

Professional Qualifications

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Ph.D. University of Cincinnati
Vocational Rehabilitation - 1987

M.Ed. Kent State University
Rehabilitation Counseling - 1972

B.S. University of Cincinnati
Psychology - 1969

LICENSE: Licensed Professional Counselor
CERTIFICATION: Certified Rehabilitation Counselor
PRIOR ACADEMIC AFFILIATIONS: University of Cincinnati, - Cincinnati, Ohio
Wright State University, - Dayton, Ohio
Capital University-Columbus, Ohio

PROFESSIONAL ASSOCIATIONS

Diplomate - American Board of Vocational Experts (ABVE)
Fellow - American Board of Disability Analysts (ABDA)
Board Member ABVE 2009-2012; Secretary 2012-1015
International Association of Rehabilitation Providers (IARP)
National Rehabilitation Association (NRA)
Southwest Ohio Self-Insured Association
Ohio Rehabilitation Association
President 2008-2009; Ohio Chapter; International Association of
Rehabilitation Professionals
Past President - Southwest Ohio Rehabilitation Association
Past Board Member - Ohio Rehabilitation Counseling Association
Past Board Member-United Way Allocations Committee
Toastmasters International –Distinguished Toastmaster (DTM)
Certified Vocational Expert (VE) with the Social Security Administration
Member: Academy of Professional Speakers

EMPLOYMENT HISTORY:

1983 – Present

**Owner: Caston & Associates, Inc.
Cincinnati, Ohio**

Title: Rehabilitation Counselor

Duties: Conduct vocational assessments for individuals. Have provided vocational counseling, job seeking skills and job placement for disabled individuals. Have provided labor market research, counseling and consultation on vocational issues for managed care organizations, government agencies, attorneys, employers, educational institutions and others. Vocational assessments are conducted in the areas of personal injury, workers' compensation, life care planning, and earnings capacity. Have assisted with case coordination, consultation, and training for other professionals. Also conduct assessments for able bodied individuals.

1975-1983

**Ohio Valley Goodwill
Cincinnati, Ohio**

Title: Rehabilitation Coordinator

Duties: Provided supervision for the vocational evaluation department. Also assisted with job placement, dormitory facility, and program evaluation. Trained new staff, reviewed and audited reports, planned assessment projects, and coordinated evaluation activities with other staff and referral agencies.

1970 to 1975

Ohio Bureau of Vocational Rehabilitation

Brecksville, Ohio - VA Hospital

Title: Rehabilitation Counselor

Counselor Manager

Rehabilitation Supervisor

Duties: Provided rehabilitation services for disabled veterans with psychiatric disorders. Performed initial assessments, case management of disabled individuals, job placement, and coordination of the individual rehabilitation process. Supervised other rehabilitation counselors. Was promoted to rehabilitation supervisor and subsequently managed other field offices. Developed vocational assessment systems for veterans.

1969-1970

**Summit Service League
Akron, Ohio**

Title: Rehabilitation Counselor

Duties: Provided rehabilitation services for residents of a psychiatric halfway house. Coordinated activities with other agencies, referral sources, physicians, social workers and psychologists. Assisted with job placement. Interviewed prospective residents and developed rehabilitation plans with the residents and their counselors.

1966-1969

**Rollman's Psychiatric Hospital
Cincinnati, Ohio**

Title: Activities Therapist

Duties: Assisted therapy groups for patients. Provided recreational activities for patients in a psychiatric hospital.

1962-1966

United States Air Force

Title: Ground Radio Operator

Duties: Operated SSB radios for SAC and 1st Mobil Comm Group. Duty stations included: Barksdale, LA; Kessler, MS; Lackland TX; and Clark, PI. TDY Perth, AU. Assisted in jungle survival school.

CONSULTING EXPERIENCE:

Vocational rehabilitation consulting has been provided for disabled individuals since 1969. Consultation has been provided for organizations such as rehabilitation facilities, managed care organizations government agencies, third party administrators, self-insured employers, attorneys, and nonprofit agencies. Consultation has been provided concerning vocational assessment, employability, court testimony, vocational counseling and labor market access of disabled individuals.

PRESENTATIONS:

Training programs and presentations have been conducted for the National Rehabilitation Association, National Rehabilitation Counseling Association, University of Cincinnati, Ohio, Great Oaks Vocational School, Chase Law School, Ohio Workers' Compensation Rehabilitation Division, Cincinnati Bar Association, Ohio Trial Lawyers Association, Indiana Defense Lawyers, and others. Topics have included Vocational Assessment of the Injured Worker, Industrial Rehabilitation, Vocational Evaluation Planning, Labor Market Access, Life Care Planning, Americans with Disabilities Act, and other related topics.

CONTINUING EDUCATION:

Successful completion of professional training is accomplished each year. Programs attended include but are not limited to: medical information, labor market research, American With Disabilities Act, catastrophic case management, life care planning, transferable skills, medical rehabilitation, rehabilitation engineering, job development, counseling techniques, mental health issues, and others. These programs are sponsored by organizations such as The Ohio Rehabilitation Association, The National Rehabilitation Association, the International Association of Rehabilitation Providers, and others.

PUBLICATIONS:

Background of Private Sector Rehabilitation in Ohio: A Personal History	<u>A History of Private Sector Rehabilitation</u> , Timothy F. Field, PhD and Contributors; Elliott & Fitzpatrick, Inc, 2017
Vocational Motivation: A Forensic Perspective (Co Author: Stein, Dytrych, Lee & Schiro-Geist)	<u>The Journal of Forensic Vocational Analysis</u> , Vol 16, No 2 Winter, 2016
Medical Update: Clinical Course of Back Pain	<u>The Experts Express</u> , Fall, 2014, V. 29 No. 3
Non-Compliance	<u>The Experts Express</u> , Winter, 2014, v. 29, No. 1
Job Seeking Skills Training: A job search guide for individuals with a disability	<u>Caston & Associates</u> ; Howard L. Caston, 2003
The Role of a Vocational Assessment in Life Care Planning	<u>Life Care Planning for Catastrophic Cases: Training Manual</u> Shelia J. Cottle & Associates, 2002.
Employability Evaluations Used in the PTD Process	<u>Workers' Compensation Journal of Ohio</u> Vol. 13, 1998
Transferability of Skills: Ability of an Injured Worker to Engage In Employment	<u>Workers' Compensation Journal of Ohio</u> Vol. 9, 1994
Vocational Assessment and Rehabilitation in Workers' Compensation Cases"	<u>Workers' Compensation Journal of Ohio</u> 1990, Vols. 5 & 6, 1990
Vocational Assessment and Rehabilitation Outcomes	<u>Rehabilitation Counseling Bulletin</u> ; Vol. 34, No 1, 1990

PRESENTATIONS

DATE	PROGRAM	SPONSOR
5/9/17	Ethics IARP Webinar	IARP
4/9/16	Earnings Capacity Assessment: Methodologies and Ethical Issues	ABVE
4/9/16	Vocational Motivation in the Forensic Arena (Co presenter)	ABVE
1/21/16	Current Issues in Social Security and Workers Compensation; The Role of the Vocational Expert	Dayton Bar Association
11/7/14	Managing the Difficult Client	Sports Therapy
2/20/14	Current Issues in Workers' Compensation and Social Security	Dayton Bar Association
1/13/13	Current Issues in Workers' Compensation and Social Security	Dayton Bar Association
3/23/12	Remaining Balanced in a Deranged Forensic Arena	ABVE
11/3/11	A Mosaic of Ethical Dilemmas: Classical, impressionist and Modern (Co presenter with David Stewart, M.A.)	IARP
5/19/11	Current Issues in Workers' Compensation and Social Security	Dayton Bar Association
11/6/10	Rising To Challenge in Testimony	IARP
3/28/10	Ethics & Junk Science in Vocational Assessments	ABVE
1/20/10	Depression and Vocational Impairment	IARP-Ohio
5/21/09	Current Issues in Workers Compensation and Social Security; The Basics: V 3.0	Dayton Bar Association;
3/13/09	Vocational Evaluations; How, When & Why to use Them	Domestic Relations Institute Cincinnati Bar Association
4/5/08	Ethics for the Vocational expert; the Good, The Bad & The Ugly	ABVE
3/21/08	Ethics and Rehabilitation Professionals; Are we helping or harming?	IARP-Ohio
5/17/07	Vocational Evaluation; Workers Compensation and Social Security Issues	Dayton Bar Association
3/15/07	Ethics in the Private Sector	IARP-Ohio
3/25/06	Is there junk science in vocational assessments?	ABVE
2/26/06	Effectively and lawfully handling preexisting injuries, repeat claimants, apportionment, and permanency issues	Council on Education in Management
2/17/06	Vocational assessments: the good, bad, and ugly	South West Ohio Self-Insured Association
7/17/05	Adding Impact to your presentations	American Board of Disability Analysts
1/12/03	Vocational assessment in life care planning	Capital University, Columbus, Oh