

Nicholas J. Choppa
OSC Vocational Systems, Inc.
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Education

Western Washington University, Bellingham, WA Master of Arts – Rehabilitation Counseling	2013 to 2015
The Evergreen State College, Olympia, WA Bachelor of Arts – Psychology	2005 to 2009

Professional Certifications and Affiliations

Certified Case Manager (CCM)	2017 - Present
Certified Rehabilitation Counselor (CRC)	2015 – Present
Certified Disability Management Specialist (CDMS)	2012 – Present
Professionals in Workers’ Compensation, Member	2011 – Present
International Association of Rehabilitation Professionals, Member Forensic, Life Care Planning/IALCP, and Washington State Chapter Affiliations	2011 – Present
International Association of Rehabilitation Professional:	
• International Academy of Life Care Planners - Member/Chair/Past Chair	2020 – 2025
• SCRB/Code of Ethics Review Board – Compliance Review Member	2022 – Present
College of Vocational Professionals, Certification Advisory Panel Member	2024 – Present
WWU Rehabilitation Counseling Program Advisory Committee Member	2025 – Present

Employment and Experience

OSC Vocational Systems, Inc. Job Title: Vocational Rehabilitation Counselor/Case Manager	2009 – Present
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Professional Areas of Expertise

Vocational rehabilitation counseling, case management, developing rehabilitation plans, job development and placement, psychometric testing, and life care planning. Manage independent case load, performing assessment and coordination of medical treatment with various medical providers. Labor market research and employment qualification assessment. Possess knowledge of the medical aspects of disability. Provide forensic services upon request.

Publications

- Bomberger, A., & Choppa, N. (2025). An Update to the Federal Rules of Evidence vs. Professional Certifications: The Real Basis for Establishing Admissible Testimony in Life Care Planning. *Journal of Life Care Planning*, 23(1), 39–53.
- Cary, J., Choppa, N., Johnson, C., Fountaine, J., Choppa, A. (2023) A Walk-Through from Referral to Testimony: Methodology & Admissibility. *Journal of Life Care Planning*, 21, (1), 69-84.
- Choppa N., et al. (2021). Considerations for Vocational Assessments in the Era of COVID-19. *The Rehabilitation Professional*, 29, (1), 57-70. [Selected for reprint in *The Rehabilitation Professional & Journal of Life Care Planning: A Year in Review (2021) Vol.1, No. 1, (9-22)*]
- Cary, J., Choppa, N., & Layton, K., (2021). Considerations for Vocational Assessments in the Era of COVID-19. *The Rehabilitation Professional*, 29 (2), p.p. 57-70.
- Cary, J., Choppa, N., & Layton, K., (2021). Vocational, Economic and Life Care Planning in the Era of COVID-19. *Journal of Life Care Planning*, 19 (1), p.p. 3-17.
- Choppa, N., (2020). Book Review, Medical, Psychosocial and Vocational Aspects of Disability –5th edition. *Journal of Life Care Planning*, 18 (4), p.p. 69-70.
- Choppa, N. & Johnson, C. B., (2020). Life Care Planning; Coordination of Care; A Tool of Case Management. *Washington International Association of Rehabilitation Professionals Winter Newsletter*. January 2020, p.p. 7-10.
- Choppa, N. (2019). Handling the Workers' Compensation Case from Start to Finish, Medical Issues During the Claim. *National Business Institute*, 49-64, December 11, 2019.
- Choppa, N., et al. (2019). Performing a Review of Past Medical Bills to Determine the Reasonableness of Costs. *Journal of Life Care Planning*, 17 (2), p.p. 51-55.
- Choppa, N. (2018). Human Resource Law from A to Z: Workers' Compensation Basics, Reframing Essential Policies and Protocols. *National Business Institute. Human Resource Law from A to Z*, 107-125, October 10, 2018.

- Cary, J., Choppa, N., Gamez, J., (2018). Labor Market Research/Survey: An Approach Centered on the Individual and Grounded in Objective and Reliable Data. *The Rehabilitation Professional*, 26(1), p.p. 5-18.
- Choppa, N. (2017). Retraining of Injured Worker. In J. Field & T. Field (Eds.), *Forensic Casebook: Vocational and Economic Reports* (pp. 73-91). Elliott & Fitzpatrick: Athens, GA.
- Choppa, N., et al. (2016). Life Care Planning: The ACA, Collateral Source and Standard Methodology – A Discussion with the Experts. *Trial News*, October 2016
- Choppa, N. & Johnson, C. B. (2016). The Use of the FCE in Estimation of Client Care and Services, *The Rehabilitation Professional*, 24, (1), p.p. 31-36.
- Choppa, N. & Johnson, C. B. (2015). Medical Issues in Workers' Compensation, Vocational and Legal Perspectives. *National Business Institute. Workers' Compensation from A to Z*, 109-119, November 18, 2015.

Speaking Opportunities/Additional Experience

- Speaker – American College of Chiropractic Consultants. Introduction to Life Care Planning. October 24, 2026. Chicago, IL.
- Speaker – International Association of Rehabilitation Professionals – Professional Certifications in Life Care Planning. February 4, 2025. Seattle, WA.
- Speaker – Lorman Education Services. Effectively Supporting Employees with Disabilities. December 18, 2024. Seattle, WA.
- Speaker – American Board of Vocational Experts. Internal Consistency in Life Care Planning and Vocational Assessments. March 8, 2024. Memphis, TN.
- Speaker – Lorman Education Services. Accommodating Anxiety, Workplace Stress and PTSD under the ADA. February 20, 2024. Seattle, WA.
- Program Mentor – Western Washington University, Rehabilitation Counseling Masters Degree program. 2023.
- Speaker – International Association of Rehabilitation Professionals, National Conference – A Comparison of the Certifications of a Life Care Planner; and the Rules of Evidence. October 26, 2023. Arlington, VA.
- Speaker – Vocational Rehabilitation Association of Canada. Ethical Issues for VRC's. June 2, 2023. Victoria, B.C.
- Speaker – Lorman Education Services. Effectively Supporting Employees with Disabilities. December 15, 2021. Seattle, WA.

Speaker – International Association of Rehabilitation Professionals, National Conference – A Walk-Through from Referral to Testimony; Methodology & Admissibility. November 11, 2021. Seattle, WA.

Speaker – IAM/ Boeing Joint Programs Re-Employment and Safety Training (CREST) – Ethical Issues for VRC's in Vocational Recovery. September 22, 2021. Seattle, WA.

Speaker – International Association of Rehabilitation Professionals, Washington Chapter – Ethical Issues for VRC's in Vocational Recovery Part 2. August 18, 2021. Seattle, WA.

Speaker – International Association of Rehabilitation Professionals, Washington Chapter – Ethical Issues for VRC's in Vocational Recovery. April 30, 2021. Seattle, WA.

Speaker – Professionals in Workers' Compensation. Tales from the Trenches: COVID's Impact on Workers' Compensation. April 29, 2021. Seattle, WA.

Speaker – Lorman Education Services. Accommodating Anxiety, Workplace Stress and PTSD under the ADA. December 1, 2020. Seattle, WA.

Speaker – National Business Institute. Handling the Workers' Compensation Case from Start to Finish, Medical Issues During the Claim. December 11, 2019. Seattle, WA.

Speaker – National Business Institute. Human Resources Law from A to Z: Workers' Compensation Basics, Essential Policies and Protocols. October 10, 2018. Seattle, WA.

Speaker – Brain Injury Alliance of Washington, Medical-Legal Seminar on Traumatic Brain Injuries - Vocational Therapy and Graduated Return to Work. June 8, 2018. Seattle, WA.

Guest Lecturer – Western Washington University, Rehabilitation Counseling Masters Degree program- Certified Rehabilitation Counselor Process and Testing, May 2018, Everett, WA.

Speaker - International Association of Rehabilitation Professionals, Washington Chapter – LMS/R & Defensible Vocational Outcomes, November 2, 2017. Cle Elum, WA.

Speaker – Washington State Department of Labor and Industries Fall Vocational Conference – Building a Supportable Labor Market Survey. October 5, 2016, Olympia, WA.

Guest Lecturer – Western Washington University, Rehabilitation Counseling Masters Degree program - Certified Rehabilitation Counselor Process and Testing, May 2016. Everett, WA.

Speaker – National Business Institute. Workers' Compensation from A to Z: Medical Issues in Workers' Compensation, Vocational and Legal Perspectives. November 18, 2015. Seattle, WA.

Speaker –The Evergreen State College, Human Resources Masters Degree program. Vocational Counseling and Disability Management Services: The ADA and Navigation of Stakeholders. January 2012. Olympia, WA.

Editorial Intern – The Rehabilitation Professional Journal (Volume 16, Number 3) 2008.