



Vocational and return to work services



When an employee has an illness or injury, either work-related or non-occupational, our goal is to ensure they get back to work as safely and quickly as possible. Early intervention by our return to work (RTW) specialists can make all the difference.

The longer an injured employee is off work, the greater the likelihood they will never return to work. Research has shown that after 12 weeks off work, 50% of employees do not return. This number continues to increase, with nearly 98% of injured employees never returning to work at the one-year mark. This makes early intervention and RTW programs essential to ensuring positive claim outcomes.

Uniquely qualified to meet RTW challenges

Our experts are specially trained to facilitate the RTW process. They focus on the tasks available in the work environment and the injured employee's functional abilities rather than limitations. Our RTW specialists have master's degrees and hold certifications in vocational rehabilitation and disability management. Their expertise in workers' compensation, disability and absence management makes them uniquely qualified to handle work placement challenges.

Our services

To facilitate a safe and healthy return to work, our experts provide the following services:

- RTW intervention to identify suitable RTW tasks, and to manage and track the RTW progression from limited to full duty
- Adherence to and oversight of the RTW process according to the employer's RTW policy and/or any applicable collective bargaining agreements
- Perform the interactive process to document discussions about reasonable accommodations
- Completion/submission of required jurisdictional forms
- Development of functional job descriptions
 - These descriptions help facilitate discussions with providers to address functional abilities for employees to return to full duty or temporary light duty
- Specialized vocational services
 - Functional job analysis
 - Ergonomic evaluations
 - Transferable skills analysis
 - Labor market surveys
 - Vocational assessments for disability claims
 - Vocational evaluations
 - Transitional work placement (temporary limited duty assignments at not-for-profit organizations)
- Consultation and evaluation of existing RTW policies (claim and non-claim related)



About Careworks

At the heart of any organization are its people. When one of your employees is out of work for illness or injury, Careworks is there, ready to help them on their return to health, work and productivity. By providing the right care and coordination solutions — from clinical case management to networks and support — along with the best treatment and cost oversight, we're driving better outcomes for your injured workers. And that means better outcomes for you.

To learn more about our managed care solutions, visit [CAREWORKS.COM](https://www.careworks.com)