



Dr. T. Scott Smith  
600 Jefferson Street  
Lafayette, LA 70501  
(physical address)

Strategy 365 Consulting, LLC  
2851 Johnston Street, Suite 527  
Lafayette, LA 70513  
(mailing address)

**Please note that the present report sample is based upon a summary of profiles across several previous referrals. The present sample is not intended to represent an individual person or referral. Any similarities to a specific person or referral is strictly coincidental.**

October 9, 2018

Mr. Bill Kingsley  
Kingsley & Fuller, APLC  
1049 Paula Road  
Pierre Part, LA 70810

**REF:           Elizabeth Broussard**  
**Assessment of Employability**

Dear Mr. Kingsley:

The following offers submission of a report to be used in divorce proceedings regarding **Ms. Elizabeth Broussard**. The initial date of service was **August 31, 2018**, or the date for completion of the face-to-face meeting with Ms. Broussard. We met from approximately 10:25 am to 11:40 am in a private room at the South Regional branch of the public library. She provided copies of medical records for my review at this meeting. She presented as timid and nervous. Admittedly, she began crying intermittently during the interview.

### **Results of Interview**

#### **Demographics**

Ms. Broussard is a 6-year-old Caucasian female with blonde hair. Her date of birth is July 14, 1969. She reports having three children, ages 19, 21, and 23. (She also reported having experienced an ectopic pregnancy in the past. As such, she was pregnant four times.) Her 19-year-old and 21-year-old are currently enrolled in college courses at the University of Louisiana at Monroe (ULM) and Baton Rouge Community College (BRCC). These children live with Ms. Broussard.

---

Her 23-year-old, Arthur, currently lives by himself, but due to having symptoms associated with Asperger's, and Autism Spectrum Disorder, she reports that he is having a difficult time maintaining a consistent work history. She foresees that he will need to live with her intermittently or even permanently, considering his ongoing medical and psychological status.

She reports that she was married for 25 years. During this time of marriage, she had intermittent separations. Her ex-husband has since remarried.

### Education

Ms. Broussard graduated with her high school diploma in 1987 from St. Anne Catholic High School, located in Iowa, LA.

During her senior year of high school, she indicated she decided to join the Army National Guard to fund tuition costs.

She first attended the University of Louisiana at Lafayette (ULL) and majored in Public Relations, but after approximately a year she changed her major to Public Relations. She later transferred to University of New Orleans and graduated with her degree in Public Relations around 1995. She transferred colleges to accompany her husband, whom was in Physical Therapy school in New Orleans, LA.

She applied to the School Psychology graduate program at Nicholls State University, Thibodeaux, LA, was accepted, and attended a single online course towards this program while still completing courses in her undergraduate program. However, she dropped the graduate-level course, considering at the time she was having psychological or mental health difficulties associated with general stressors that were occurring with her marriage.

### Disability and Mental Health Overview

Ms. Broussard indicates that she has joint pain throughout her body, associated to fibromyalgia. While she can drive when necessary, she tries to avoid driving due to safety issues. She specifies she suffers from daily diarrhea, nausea, and vertigo.

She reports suffering from Crohn's Disease, with problems associated to endurance. She experienced depression regularly, marked by a lack of motivation, an identified need to cry, and social isolation. She did experience bullying as a child, which became linked to depression in high school, which she discussed with her parents and counselor during high school. However, through discussion with

her parents and high school counselor, she was able to function on a daily basis without significant overlay stemming from depression.

She related exacerbation of the depression and feelings of hopelessness as stemming from her marriage turmoil and related divorce proceedings.

### Exploration of Daily Experiences

She reports experiencing trouble sleeping daily, often attaining approximately only 4 hours of broken sleep per night. She has tried various medications, with only OTC sleeping aides assisting with sleep maintenance. She experiences headaches, almost on a daily basis.

She indicates she has limited social life and sometimes watches television for leisure.

### Financial

Currently, it is reported that she has been living off of money from an inheritance. Currently, she self-reports that she earns approximately \$2,100 monthly through a trust fund. While her divorce case is presently in litigation, she is not receiving alimony. Presently, child support payments are seven months in arrears.

### Work History

She reports that she has not worked for 10 year, with her last employment occurring in 2007. At this time, she worked for a non-profit agency, assisting with community outreach and marketing. Instead, her primary daily activities have focused on taking care of her children and maintaining a household.

She did recall the following work history prior to her marriage:

### Exploration of Job Search Efforts

It was reported by Ms. Broussard that about 4 years ago she tried to apply to various jobs to meet her financial needs. She was prompted to begin searching for employment because she was concerned about a pending divorce and an inability to maintain daily expenses. She reported that she did secure several interviews. The following represents the identified employer, type of position, employer response, and follow-up complete by Ms. Broussard:

### **Review of Medical Records:**

The records provided for review consisted of medical records from various medical providers and facilities and a personal journal kept by Ms. Broussard documenting her medical issues.

First, the medical records and diagnostic studies have been summarized. Following the review of records, a summation of Ms. Broussard's personal medical journal and observations from the review of that journal have been discussed.

### **2008:**

**07/10/08 Dr. Silas Sawyer (Gynecologist/Urologist):**

### **2014:**

**08/19/14 Dr. Rick Foster:**

### **2015:**

**06/24/15 Dr. Leila Graham (Comprehensive Family Care):**

**07/23/15 Dr. Leila Graham (Comprehensive Family Care):**

### **Other Psychosocial Considerations:**

Additional psychosocial issues that should be considered as potential contributors to stress included notation in the medical records that Ms. Broussard has a son with Asperger's Syndrome and another son with ADD. Records dated in 2015, indicated that Ms. Broussard has 2 sons (ages 18 & 20 in 2015) and 1 daughter (age 16 in 2015).

### Job Placement Options:

The following job placement options are proposed as potential positions Ms. Broussard could qualify in accordance to her previous education and work history.

Public Relations and Fundraising Managers	11-2031.00
Public Relations Specialists	27-3031.00
Police, Fire, and Ambulance Dispatchers	45-5031.00
Data Entry Keyers	43-9021.00
Switchboard Operators, Including Answering Service	43-2011.00

**While these do present job placement options, as will be discussed later in the present report, I do not assess that she is employable in any of these positions. Moreover, she is not employable in the open labor market.**

### Description of Job Placement Options

The following information pertains to the occupation of Public Relations and Fundraising Managers – 11-2031.00.

Individuals employed in this occupation will plan, direct, or coordinate activities designed to create or maintain a favorable public image or raise issue awareness for their organization or client; or if engaged in fundraising, plan, direct, or coordinate activities to solicit and maintain funds for special projects or nonprofit organizations.

#### Projected Tasks

- Identify main client groups and audiences, determine the best way to communicate publicity information to them, and develop and implement a communication plan.

- Develop and maintain the company's corporate image and identity, which includes the use of logos and signage.
- Manage special events, such as sponsorship of races, parties introducing new products, or other activities the firm supports, to gain public attention through the media without advertising directly.
- Write interesting and effective press releases, prepare information for media kits, and develop and maintain company internet or intranet web pages.
- Design and edit promotional publications, such as brochures.

Among individuals employed in this position, 72% have a Bachelor's degree, 11% have some college experience but no degree, and 7% have a Master's degree.

### Projected Wages and Job Openings

#### Public Relations and Fundraising Managers – 11-2031.00

Location	Low Wages	Median Wages	High Wages	Projected Job Openings
Louisiana	\$22.05 \$45,870	\$36.26 \$75,410	\$71.23 \$148,150	30
United States	\$29.39 \$61,130	\$53.50 \$111,280	\$100.00 \$208,000	6,900

Reference: Career One Stop. (n.d.) Public Relations and Fundraising Managers: Louisiana. Retrieved on September 20, 2018 from <http://www.onetonline.org/link/summary/11-2031.00>

The following information pertains to the occupation of Public Relations Specialists – 27-3031.00.

Individuals employed in this occupation will engage in promoting or creating an intended public image for individuals, groups, or organizations, and may write or select material for release to various communications media.

### Projected Tasks

- Respond to requests for information from the media or designate an appropriate spokesperson or information source.
- Write press releases or other media communications to promote clients.
- Establish or maintain cooperative relationships with representatives of community, consumer, employee, or public interest groups.
- Plan or direct development or communication of programs to maintain favorable public or stockholder perceptions of an organization's accomplishments, agenda, or environmental responsibility.

- Study the objectives, promotional policies, or needs of organizations to develop public relations strategies that will influence public opinion or promote ideas, products, or services.

Among individuals employed in this position, 92% have a Bachelor's degree, and 8% have a Master's degree.

### Projected Wages and Job Openings

#### Public Relations Specialists – 27-3031.00

Location	Low Wages	Median Wages	High Wages	Projected Job Openings
Louisiana	\$12.33 \$25,640	\$20.39 \$42,400	\$38.12 \$79,280	190
United States	\$15.79 \$32,840	\$28.51 \$59,300	\$53.97 \$112,260	28,200

Reference: Career One Stop. (n.d.) Public Relations Specialists: Louisiana. Retrieved on September 20, 2018 from <http://www.onetonline.org/link/summary/27-3031.00>

The following information pertains to the occupation of Police, Fire, and Ambulance Dispatchers – 45-5031.00.

Individuals employed in this occupation will operate radio, telephone, or computer equipment at emergency response centers, receive reports from the public of crimes, disturbances, fires, and medical or police emergencies, relay information to law enforcement and emergency response personnel, and may maintain contact with caller until responders arrive.

#### Projected Tasks

- Question callers to determine their locations, and the nature of their problems to determine type of response needed.

- Determine response requirements and relative priorities of situations, and dispatch units in accordance with established procedures.
- Record details of calls, dispatches, and messages.
- Scan status charts and computer screens, and contact emergency response field units to determine emergency units available for dispatch.
- Receive incoming telephone or alarm system calls regarding emergency and non-emergency police and fire service, emergency ambulance service, information, and after-hours calls for departments within a city.

Among individuals employed in this position, 75% have a high school diploma or equivalent, and 10% have an Associate's degree, and 9% have some college experience but no degree.

### Projected Wages and Job Openings

Police, Fire, and Ambulance Dispatchers – 45-5031.00

Location	Low Wages	Median Wages	High Wages	Projected Job Openings
Louisiana	\$10.20 \$21,220	\$14.68 \$30,540	\$23.00 \$47,840	160
United States	\$12.46 \$25,920	\$19.06 \$39,640	\$30.13 \$62,680	10,000

Reference: Career One Stop. (n.d.) Police, Fire, and Ambulance Dispatchers: Louisiana. Retrieved on September 20, 2018 from <http://www.onetonline.org/link/summary/45-5031.00>

The following information pertains to the occupation of Data Entry Keyers – 43-9021.00

Individuals employed in this occupation will operate data entry devices, such as keyboard or photo composing perforator, and duties may include verifying data and preparing materials for printing.

### Projected Tasks

- Locate and correct data entry errors, or report them to supervisors.
- Compile, sort, and verify the accuracy of data before it is entered.
- Compare data with source documents, or re-enter data in verification format to detect errors.



- Store completed documents in appropriate locations.
- Select materials needed to complete work assignments.

Information pertaining to educational attainment among individuals employed in this position is currently unavailable.

### Projected Wages and Job Openings

#### Data Entry Keyers – 43-9021.00

Location	Low Wages	Median Wages	High Wages	Projected Job Openings
Louisiana	\$8.59 \$17,870	\$12.86 \$26,740	\$22.20 \$46,260	220
United States	\$10.37 \$21,570	\$14.87 \$30,930	\$22.24 \$46,180	16,800

Reference: Career One Stop. (n.d.) Data Entry Keyers: Louisiana. Retrieved on September 20, 2018 from <http://www.onetonline.org/link/summary/43-9021.00>

#### The following information pertains to the occupation of Switchboard Operators, Including Answering Service – 43-2011.00

Individuals employed in this occupation will operate telephone business systems equipment or switchboards to relay incoming, outgoing, and interoffice calls, and may supply information to callers and record messages.

#### Projected Tasks

- Answer incoming calls, greeting callers, providing information, transferring calls or taking messages as necessary.

- Operate communication systems, such as telephone, switchboard, intercom, two-way radio, or public address.
- Page individuals to inform them of telephone calls, using paging or interoffice communication equipment.
- Relay or route written or verbal messages.
- Place telephone calls or arrange conference calls as instructed.

Among individuals employed in this position, 59% have a high school diploma or equivalent, 6% have an Associate's degree, and 24% have some college experience but no degree.

### Projected Wages and Job Openings

Switchboard Operators, Including Answering Service – 43-2011.00

Location	Low Wages	Median Wages	High Wages	Projected Job Openings
Louisiana	\$8.95 \$18,620	\$12.60 \$26,200	\$18.26 \$37,980	220
United States	\$9.91 \$20,610	\$13.80 \$28,700	\$20.92 \$43,500	16,800

Reference: Career One Stop. (n.d.) Switchboard Operators, Including Answering Service: Louisiana. Retrieved on September 20, 2018 from <http://www.onetonline.org/link/summary/43-2011.00>

### Final Observations and Conclusions

Ms. Broussard is a 49-year-old female with various disabilities that are medical, physical, and psychosocial in nature. These include .

She does have a Bachelor's degree in Public Relations and was accepted into a graduate program. However, due to the need for her to maintain the family home

and provide childcare, she did not pursue employment at that time nor was she able to complete her graduate program.

Her removal from the labor market, albeit for family reasons, significantly limited in the past her ability to obtain employment and presently reduces her employability.

For graduates with an undergraduate degree in Public Relations, companies typically hire young graduates. Then, the graduates will “work their way up.” Through work experience the graduates will gain financial compensation, reputation, and employment sustainability.

Admittedly, this is an occupation based upon physical image and reputation. At present, Ms. Broussard would be entering this occupation as a woman in her 50s with no work experience. While perhaps in theory she may have the basic education to enter the field, in reality her chances of employability in this occupational field are negligible.

She has previously participated in job search efforts but was unable to secure employment. While her job search efforts were not long term, I do feel that additional job search efforts, focusing on public relations, will not result in successful job placement.

Considering her physical and mental limitations at this time, it is my opinion that it is improbable that she will be able to gain or obtain work in any capacity.

Her mental ability to sustain employment is severely limited. The overlay mental health overlay, in which she attributes to marital relations and divorce proceedings, has limited her social interaction skills, ability to sustain attention, and ability to maintain long-term employment.

Given that she has been out of the workforce and furthermore not able to use the skills learned in her Bachelor’s level program, it would be difficult for her to acquire employment commensurate to her educational attainment, particularly even without her current disabling conditions.

Perhaps, with extensive counseling, she would be able to transition from part-time to eventually full-time employment. Since she would be beginning a career or position essentially with no previous experience or updates skills, she would be starting with a low salary or “beginner’s salary.”

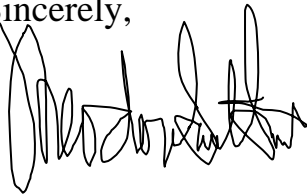
Most probably, again, I do not foresee her able to return to work in any capacity without significant counseling and without transitioning from part-time to full-time employment.

However, given “the perfect situation” that an employer would “give her a chance” I would estimate that she would \$12,000 a year part-time to a maximum of \$24,000 a year full time. This is estimated at \$12 hour for 1000 work hours a year or \$12 an hour for 2,000 work hours a year.

I reserve the opportunity to modify the present report based on receipt of additional information.

Also, please find the present invoice for services rendered accompanying the present report.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Scott Smith', with a stylized, cursive script.

T. Scott Smith, Ph.D.