

Clinton Richmond, M.A., C.R.C.
OSC Vocational Systems, Inc.
www.osc-voc.com

EDUCATION:

2010 B.A.: **Major:** Human Services, **Minor:** Communication Sciences and Disorders
Western Washington University

2012 M.A.: **Rehabilitation Counseling**
Western Washington University

CERTIFICATIONS/REGISTRATION/PROFESSIONAL AFFILIATIONS

2011 - Registered Vocational Rehabilitation Counselor *Washington State Department of Labor and Industries*

2012 - Certified Rehabilitation Counselor *Commission on Rehabilitation Counselor Certification*

2017 - Certified Progressive Goal Attainment Program (PGAP ®) Coach *University Centre for Research on Pain and Disability*

2020 - Current International Association of Rehabilitation Professionals, Professional Member
Member International Academy of Life Care Planning
Social Security Vocational Experts Section and Washington State Chapter Affiliation

EXPERIENCE

OSC Vocational Systems, Inc.
Bellingham, WA

Rehabilitation Counselor, Activity Coach, & Social Security Vocational Expert

4/2013 – Current

- Coordinating care to promote independent living and return to work
- Life care plans, vocational assessments, and medical bill review for individuals with a catastrophic injury or long term health care needs
- Social Security Disability Vocational Expert testimony
- Meeting with physicians and employers to facilitate a return to a permanent new or modified position following an injury
- Completing thorough on-site job analyses to depict various occupations to physicians
- Development of retraining plans that consider interests, physical capacities, demonstrated aptitudes, achievement testing, removal of barriers to success and available training programs
- Coaching individuals through a 10 week psychosocial intervention as an Activity Coach
- Conducting labor market surveys to evaluate the viability of transferable skills and retraining goals
- Assisting employer with accessing return to work incentives from the Dept of L & I

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EXPERIENCE (cont.)

- Appointed contact for Marysville School District Marysville, WA 7/2016 – 8/2023
 - Providing return to work assistance and claim monitoring assistance for all claims in a school district
 - Contacting and meeting with physicians to facilitate successful return to modified duty

Strategic Consulting Services,
Bellingham, WA

Rehabilitation Counselor

7/2011 – 4/2013

- Providing return to work assistance and claim monitoring assistance for all claims in a school district
- Facilitating a return to a permanent new or modified position following a work-injury
- Labor market surveys performed personally to identify transferable-skilled positions, and the employability of an individual at a retraining goal regarding current and proposed skills
- Development of retraining plans that consider tested interests, physical capacities, demonstrated as well as tested aptitudes, achievement testing, and available training programs
- Removing barriers to an individual's success in a retraining plan
- Detail-oriented organization as evidenced by managing up to 30 state-fund worker's compensation referrals & have trained multiple interns

Work Opportunities

Lynnwood/Everett, WA

Employment Specialist

7/2010 – 7/2011

- Recruitment & retention support
- Placed individuals with various disabilities positions matching their individual goals
- Job coaching in a plethora of work experiences

Cascade Vocational Services

Bellingham, WA

Employment Specialist Intern

1/2010 – 6/2010

- Supporting people with disabilities to obtain and maintain employment
- Collaborating with community and co-workers to create professional development opportunities

Department of Vocational Rehabilitation

Bellingham, WA

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Vocational Rehabilitation Counselor Intern

9/2009 – 12/2009

- Facilitating weekly group information and orientation sessions for DVR participants

PUBLICATIONS/PRESENTATIONS/PROFESSIONAL ACTIVITIES:

Richmond, C., Choppa, N. & Day, D. Effectively Supporting Employees with Disabilities. Lorman Education Services, Presenter, December 15, 2021 & December 18, 2024

International Association Rehabilitation Professionals, International Academy of Life Care Planners
Life Care Planning Section – Special Assignment
Work Group member
Organization and Review of the Consensus and Majority Statements, April 2024 – July 2025

Richmond, C., Bomberger, A., Masuga, S., & Morales-Rivera, A. Rehabilitation Counseling Outside of Worker's Compensation. IARP Webinar, Presenter, September 9, 2025.

CIVIC ENGAGEMENT

Cub Scout Pack 4028

Lynden, WA

Committee Chair & Den Leader

9/2023 - Current

Den Leader

9/2022 - Current