

INDIVIDUAL UNEMPLOYABILITY

THE WORK-CAPACITY FRAMEWORK

PHYSICAL AND MENTAL FUNCTIONS

Ray v. Wilkie identifies economic and noneconomic components of the ability to secure and follow substantially gainful employment.

38 C.F.R. 4.16

NONECONOMIC COMPONENT

FUNCTIONS THE RECORD MAY NEED TO ADDRESS

PHYSICAL ABILITY	MENTAL ABILITY
• Lifting, bending, sitting, standing, walking, and climbing • Grasping, typing, reaching, hearing, and seeing • Exertional and nonexertional limits tied to the occupation	• Memory, concentration, adaptation, and workplace stress • Interaction with coworkers and supervisors • Reliability, attendance, pace, and productivity

INDIVIDUAL CONTEXT

THE LIST IS NOT A CHECKLIST

1 HISTORY What work has the veteran actually performed?	2 EDUCATION What education and training are realistically usable?
3 SKILLS Which skills transfer, and what limitations interfere?	4 OCCUPATIONAL DEMANDS Which functions matter for the work at issue?