



INDIVIDUAL UNEMPLOYABILITY

WORK HISTORY AND EDUCATION FUNCTION MAP

Job titles are not enough. Translate prior work and training into the functions each occupation required.

38 C.F.R. 4.16

MAP THE BACKGROUND

FROM RESUME LABELS TO WORK DEMANDS

1

JOBS AND DATES

Employer, position, dates, hours, earnings, absences, and reason work ended.

2

PHYSICAL DEMANDS

Sitting, standing, walking, lifting, carrying, reaching, handling, and environmental exposure.

3

MENTAL DEMANDS

Concentration, memory, pace, adaptation, stress tolerance, reliability, and interaction.

4

EDUCATION AND TRAINING

Degrees, certifications, military specialties, licenses, and recent training.

5

TRANSFERABLE SKILLS

Skills that could carry to different work, plus limitations that affect using them.

6

WORK ATTEMPTS

Accommodations, reduced duties, failed attempts, protected work, and why the attempt ended.

