

Sonia Stratton Masuga, MA, CRC

EDUCATION:

Master of Arts, Rehabilitation Counseling

Western Washington University
Bellingham, Washington, 2021

Bachelor of Science, Vocational Rehabilitation Counseling

University of Wisconsin – Stout
Menomonie, Wisconsin, 1993

CERTIFICATION/REGISTRATION:

- Certified Rehabilitation Counselor #543626, October 2021
Commission of Rehabilitation Counseling Certification
- Registered Vocational Rehabilitation Counselor, #8828, 1994
Washington State Department of Labor & Industries
- Approved Vocational Expert 2016-2020, 2021 to current
U.S. Social Security Administration, BPA 0091
Office of Disability Adjudication and Review, Seattle, WA
- International Certified Cost of Care Professional #2137, 2025
College of Vocational Rehabilitation Professionals

Professional Affiliations:

International Associate of Rehabilitation Professionals (IARP) 2016 to current

Professionals in Worker Compensation (PWC) 2017 to current

Washington Self-Insured Association 2004 to current

Professional Experience:

Vocational Rehabilitation Counselor and Case Manager

OSC Vocational Systems, Inc.

March 2024 to Present

- Vocational Assessments: Completion of assessments for individuals with injuries sustained and their occupations to determine their ability to work. This includes evaluating educational background and past relevant work; conduct analysis of transferrable skills; assess employability in the local and national labor market utilizing Federal and State resources. Develop vocational retraining plans. Completion of Labor Market Surveys and Job Analyses.
- Expert Witness Testimony: Perform assessments, files reviews, reporting and expert witness testimony in workers compensation, social security cases and state civil cases regarding ability to work, wage loss, life care planning and lost earning capacity.

- Case management and coordination of life care plans for individuals with a catastrophic injury or long term health needs.
- Perform damage calculations regarding loss of earning capacity, wage loss, and life care planning.

Vocational Rehabilitation Counselor and Case Manager

Strategic Consulting Services, Inc.

2003 to 2024

Favorite Consulting, Inc.

1998 to 2003

- Vocational Assessment: interview clients with injuries or disabilities; evaluate their educational background and past relevant work; conduct analysis of transferrable skills; assess employability in the local and national labor market utilizing Federal and State resources including but not limited to DOT, OOH, Career One Stop, Washington Workforce Explorer, Access Washington, WOIS, etc.
- Rehabilitation Planning and Implementation: Develop vocational retraining plans to assist individuals with disabilities re-enter the labor market in a position consistent with residual physical and/or mental capacities; monitor progress in training and assist with any problems to facilitate successful completion of training followed by gainful employment.
- Labor Market Survey: Contact employers to determine the necessary qualifications for and the occupational and physical demands of jobs. Also determine if the hiring pattern and number of openings constitute a positive or negative labor market.
- Job Analysis: On site evaluation of the essential functions and physical demands of jobs based on direct observation, personnel interviews, and other resources.
- Job Development and Client Placement: Contact employers to identify potential contacts for disabled clients. Promote the hiring of workers with disabilities and assist clients with job placement. Placement services also include resume development, instruction in job seeking skills, and mock interviews
- Expert Testimony: Perform assessments, files reviews, reporting and expert witness testimony in workers compensation and social security cases.

Vocational Rehabilitation Counselor

Rainier Case Management

1994 to 1998

Provide vocational rehabilitation assessment, placement, and rehabilitation planning in various rehabilitation programs, insurance systems, and jurisdictions, including: Washington State Workers Compensation (L&I) and Self-Insured Employers.

Job Placement Specialist

Michael Fry and Associates

1993 to 1994

Job Development and Client Placement: Contact employers to identify potential

contacts for disabled clients. Promote the hiring of workers with disabilities and assist clients with job placement. Placement services also include resume development, instruction in job seeking skills, and mock interviews

Presentations:

Stratton Masuga, S and Hauser, A. **ADA Accommodation and RTW for Injured Workers**, Puget Sound Educational Service District 4/21/22

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

Stratton Masuga, S., Hollar, B., and Porter, C., **Return to Work Strategies: Vocational Services**, Puget Sound Educational Service District 2/19/26