

TRAVIS S. ANDREWS, PH.D.

LCMHC-S (NC) • LPC (VA, GA) • CRC • NCC • ACS

THE VOCATIONAL STANDARD, LLC

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CURRICULUM VITAE • FORENSIC & VOCATIONAL EXPERT • JULY 2026

PROFESSIONAL PROFILE

Dr. Travis S. Andrews is a forensic vocational consultant and licensed clinical mental health counselor supervisor whose expert practice runs on three lines: contracted Social Security Administration Vocational Expert under successive federal Blanket Purchase Agreements current through 2030; North Carolina Local Certified Forensic Evaluator conducting court-ordered capacity-to-proceed evaluations; and founder of The Vocational Standard, LLC, advising attorneys, insurers, and employers on employability, work capacity, and earning capacity.

His opinions rest on two decades of direct practice with the populations about whom he testifies. He has counseled, evaluated, supervised, and built programs for individuals with psychiatric disability, traumatic brain injury, intellectual/developmental disability and autism, and co-occurring conditions — as clinician, Qualified Intellectual Disability Professional, VA Vocational Rehabilitation & Employment contract counselor, and founder and Chief Executive Officer of Andrews Counseling & Consulting, PLLC, a Joint Commission-accredited behavioral health organization of approximately sixty personnel.

He has held faculty appointments at five institutions — including graduate instruction in assessment, diagnosis, and clinical practice in the University of Kentucky's nationally ranked rehabilitation counseling program — and has twice served as invited ethics faculty for the American Rehabilitation Economics Association, teaching expert-witness ethics to credentialed forensic practitioners. His court engagements have included a second-opinion evaluation specifically requested by state prosecutors following another evaluator's report.

EDUCATION

Ph.D., Rehabilitation Counseling and Counselor Education — North Carolina Agricultural and Technical State University, Greensboro, NC (conferred July 31, 2020)

Dissertation: *Rehabilitation Counseling in Color: The Importance of African American Male Representation in CACREP-Accredited Counselor Education Programs*

M.S., Mental Health Counseling (Rehabilitation Counseling) — North Carolina Agricultural and Technical State University, Greensboro, NC (conferred December 11, 2010)

B.A., Sociology — North Carolina Agricultural and Technical State University, Greensboro, NC (conferred May 13, 2006)

Certificate, Forensic Rehabilitation Counseling — University of Florida (2017)

Degree designations and conferral dates verified against official transcript.

LICENSURE & CERTIFICATION

Credential	Jurisdiction / Body	Number	Status
Licensed Clinical Mental Health Counselor Supervisor (LCMHC-S)	North Carolina	S8657	Issued 06/20/2017; Active, No Discipline
Licensed Professional Counselor (LPC)	Georgia	LPC013609	Issued 03/10/2023; Active
Licensed Professional Counselor (LPC)	Virginia	0701014865	Issued 05/08/2025; Active
Certified Rehabilitation Counselor (CRC)	CRCC	00112820	Valid through 09/30/2029
National Certified Counselor (NCC)	NBCC	1641564	Active
Approved Clinical Supervisor (ACS)	CCE	ACS-4782	Active
Local Certified Forensic Evaluator (LCFE)	North Carolina Forensic Services (Central Regional Hospital)	—	Training and examination completed August 2022; court appointments since 2022

Certified TF-CBT Therapist	National TF-CBT Therapist Certification Program	—	Current through 02/22/2027
Licensed Professional Clinical Counselor Supervisor (LPCC-S)	Kentucky	264581	Prior licensure (issued 09/02/2020; expired)
Registered Rehabilitation Supplier	Georgia State Board of Workers' Compensation	04022	Prior registration (approved 2022)

License name of record: Travis Swindell Andrews.

FORENSIC & VOCATIONAL EXPERT EXPERIENCE

Vocational Experience Continuum. Vocational counseling has run through Dr. Andrews' clinical work since 2006 — approximately half of his community behavioral health caseload (2006–2016) involved transition-aged youth or work-related goals, including school-to-work and postsecondary transition planning for youth with learning, psychiatric, and developmental disabilities. Related work includes career counseling within community mental health and cognitive rehabilitation (including return-to-function planning for traumatic brain injury) and military-to-civilian employment transition counseling for service members and families. Dedicated vocational rehabilitation practice (2016–present) spans direct VR counseling, VA VR&E contract services, state Community Rehabilitation Program operation, SSA vocational expert testimony, and forensic vocational consultation.

Social Security Administration — Office of Hearings Operations

Vocational Expert (Contracted) | 2017 – Present

- Approved SSA Vocational Expert since 2017; direct successive federal Blanket Purchase Agreements: No. 28321320AV0440051 (04/2020 – 03/2025) and No. 28321325AV0440164 (04/2025 – 03/2030).
- Testify at Social Security disability hearings as an approved vocational expert, presenting opinions on work capacity, past relevant work, transferable skills, occupational requirements, and labor market resources using DOT and SCO references.
- Maintain collaborative professional relationships with administrative law judges, attorneys, non-attorney representatives, and OHO staff; hearing workup archive documents case preparation from June 2017 forward.

The Vocational Standard, LLC — North Carolina

Founder & Forensic Vocational Consultant | Forensic practice 2017 – Present (via Andrews Counseling & Consulting, PLLC); LLC formed June 2026

- Provide forensic vocational consultation to attorneys, insurance carriers, employers, and agencies on employability, work capacity, earning capacity and loss of wage-earning capacity, transferable skills, labor market access, and return-to-work questions.
- Prepare comprehensive forensic vocational reports addressing vocational history, functional limitations, interpretation of evaluations, transferable skills analysis, labor market data, recommendations, and conclusions.
- Conduct job analysis, labor market surveys, job-demands comparison against restrictions, vocational testing, and rehabilitation planning; methods grounded in DOT, SCO, ONET, and U.S. Department of Labor resources.
- Provide forensic vocational consultation in marital dissolution and family law matters — earning capacity and imputed-income analysis informing spousal support determinations, in coordination with attorneys, mediators, and family court stakeholders.

Criminal-Court Forensic Evaluation

Local Certified Forensic Evaluator — North Carolina General Court of Justice | 2022 – Present

- Completed NC Forensic Services' LCFE training and examination (Central Regional Hospital, August 2022); receive court appointments as a designated local certified forensic evaluator through multiple LME/MCOs (Vaya Health from November 2022; Trillium from December 2022).
- Conduct court-ordered capacity-to-proceed evaluations under N.C.G.S. § 15A-1002 within seven-day statutory timeframes, submitting written findings, capacity opinions, and recommendations to the Clerk of Superior Court; engagements have included a second-opinion evaluation specifically requested by state prosecutors following another evaluator's report.
- Retained by the Office of the Federal Public Defender, Middle District of Florida (2023) to conduct, with Dr. Anthony Andrews, a defense-retained behavioral health evaluation of a federal defendant — clinical interviews, testing, and

consultation, with findings delivered to the defense team. Engagement followed the office's invited CLE training (January 2023 — see Presentations).

VRE 4 VETS, LLC — North Carolina & Virginia (VA Contract No. VA119A-17-D-0021, Winston-Salem RO)

Rehabilitation & Employment Counselor / VR&E Contract Counselor | June 2016 – July 2019

- Served veterans and transitioning service members under 38 U.S.C. Chapters 31 and 36: initial evaluations (A-1), vocational explorations (A-4), plan-development narratives (VA Form 28-1902n) culminating in drafted IEEP rehabilitation plans, Chapter 36 educational-vocational counseling, and intensive case management with monthly progress reporting.
- Administered and interpreted CareerScope aptitude-and-interest assessments, integrating results with military and medical records, academic transcripts, and vocational histories into VR&E-fundable recommendations; documented casework in VA's CWINRS system.

Alternative Living Solutions — Charlotte, North Carolina

Vocational Rehabilitation Counselor (Contractor) | May 2016 – July 2018

- Contract vocational counselor serving Social Security disability beneficiaries pursuing employment — including Ticket to Work participants — and referrals with psychiatric, intellectual, and physical disabilities: vocational evaluation and interpretation, individualized career planning, job development and placement, and job-search training toward competitive employment.

CLINICAL & EXECUTIVE FOUNDATION

Andrews Counseling & Consulting, PLLC — North Carolina

Founder & Chief Executive Officer | January 2017 – Present

- Founded and lead a Joint Commission–accredited behavioral health organization (initial accreditation 2022; re-accredited 2025) of approximately sixty clinical, behavioral, and paraprofessional personnel across eight credentialed North Carolina sites and a Georgia service line.
- Clinical practice concentrated at the intersection of intellectual/developmental disability, autism, and co-occurring mental health conditions; services span psychotherapy, behavioral consultation, psychological evaluation, and cognitive rehabilitation for traumatic brain injury (Cognitive Rehabilitation Specialist, 2017–2019).
- NC Board–approved clinical supervisor: twenty formal supervision contracts approved by the NC Board of Licensed Clinical Mental Health Counselors (2017–2025), with approximately eighteen supervisees advancing to full independent licensure.

Earlier clinical foundation: Founder & Clinical Director, AnDixon Counseling and Community Services, LLC (2013–2016) — community mental health practice of 12 clinical staff serving ~150 active Medicaid enrollees in rural southeastern North Carolina. Qualified Intellectual Disability Professional, Alternative Living Solutions (2013–2016). Progressive behavioral health roles, Guess Community Services, Inc. (2006–2013), spanning clinical assessment, utilization management, and clinical supervision. Military and Family Life Counselor, MHN Government Services — Camp Lejeune, NC and MCAS Iwakuni, Japan (2016–2017).

ACADEMIC APPOINTMENTS (SUMMARY)

- **Clark Atlanta University** — Assistant Professor, Counselor Education (2023–2024)
- **University of Kentucky** — Clinical Assistant Professor, Counselor Education; Clinical Fieldwork Coordinator; Co-Director of Undergraduate Studies, Interdisciplinary Disability Studies (2020–2023). Graduate instruction included Assessment in Rehabilitation & Mental Health Counseling and Mental Health Diagnosis & Treatment Planning.
- **Kentucky State University** — Adjunct Faculty, Psychology (2020)
- **Liberty University** — Adjunct Professor, Counselor Education & Family Studies (2020–2022)
- **North Carolina A&T State University** — Graduate Teaching Assistant (2018–2020)

SELECTED HONORS & RECOGNITIONS

- **Invited ethics faculty, American Rehabilitation Economics Association Annual Conference** (2022 and 2023) — sessions pre-approved for CRCC and CDMS ethics continuing-education credit.

- **Second-opinion forensic evaluation specifically requested by state prosecutors** (2022) following another evaluator's report.
- **Led Andrews Counseling & Consulting to Joint Commission accreditation** (initial 2022; re-accredited 2025), with all services surveyed accredited.
- **Mentor, NBCC Foundation fellowship program** (2024).

SELECTED PUBLICATIONS

- Wilson, K. B., Chao, S.-Y., & Andrews, T. (2021). Anticipation is everything: How do you know it is coming? *World Journal of Yoga, Physical Therapy and Rehabilitation*, 2(5). DOI: 10.33552/WJYPR.2021.02.000547
- Wilson, K. B., Andrews, T. S., Chao, S., Levine, A., & Harley, D. A. (2022). The act of being yourself: Infusing humor in personal spaces. In K. Vaidya (Ed.), *Teach counseling with a sense of humor* (Vol. 2). The Curious Academic Publishing.
- Harley, D. A., Andrews, T. S., & Troop, C. (2022). Minority college student populations with disabilities and accommodations. In B. Kinyanjui (Ed.), *Disabilities and accommodations in higher education: A handbook for disability advisors*. Kenica Books.

SELECTED PRESENTATIONS — FORENSIC & PROFESSIONAL EDUCATION

- Andrews, A. D., & Andrews, T. S. (2023). *Ethical practice in forensic testimony: Considerations for the expert witness* (invited speakers). American Rehabilitation Economics Association (AREA) Annual Conference.
- Andrews, A. D., & Andrews, T. S. (2022, May). *The expert witness: Ethical challenges, obligations, and considerations* (invited ethics session; pre-approved for CRCC and CDMS ethics CE credit). AREA Annual Conference.
- Andrews, A. D., & Andrews, T. S. (2023, January). *The psychological impact of trauma and racial trauma on the Black community* (invited CLE training, 90 minutes). Office of the Federal Public Defender, Middle District of Florida.
- Andrews, T. S., Minton, D., & Rumrill, P. (2022, March). *Effects of postsecondary education on employment outcomes and earnings of young adults with traumatic brain injuries*. American Association of Behavioral and Social Sciences Annual Conference.
- Andrews, T., & Richardson, C. (2019, October). *Serviceman to civilian*. National Career Development Association Global Conference, Houston, TX.
- Andrews, T. (Clark Atlanta University), & Todd, C. (2024, June). *Navigating diverse minds: Fostering cultural competence in career counseling for mental well-being* (accepted from 300+ submissions). NCDA Global Conference, San Diego, CA.

PROFESSIONAL MEMBERSHIPS & PUBLIC SERVICE

American Board of Vocational Experts, Member | American Counseling Association | National Association of Multicultural Rehabilitation Concerns (Board of Directors, 2021–2023) | Association for Counselor Education and Supervision, Southern Region
Mayor, Town of East Arcadia, North Carolina (2023–Present) — appointed May 2023; elected November 2023.

References, case list, fee schedule, and testimony history available upon request.