



WORKING IN THE FIELD OF VOCATIONAL REHABILITATION AND DISABILITY MANAGEMENT IN BC

OVERVIEW

Disability Management relates to accommodations and working with employers to make appropriate and sensitive return-to-work (RTW) decisions and understanding the role that medical, psychological and ergonomic assessments play in the return-to-work process.

Training is relevant to those working in health care, human resources, counselling, career development, and social services professionals. Graduates are employed in the insurance industry, human resources or other organizations servicing people with disabilities.

The Canadian Society of Professionals in Disability Management (CSPDM) provides two certifications – Certified Disability Management Professional (CDMP) and Certified Return to Work Coordinator (CRWC).

Disability managers (CSPDM) may work internally within their own organization or externally as a provider and although they may provide direct services to workers with disabilities, they often perform executive functions which may include but are not limited to administration of DM services, development of policies and procedures, promotion of RTW concepts through education and training, consulting to joint labour-management committees, program evaluation, etc. Coordinators (CRWC) responsibilities include expediting, coordinating and facilitating the return to work (RTW) of persons with injuries, illnesses and disabilities in a range of settings.

Prospective places of employment include industrial work sites, corporate offices, insurance companies, service providers, human resources departments and workers' compensation organizations. As disability management principles are embraced by small and medium-sized firms, there is an opportunity for experienced professionals to establish their own businesses, offering disability management contract services to local employers. Individuals trained in disability management may find positions as disability managers, disability management professionals, case managers, return to work coordinators and vocational rehabilitation consultants.

Prepared November 2019 by BCPLAN Navigator. Updated December 2021

© 2018-2021 British Columbia's Prior Learning Action Network

This document is protected by applicable Canadian copyright laws and regulations. Except as otherwise provided for under Canadian copyright law, this document and its content may not be reproduced, published, distributed, or otherwise stored, transmitted or converted, in any form or by any means, without the prior written permission of the copyright owner.



EDUCATION, TRAINING AND QUALIFICATIONS

Most individuals currently working in the field have a background in occupational health or other health professions and have received direct training in disability management on the job or through workshops.

Most disability management positions require 3 – 5 years related experience combined with a bachelor or masters' degree in a related field. Some employers require [certification](#) with the National Institute for Disability Management and Research (NIDMAR). Less senior positions will accept a diploma in rehabilitation and disability in combination with 2 -3 years of related experience.

CERTIFICATION WITH THE CANADIAN SOCIETY OF PROFESSIONALS IN DISABILITY MANAGEMENT (CSPDM)

The Canadian Society of Professionals in Disability Management (CSPDM) is the only association representing the profession.

The Certified Disability Management Professional (CDMP) and Certified Return to Work Coordinator (CRTWC) certification examinations are offered once a year, usually in May in metropolitan centers across Canada. Certifications are awarded by the International Disability Management Standards Council (IDMSC). Exams take place over 7 hours on one day (two, 3.5-hour sessions). Exam preparation guides are available on their website.

Certification eligibility criteria is usually based on experience and/or formal education and the successful passing of some form of examination. CSPDM only accept full-time paid employment (FTE) or its equivalent as a valid fulfillment of the employment criteria. Roles and responsibilities of employment must have been in the direct provision of disability management / return to work services for workers with disabilities encompassing the domain areas identified. A letter of attestation completed by the supervisor must be included in the application package. Official transcripts are required, and must bear the official seal of the institution, the signature of the institution's registrar, and the seal on the envelope bearing the transcript cannot be broken. This table outlines [eligibility requirements](#) for both certifications.

NIDMAR provides a Disability Management Eligibility and Knowledge [Self-Assessment tool](#) that can help identify those topic areas, that are part of the Occupational Standards,



where additional and/or complementary education may assist in successful completion of the examination.

EDUCATION PROGRAMS AND COURSES

Simon Fraser University (SFU) offers a [*Rehabilitation and Disability Management*](#) diploma through continuing studies. This professional diploma program meets the training requirements for the Certified Vocational Rehabilitation Professional (CVRP) designation. (See separate rehabilitation management information sheet).

University of Northern BC (UNBC) [*Master of Arts in Disability Management*](#) is a graduate program in disability management providing the knowledge and skills necessary to successfully develop disability management strategies, including work entry or return-to-work strategies for injured workers and/or persons with disabilities. Program graduates may pursue the accreditation Canadian Certification for Rehabilitation Counselors or may continue their education through the National Institute for Disability Management and Research to become a Certified Return to Work Coordinator (CRTWC) or Certified Disability Management Professional (CDMP).

Douglas College offers a 30-hour [*course*](#) in *Introduction to Vocational Rehabilitation*. It is one of 10 courses in the [*Career Development Practice \(CDP\) program*](#).

Pacific Coast University offers a [*Disability Management Practitioner Certificate*](#) program in which all courses have been endorsed for continuing education credit (CEC) hours for the professional designations of Certified Disability Management Professional (CDMP) and Certified Return to Work Coordinator (CRTWC). Courses may be taken individually or as a complete 25-course program. PLAR credit (or course exemption) is available for those students who have previous education in a particular course subject.

The Human Resources Professional Association (HRPA) partners with the National Institute of Disability Management and Research (NIDMAR) and Pacific Coast University for Workplace Health Sciences (PCU-WHS) to provide members with workplace disability management assessment tools and educational resources to help establish effective disability management programs.

Canadian Center for Occupational Health (CCOH) offers an online course [*Return to Work: The Basics*](#) that provides a practical overview of Return-to-Work strategies, solutions, and program implementation.



RESOURCES

Canadian Society of Professionals in Disability Management (CSPDM)
<https://www.cspdm.ca/certification/certified-disability-management-professional-cdmp/>

Canadian Society of Professionals in Disability Management (CSPDM) Certification -
<https://www.cspdm.ca/certification/becoming-certified/>

Certified Disability Management Professional (CDMP) Examination Guide (2004) -
http://www.nidmar.ca/certification/cdmp/CDMP_Examination_Preparation_Guide.pdf

Certified Return to Work Coordinator (CRTWC) Examination Guide (2004) -
http://www.nidmar.ca/certification/crtwc/CRTWC_Examination_Preparation_Guide.pdf

Canadian Center for Occupational Health and Safety (CCOHS) courses-
<https://www.ccohs.ca/products/>

International Disability Management Standards Council - <https://www.idmsc.org/about-the-idmsc/>

National Institute for Disability Management and Research - <https://www.nidmar.ca/>

Pacific Coast University – Disability Management Practitioner program -
<https://www.pcu-whs.ca/programs/continuing-professional-education/dmpc-program/>

JOB BOARDS

BC Jobs - <https://www.bcjobs.ca/>

Indeed - <https://ca.indeed.com/Disability-Management-jobs-in-British-Columbia>

Indeed – Disability Management jobs -
<https://ca.indeed.com/jobs?q=Disability+Management&l=Vancouver%2C+BC>

Provincial Health Services Authority (PSHA) - <https://jobs.phsa.ca/>