



INDIVIDUAL UNEMPLOYABILITY

THE WORK-CAPACITY FRAMEWORK

PHYSICAL AND MENTAL FUNCTIONS

Ray v. Wilkie identifies economic and noneconomic components of the ability to secure and follow substantially gainful employment.

38 C.F.R. 4.16

NONECONOMIC COMPONENT

FUNCTIONS THE RECORD MAY NEED TO ADDRESS

PHYSICAL ABILITY

- Lifting, bending, sitting, standing, walking, and climbing
- Grasping, typing, reaching, hearing, and seeing
- Exertional and nonexertional limits tied to the occupation

MENTAL ABILITY

- Memory, concentration, adaptation, and workplace stress
- Interaction with coworkers and supervisors
- Reliability, attendance, pace, and productivity

INDIVIDUAL CONTEXT

THE LIST IS NOT A CHECKLIST

1

HISTORY

What work has the veteran actually performed?

2

EDUCATION

What education and training are realistically usable?

3

SKILLS

Which skills transfer, and what limitations interfere?

4

OCCUPATIONAL DEMANDS

Which functions matter for the work at issue?