



## Paul Holtby

BA (Psych), CVE, CCVE, ICVE, RRP, CVRP  
(30+ years' experience)

**Vocational Evaluations**  
**Vocational Rehabilitation Counselling**  
**Labour Market Surveys**  
**Transferable Skills Analysis**

**"Rehabilitation and vocational evaluation are personal to me.** An accident at age 18 paralyzed my right arm and vocational rehabilitation was important to my recovery process. I understand what people are going through, which helps give them a more positive outlook on the process. I am able to give them the realistic highlights of their situation, so they have a clear understanding of what they're doing.

**On the personal side,** I have a little hobby farm where I grow hot peppers. I'm a big hot pepper fanatic. I'm also into woodworking and despite the injury, I still do all maintenance on my vehicles.

**Pholtby@SpencerExperts.com 519.660.3639**

### Qualifications

Canadian Certified Vocational Evaluator (CCVE), International Certified Vocational Evaluator (ICVE), Registered Rehabilitation Professional (RRP), Certified Vocational Rehabilitation Professional (CVRP)

### Education

Bachelor of Arts (Psychology), Brock University, St. Catharines, Ontario.  
Business Admin Operations and Productions Management, Niagara College  
Management Human Resources (Post Graduate), Niagara College, Niagara -on-the-Lake, Ontario

### Areas of Practice

Motor Vehicle Accidents, Medical Malpractice, Family Law, Slip and Falls (Civil Litigation),  
Workplace Accidents.

*Amputation • Spinal Cord Injury • Acquired Brain Injury • Psychological  
Orthopaedics • Musculoskeletal/Soft Tissue • Chronic Pain*



*"Paul, it was your report that settled the case". Lawyer.*

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