



National Institute of Disability
Management and Research®

Towards Excellence in Return to Work/Disability Management Professionalization

On August 13, 2021, the Federal Minister of Employment, Workforce Development and Disability Inclusion, the Hon. Carla Qualtrough, announced the "Towards Excellence in Return to Work/Disability Management Professionalization" initiative to NIDMAR, with funding provided under the Government of Canada's Sectoral Initiatives Program.

We are now able to provide details on this initiative which is designed to support improved Return to Work (RTW) and Disability Management (DM) knowledge, programs and practices, and promote Disability Management professionalization across Canada (with the exception of BC which developed its own similar initiative), and mirrors major efforts currently underway across the UK, Belgium, Malaysia and other jurisdictions.

People with disabilities are disproportionately affected by much higher poverty and unemployment rates than almost all other sectors in our society. As over 80% of mental and physical health impairments occur during someone's working life, effective accommodation efforts made by workplaces can play a pivotal role in workers maintaining, what are often good quality jobs, rather than entering the disability social security system (whether public or private) and all the associated obstacles of trying to successfully re-enter the workforce at a later stage.

Building a Culture of Accommodation and Inclusion through early intervention and a workplace commitment towards creative and collaborative solutions in the accommodation process are key to maintaining equitable and gainful attachment to the workforce.

National and international evidence clearly indicates rapidly declining long-term employment prospects for those with mental or physical health challenges that being one year on social security leads to a less than 1% chance of sustained future employment, a fact which is also supported through research.

Workplace knowledge, skills and education in a range of RTW/DM program, policy and accommodation practices are critical first steps in maintaining equitable employment for the disabled worker, while fostering a workplace culture of inclusion where the hiring of persons with disabilities from outside the organization no longer has the level of disability stigma which we still see all too often across the country and around the world.

This initiative recognizes that employers and workers jointly have a key role to play in achieving much improved socio-economic outcomes, which are reflected in successful efforts across Canada and comprehensive strategies in other jurisdictions. The various elements of this unique initiative include:

- Support for DM/RTW Continuing Education (delivered through the Pacific Coast University for Workplace Health Sciences – www.pcu-whs.ca)
- Scholarship opportunities in the Bachelor of Disability Management (delivered through the Pacific Coast University for Workplace Health Sciences – www.pcu-whs.ca)
- Support to obtain Professional DM Designations
- Support for workplaces to have an Assessment completed of their DM program

In addition to funding support from the Government of Canada, this initiative was formally endorsed and actively supported by the Saskatchewan Workers' Compensation Board, the Workplace Safety and Insurance Board of Ontario, Human Resources Professionals Association of Ontario, the Mining Industry Human Resources Council of Canada, CPHR Nova Scotia, as well as many other organizations across Canada which offered active encouragement and program design input.

Detailed information regarding these opportunities can be found at: www.nidmar.ca
For further information: Wolfgang Zimmermann, Executive Director
Tel: 778-421-0821 Email: nidmar@nidmar.ca



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Scholarship Opportunity for Canadian Residents to the Bachelor of Disability Management

Funding provided by the Government of Canada's Sectoral Initiatives Program provides Canadian Residents (with the exception of BC which developed its own similar initiative) with a Scholarship to enter the Bachelor of Disability Management program offered through the Pacific Coast University for Workplace Health Sciences (PCU-WHS) delivered through an online learning platform.

Applicants for the Scholarship must have completed a 2-year diploma or other relevant educational prerequisites, which provide 60 credits in a range of disciplines but preferably human resources, business, occupational health and safety, nursing or social work from a recognized post-secondary educational institution.

Scholarships will be awarded on a first come, first qualified basis.
Deadlines for applications is: June 15, 2022

This limited, one-time intake only for Fall 2022 provides the following options:

- completion of the BDM program in a two-year time frame as a full-time student, or
- completion of the BDM program in a four-year part-time format (scholarship applies to the first two years)

Full details re the Scholarship can be found on the PCU-WHS website or through the following QR Code:
www.pcu-whs.ca



In recognition of the key role which early intervention and successful job retention efforts can have in reducing the socio-economic impact of disabling health impairments for disabled workers, employers and our society at large, many employers, unions, WCBs and other relevant stakeholders are expanding their efforts through various DM programs, policies and practices to build knowledge and capacity designed to improve successful accommodation of disabled workers.

With an ever increasing number of available employment opportunities in the RTW/DM space across Canada and internationally, from front line Return to Work coordination to senior management positions working as a Disability Management Professional is in many instances not only a financially rewarding career, but allows you to make a positive difference in someone's life.

Detailed information regarding these opportunities can be found at: www.nidmar.ca
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Support to Assess or Enhance Your Disability Management Program

Today's global economy forces organizations to offer the best products and services at the lowest cost. Organizations are not only competing with the business down the street, but businesses around the world.

An organization that can reduce the socio-economic costs related to disabilities for itself and its workforce, has an advantage. Large or small, organizations have found that by implementing sound stay at work / return to work policies and practices, they have been able to reduce their costs, retain a knowledgeable and skilled workforce, and have become more competitive.

International research has proven that the implementation of disability management (DM) programs is the most effective way of restoring and maintaining workers' abilities while reducing the cost of disability for workers, employers, government, and insurance carriers.

Through this initiative, Canadian workplaces (with the exception of BC which developed its own similar initiative) are being provided with the opportunity to have a free assessment of their DM program. The Workplace Disability Management Assessment (WDMA) tool is optimized to allow for an accurate program assessment through a face-to-face interview, conducted onsite or online.

Program assessments are carried out through certified auditors who have completed a dedicated training program in the use of the assessment tool and who have also achieved the Certified Disability Management Professional (CDMP) designation.

The framework of the WDMA Assessment tool was developed based on a global review of best practices in DM. The key elements identified as crucial when administering effective DM programs are embodied in the tool. The end result is that the WDMA provides a written analysis that includes:

- a snapshot of the current program identifying gaps, and
- provides best practice recommendations moving forward.

Common benefits derived from undertaking such an assessment are:

- Reducing the number of days lost due to injuries and illness
- Reducing costs associated with short and long term disability assessment rates
- Reducing workers compensation assessment rates

This Special Initiative is funded by the Government of Canada's Sectoral Initiatives Program.

Further details with regard to this initiative can be found on the website at: www.nidmar.ca

To access an Application Form to have an assessment completed of your workplace DM program, please click on the link to the following webpage: https://www.nidmar.ca/news/full_story.asp?fid=295

For further information regarding the opportunity to assess, improve or develop a Disability Management program, please contact Bill Dyer, Director of Program Assessments at: bill.dyer@nidmar.ca



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Support to Obtain Professional Designations in Disability Management / Return to Work

This Special Initiative provides Canadian Residents (with the exception of BC which developed its own similar initiative) the opportunity to obtain the professional designations for those working in the field:

- Certified Disability Management Professional (CDMP)
- Certified Return to Work Coordinator (CRTWC)

Details regarding the development of the *Occupational Standards in Disability Management*, following Government of Canada guidelines, as well as development of the professional certification examinations following Canadian, North American and ISO standards, can be found on the website at:

https://www.nidmar.ca/certification/certification_test_agency.asp

These professional designations have been recognized and adopted by employers and governments across Canada and around the world. They were also referenced in the United Nations ISSA best practice Guidelines on Return to Work and Reintegration, as they are recognized as the global gold standard for those working in the field. There are to date individuals who have achieved these designations in 16 other international countries. This is an opportunity to join this elite Disability Management Global Professional Community of Practice as a virtual online platform is currently being built in order to facilitate closer collaboration of CDMPs and CRTWCs across Canada and internationally.

Qualifications to write the professional certification examinations include having completed an accepted educational program, one of which is the Bachelor of Disability Management. Also identified as accepted are a range of other educational degrees such as occupational health and nursing, occupational and physiotherapy, kinesiology, chiropractic, plus having completed Disability Management and Return to Work competency related education. Additionally, depending on the educational level, there is a requirement for various amounts of relevant work experience.

This Initiative covers the examination fees for first-time applicants, on a first come first served basis, who are fully qualified – please refer to the applicable “Eligibility Qualifications” webpage at:

https://www.nidmar.ca/certification/cdmp/cdmp_eligibility.asp

and who submit a complete application package including all documentation required, i.e. completed application form, education summary form including official original transcripts, and signed letter of attestation on employer letterhead.

To download an Application Form to write one of the professional certification examinations, please click on the link marked “More Information” on the following webpage:

https://www.nidmar.ca/certification/cdmp/cdmp_enroll.asp?certificationTypeID=2

This Special Initiative is funded by the Government of Canada's Sectoral Initiatives Program.

For further information regarding the professional designations, please contact NIDMAR by email at: nidmar@nidmar.ca

Further details with regard to this initiative can be found on the website at: www.nidmar.ca

Scholarship opportunity for the Bachelor of Disability Management



Enter a highly desirable and rewarding career opportunity in disability management (DM).

Pacific Coast University for Workplace Health Sciences is presently interviewing for the fall DM program intake. For scholarship information, visit www.pcu-whs.ca or contact: info@pcu-whs.ca.



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FOR WORKPLACE HEALTH SCIENCES



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