

Vocational Services

Our Vocational Consultants implement suitable strategies based on the nature and complexities of each case to effectively address the realities of today's workplace. We utilize cost-effective strategies that result in measurable outcomes, cost savings and favourable responses from employees and employers. All interventions are focused on achieving the goals of health, optimum recovery and minimizing the duration of time away from active employment. Utilizing the principles of active counseling, negotiation and conflict resolution skills, we "partner" with all individuals involved (Employee, Employer, Health Care Provider(s), Insurance Carrier and/or Third Party Administrators) to achieve the sustained and successful re-integration of the individual to active employment in their own or alternate occupation.

The service of designing effective and sustained RETURN-TO-WORK PROGRAMS is provided to facilitate the early return to work of individuals who have been absent due to injury or illness. The success of this service is in the professionalism and technical expertise of our Vocational Consultants in liaising with all members of the return to work team – Employee, Employer, Physician, Insurance Representative and Case Manager – to develop a successful return to work program at full duties or when a plateau is reached.

- Benefits of Vocational Rehabilitation Programs for Management and Employees
- Allows an injured/ill employee to continue to be productive and to contribute to the company
- Avoids replacement and training costs of hiring a new employee
- Discourages fraudulent claims
- Improves communications between company, the employee and the treating physician
- Increases morale among all employees
- Maintains communications between injured/ill employees and management
- Reduces the chance of permanent disability
- Reduces the disability associated with an injury/illness and its related costs
- Reinforces the company's interest and concern for the injured/ill employee

Vocational Evaluation Assessment Services

Our Vocational Evaluation Assessment Services are conducted by incorporating a client-centered approach with accessibility in the delivery of services. This assessment utilizes a wide variety of work samples, aptitude assessments, career exploration inventories, occupational/labour market resources, coupled with reality based counseling to assist individuals in identifying realistic and suitable occupational goals. This service is offered across Ontario – special arrangements can be made for out of province referrals.

Transferable Skills Analysis (TSA)

Our Transferable Skills Analysis (TSA) services are conducted for clients across Canada and offer a comprehensive independent vocational opinion on an individual's re-employment potential to identified suitable vocational options. Transferable skills are defined as those occupationally significant characteristics not directly affected or eliminated by the individual's physical or emotional disabilities. Our Vocational Consultants consider an individual's education, training, work experience, functional strengths and tolerances, in order to accurately and objectively assess the skills set he/she continues to retain, and how these transferable skills can be utilized in an alternate vocational role in today's labour market.

Labour Market Surveys

Labour Market Surveys are conducted to assess the viability of specific employment goals within designated geographic areas, and to define the availability of appropriate jobs within a specific designated area.

