



Advanced Functional Capacity Evaluation Course

Jim Mecham, MSIE, OTR/L, CPE

Day 1 – Functional Capacity Evaluation Best Practices and Research

Time	Subject	Content	Method of Instruction
8:00 – 8:30	Introduction	Receive course material, clinic tour, instructor/attendee intro, overview of course.	Lecture, Tour, PowerPoint
8:30 – 10:00	FCE Best Practice and Various FCE Method Differences	Compare and contrast kinesio-physical and psychophysical FCE approaches, FCE methodologies, clinical standards, and industry best practices for functional assessment.	Lecture, Discussion
Break 10:00 – 10:15			
10:15 – 11:30	Consistency of Effort, Reliability of Pain and Evidence-Based Decision Making	Evaluate the impact of injury, pain, coping behaviors, consistency of effort, and pain reliability on FCE outcomes, and effectively document findings to support stakeholder decision-making.	Lecture, Discussion
11:30 – 12:00	Advanced FCE Case Review	All participants are required to bring a sanitized FCE report to the course. Each report will be reviewed, photocopied, and shared with instructors and classmates for in-depth analysis, discussion, and constructive feedback.	Class Practicum
Lunch 12:00 – 1:00			
1:00 – 1:15	FCE Interview, Sitting and Standing	Examine the evidence supporting early-stage FCE assessment procedures, including methods for evaluating sitting and standing tolerances and their role in functional capacity determination.	Lecture, Discussion
1:15 – 1:45	Musculoskeletal Testing in Your FCE	Critically evaluate the evidence supporting the use of musculoskeletal assessments in functional capacity evaluations (FCEs) and impairment ratings, including their reliability, validity, and application within your state's requirements.	Lecture, Discussion
1:45 – 3:00	Upper Extremity Evidence-Based Testing Research	Examine the evidence-based principles and applications of grip strength, grip span, rapid exchange grip, coefficient of variation, and hand dexterity testing within FCEs.	Lecture, Discussion
Break 3:00 – 3:15			
3:15 – 4:15	Material Handling Evidence-Based Testing research	Evaluate and apply evidence-based methodologies to determine a client's occasional and frequent material handling capacities within a functional capacity evaluation.	Lecture, Discussion
4:15 – 4:45	Advanced FCE Case Review	All participants are required to bring a fully sanitized (de-identified) FCE. Each report will be used for in-depth instructor-led and peer discussion focused on clinical reasoning, documentation quality, and report defensibility.	Class Practicum
4:45 – 5:00	Day 1 Wrap Up	Review key concepts and practical skills from Day 1 while reinforcing Day 2 learning objectives and preparing for advanced application.	



Advanced Functional Capacity Evaluation Course

Jim Mecham, MSIE, OTR/L, CPE

Day 2 – Functional Capacity Evaluation Case Law and Expert Testimony

Time	Subject	Content	Method of Instruction
8:00 – 8:15	Day 1 Questions	Address questions from Day 1 and provide an overview of Day 2 objectives, expectations, and upcoming hands-on activities.	Questions
8:15 – 9:15	Employment Law, ADA, ADAAMA, FMLA, EEOC and Workers' Comp	Analyze the impact of the ADA, ADAAMA, FMLA, EEOC, and workers' comp regulations on hiring practices, return-to-work decisions, and the appropriate use of FCEs.	Lecture, Discussion
9:15 – 9:30	Daubert vs. Frye Standard and Your FCEs	Understanding Daubert vs. Frye and evaluate the requirements for admissibility of scientific and expert evidence in legal proceedings.	Lecture, Discussion
9:30 – 10:00	FCE Case Law	Examine key court decisions affecting functional capacity evaluation practice, including <i>Indergard v. Georgia-Pacific</i> and other influential cases, to understand their impact on FCE admissibility, defensibility, and employment-related decision-making.	Lecture, Discussion
Break 10:00 – 10:15			
10:15 – 11:15	Deposition and Expert Witness Testimony	Prepare for expert witness testimony in depositions and trial proceedings while developing the skills to critically evaluate and defend functional capacity evaluation findings and critique opposing FCE reports.	Lecture, PowerPoint, Video, Hands-On
11:15 – 11:45	The Future of FCEs	Explore emerging trends, evolving research, and future directions in FCE practice to enhance clinical effectiveness, defensibility, and workforce outcomes.	Lecture, Discussion
11:45 – 12:00	Course Wrap Up	Provide course feedback, complete program evaluations, and review (CEU) requirements and certificate distribution procedures.	