



METRICS
Vocational Services



METRICS VOCATIONAL REHAB SERVICES REFERRAL REFERENCE

Vocational Rehab Assessment

Comprehensive Initial Assessment includes full interview; functional & vocational profiles; initial outcome measures; treatment plan review; critical analysis; recommendations & estimated cost

Targeted Initial Assessment Assessment used for referrals requiring targeted rehab intervention(s), specific treatment, or imminent RTW planning; includes critical analysis, recommendations & estimated cost

Case Management Services

Vocational Rehab Case Management Services are customized to the needs of each file

COD Services

Case Consultation with a Vocational Rehab Specialist prior to initiating a COD referral

COD Reviews are offered pre & post COD to identify viable rehabilitation opportunities to assist with further recovery and resolution

COD Pathway Services - Vocational Assessment Services

TSA RTW Ready used when medical stability has been achieved; includes a TSA paper review and as needed an ETE interview to identify direct entry employment options reflecting education, training, work experience; abilities, limitations and restrictions; and commensurate wage

TSA with Functional Profile is used when medical or RTW clearance is not yet achieved or restrictions and limitations are not yet confirmed. Includes a comprehensive initial interview to gather a full functional & vocational profile; TSA is completed identifying vocational viability based on current functional information with an addendum to be completed once medical is confirmed

TSA Premium is packaged with a comprehensive initial interview to gather full functional and vocational profile, as well as completion of a TSA, LMS, identification of training opportunities and a Job Search Training Program

Vocational Evaluation

Customized battery of standardized tests to identify alternate occupations; this is a preferred assessment with limited education, singular work history and a higher commensurate wage

Psycho - Vocational Evaluation

Assessment overseen by a psychologist that evaluates intellectual functioning, aptitudes, skills, vocational interests, personality characteristics, academic level and learning competencies.

Behavioural Activation Services / Programs

Metrics Activation Program - MAP is Metrics very own research-based functional restoration / reactivation program embedded with a RTW focus. It focuses on increasing physical and cognitive tolerances through 3 key principles (self-efficacy, motivational interviewing, and goal setting).

Customized Reactivation Program Initial Assessment and report with recommendations; followed by a customized program to meet the individual needs of the file; # of total hours to be agreed based on recommendations

PGAP – Progressive Goal Attainment Program 10-week intervention for individuals with pain-related limitations requiring active intervention and for whom psycho-social issues such as fear of re-injury or pessimistic outlook are considered to be important contributors to disability. PGAP focuses on disability reduction as opposed to pain reduction.

Investigative & Medical Evaluation Services

Desktop Social Media Investigation a skilled investigator completes a detailed review of an individual's social media, status updates, photos and conversations pulling data from multiple sites/sources

Independent Medical Examination (IME) an objective medical examination conducted when an independent review is needed to evaluate the extent an individual's injury / illness is impacting on their functional abilities, as well as providing input regarding potential return to work readiness, rehabilitation, and treatment needs to further progress recovery

Pill Check DNA analysis to predict how an individual will respond to prescribed drugs

TSA Add-Ons:

- **Medical Stakeholder Engagement** involves proactive strategies to obtain medical restrictions and limitations
- **Short-Term Skills Training** involves identification of short-term skills training options to reasonably prepare for alternate occupations
- **Labour Market Survey** provides further support for the reasonability of the occupations identified; includes identification of current job postings (within 6 months) and employer contact as required
- **Job Search Training** is an 8-session comprehensive program to achieve job search independence
- **Health Professional Consultation Services** research viable work accommodation(s) or job readiness options to validate potential occupational options identified by the TSA

Physical / Cognitive Assessment & Treatment Services

Job Demands Analysis (JDA) is an assessment that quantifies the demands associated with a specific job. Completed as a physical or cognitive; simple or complex analysis. (Physical Demands Analysis = PDA; Cognitive Demands Analysis = CDA)

Functional Assessments

- **Functional Screen (Functional Abilities Evaluation)** a physical, cognitive or combined assessment to obtain baseline functioning of several key job demands. Can be used as a pre-treatment assessment to gauge treatment needs, as well as a tool to assess imminent RTW readiness and RTW planning & preparation
- **Functional Capacity Evaluation (FCE)** is a comprehensive 1 or 2-day physical or cognitive assessment to obtain an understanding of an individual's functional 'capacity'; unlike a FAE that assesses an individual's current 'ability'. It can be a **general** assessment of function or customized to a **specific job** which requires detailed job information about the demands needing to be evaluated

Ergonomic Assessment / Work Site Assessment offered as onsite / virtual assessments, options include research into equipment needs identified, vendor contact, follow up visit to ensure proper implementation of equipment / strategies

Cognitive Work Hardening Programs (5 or 10 weeks) offered as a customized virtual program

Permanent Accommodation Assessment compares the worker's physical / cognitive abilities with job requirements up to 4 jobs

Vocational Employability Programs

Job Search Training Programs are available with several customizable options ranging from 2 to 8 weeks in duration with the option to couple this training with computer training

Computer Training & Monitoring is offered with basic and advanced options customized to the needs of the individual and software / hardware required

Skills Development Training is offered with basic and advanced options customized to the needs of the individual

GED Preparation Training is offered with basic and advanced options customized to the needs of the individual

Work Preparation Support Program includes job search skill development, job search placement/arrangement, monitoring customized to the needs of the individual

Stay at Work Program includes key stakeholder engagement and management to support an individual to safely remain at work