

**Linda DeKock, MA, CRC, LPC**

## **Ergonomics & Disability Management Specialist**

### **Fields of Competence**

#### *Human Factors / Ergonomics*

Provide individual ergonomic assessments of workstations and recommend appropriate modifications to increase health, comfort, and productivity. Complete job analyses and assist with ADA compliance. Evaluate and modify workstations and coordinate return to work programs for employees with disabilities. Evaluate vocational abilities, transferable skills, and vocational potential. Provide guidance counseling to facilitate appropriate vocational decisions and timely return to work. Complete job analyses to communicate job responsibilities and physical demands.

### **Experience Summary**

Ms. DeKock has over 25 years of experience in disability management, job analysis, work skills evaluation, and employee supervision and management. After several years of experience in vocational counseling and rehabilitation, she gained experience in upper management in a midsize case management firm and established a private practice. She has been involved in training consultation and internal vocational evaluation and placement programs with Steelcase and Electrolux with the purpose of preparing employees for workforce transitions. She is a member of the Michigan Workers' Compensation Agency Vocational Rehabilitation Advisory Team.

### **Credentials**

**Master of Arts** – Counseling and Personnel, Western Michigan University, 1980

**Bachelor of Arts** – Education and Psychology, Calvin College, 1972

**Certified Rehabilitation Counselor**  
**Licensed Professional Counselor**

### **Presentations**

- Presented on "The Vocational Evaluation Process", "Vocational Evaluation and Testing", "Psychological Issues and Chronic Pain", and "Testing and Assessment" to claims staff at several national insurance firms.
- Guest lecturer and panelist at Michigan State University Rehabilitation Counseling Program classes on private sector vocational rehabilitation issues.
- Presenter at Michigan Rehabilitation Association conference on career development.

### **Additional Training**

- Applied Office Ergonomics
- The Americans with Disabilities Act
- Workplace Job Analyses
- Electronic Communication & Documentation
- Grief & Loss Training
- Transferable Skills Assessment
- Ethical Decision Making
- Testing & Assessment
- Diversity Training
- Workers' Compensation Systems