



A Toolbox for Vocational Rehabilitation

The goal of a vocational rehabilitation program is to assist individuals to achieve their maximum potential in a work setting; simply put, to help people return to work.

Ensuring they are ready to resume work and that they return to the most suitable job are key factors in achieving this goal. The focus of the vocational rehabilitation process is to facilitate resumption of work which is commensurate with the individual's abilities and capabilities. Whether the plan is to resume pre-injury employment or to identify and obtain alternate suitable employment, the consultants at Nancy Haston & Associates have the skills to facilitate this process. A full range of services is available, from specifically focussed assessments to comprehensive vocational case management intervention.

Vocational Assessment: When a change in employment is warranted, a vocational assessment may be in order. This Assessment measures an individual's vocational potential and capacity to return to work. Objective psychometric tools are utilized to evaluate an individual's vocational interests, aptitudes, academic ability and overall skill-set for potential occupations. Transferable skills, based on work history and prior education are identified. An analysis of the psychometric data obtained incorporates medical, social, vocational, educational and economic data in ascertaining vocational potential and work capacity. Potential occupations are identified and described.

Transferable Skills Analysis: In cases where an individual has a varied and extensive work history, a Transferable Skills Analysis (TSA) may be a more appropriate tool than the comprehensive Vocational Assessment. A TSA is based primarily on a review of the individual's existing skill set, examining education and previous work experience. The goal is to identify suitable alternate occupations which should be within an individual's capabilities based on education, training and experience. Vocational Assessments, on the other hand, help identify options when work history is limited or seemingly inappropriate due to the nature of an injury.

Labour Market Survey: Once employment options have been identified, a Labour Market Survey is useful in ascertaining the viability of specific jobs in terms of their long term potential, availability in the individual's geographic community, and prevailing wages based on advertised job openings and employer contacts. This review may be an adjunct to a Vocational Assessment or be conducted separately.

Vocational Case Management: Vocational Case Management is conducted by skilled Nancy Haston & Associates consultants whose goal is to create and implement appropriate vocational plans with input from the client, physician, and where possible, the employer. In situations where a return to previous employment is appropriate, Nancy Haston & Associates consultants work closely with these parties to develop a safe and mutually acceptable return to work plan. When alternative employment is being considered, realistic vocational options are determined based on the individual's interests, aptitudes, education and experience. Physical and cognitive abilities, psychological and behavioural factors are taken into account to ensure an appropriate match between client and job demands.

Job Search Training: Job Search Training can be conducted either on a one on one basis or in a small group setting. The purpose of this type of program is to teach basic job search skills, such as resume preparation, interviewing techniques, developing job search strategies, accessing resources that lead to job placement, and how and where to find employers.

Functional Abilities Evaluation (FAE): For a job to be suitable for an individual, he or she must be physically capable of performing the inherent essential demands. A Functional Abilities Evaluation assesses an individual's current functional abilities and limitations. The results derived from the FAE may be matched to a Job Site Analysis (JSA) to assess whether the individual's functional ability is consistent with the requirements of the job specified in the JSA. This information is important in the development of a safe and appropriate return to work plan.

Job Site Analysis (JSA): A Job Site Analysis or Work Site Assessment is a comprehensive evaluation of a workplace. It defines the physical, cognitive, and environmental factors of the specified work. The information gathered may be used to facilitate a resumption of previous work or a new placement. It may be cross matched with the individual's functional abilities to ensure an appropriate job match.

Ergonomic Assessment and Intervention: Ergonomic Assessment and Intervention may make the difference between success and failure at work resumption. This assessment is an onsite analysis of a work environment and is usually conducted by an Occupational Therapist or Kinesiologist. It is of particular value when an individual is experiencing difficulty maintaining work due to functional limitations. Work site redesign may facilitate optimal functioning.

For information on what the Vocational Specialists at Nancy Haston & Associates can do for you, please contact us at 1-800-465-1614 or e-mail us at rehab@nancyhaston.com.



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