

# Employability - Work Capacity

*What tools to use, when and why*

Margaret Black  
Rehabilitation Advisor  
[www.ing.com.au](http://www.ing.com.au)

CMG Presentation, Sydney  
1 May 2008

# Outline

---

## Why

Why consider work capacity or employability?

## When

When to use employability assessments

## What

What are the best tools to use

# Why consider employability?

---

We know that people with disabilities:

- Can achieve extraordinary things in work and life
- Work for other than financial reasons
- **May well resume work once claims are settled**
- **Can be better off financially when not working**
- **May have cultural, lifestyle, sick role issues that preclude resumption of work**

Claims assessors see variations on these themes daily

# Employability Questions

---

- Is the claimant likely to work again
- Are they likely to achieve and sustain pre-disability hours
- Are there suitable job matches based on education, training or experience
- Are accommodations required to achieve return to work
- Are jobs reasonably available

**Employability tools can clarify some of these questions**

# When to consider employability?

---

1. Medical evidence of some work capacity
2. Other evidence points to work capacity – MDA, WC, JCA
3. Analysis of other factors – age, location, benefit amount
4. Transferable skills indicate some occupations within medical restrictions
5. Require information relating to your particular claimant – job match, labour market, best approach to obtain work
6. Need opinion on work capabilities & restrictions from medical practitioners

# When to consider employability?

---

When in relation to the policy definition ...

1. At six month point after ceasing work
2. At the time of assessment
3. Taking into account study subsequent to ceasing work
4. Milestone of 'own occupation' becoming 'any occupation'

# What assessment?

---

*“An assessment can be as a lamp post is to a drunk person  
... great for support but not very illuminating”*

Critical to consider:

- The most appropriate assessment for the particular claim
- Referral / request details and cost / time allowance
- Face-to-face interview or review of information provided
- Who will conduct the assessment

# Which Assessment?

Assessment		By whom	Hours	Comment
Functional Capacity Evaluation	FCE	Occupational Therapist Physiotherapist	6-8	Discernment in use for TPD
Vocational Assessment	VA	Rehabilitation Counsellor Vocational Psychologist	6-10	Includes client preferences, interests, work values, motivation <u>and</u> jobs based on re-training
Transferable Skills Analysis	TSA	Rehabilitation Counsellor Vocational Psychologist	3-5	Generally integrated into other voc reports Residual skills with identification of suitable jobs
Labour Market Analysis	LMA	Rehabilitation Counsellor Employment Services Consultant	3-5	General job prospects and local realistic availability

# Employability (Work Capacity) Assessment

---

## Features:

- Akin to S40 and 104-week reports in workers compensation
- Contains many elements of VA
- FCE often not included
- Can be brief or comprehensive depending on the claim
- Takes into account pertinent legal rulings
- Considers realistic methods to gain employment
- Client context is included in identification of suitable occupations
- Generally vary between 4 and 8 hours

# Employability Assessment Components

---

- Purpose, background, definition, documents sighted
- Medical opinion
- Functional restrictions and capabilities
- Education, qualifications and employment history
- Transferable skills, work assets
- Issues pertaining to claimant's situation
- Viable job matches, occupational description and prospects
- Regional labour market, work availability
- Disability and job seeking approaches
- Summary with most suited employment options
- References

# Employability Assessment wrap up

---

- ✓ Care in deciding what is required and when it will be of most value
- ✓ EA Reviews, TSA or LMA is sufficient in many cases
- ✓ Care needed in selecting provider



See *Aluca Risk-e-Business Issue 28, August 2007* for greater depth

# Conclusion ...

---

- This is about the real world of work and real people
- It is about making a decision based on policy definition and best evidence available
- Objective assessment of work capacity & employability can contribute to the decision-making process
- Making cost-effective and appropriate choices

... ***“do it once, do it well”***