Vocational Experts** 2020
- Scott E. Streater Learning and Education Award – American Board of Vocational Experts** 2019
- Presidential Citation – American Board of Vocational Experts** 2018