



PACIFIC COAST UNIVERSITY
FOR WORKPLACE HEALTH SCIENCES

Expanding Career Opportunities in Disability Management

What is Disability Management & Return to Work?

Disability management and return to work practitioners utilize an empathetic approach to help people in vulnerable situations. They work collaboratively with management, unions or employee organizations, insurance providers, government agencies, health care providers and others to assist a worker who has incurred a mental or physical health injury or illness and are at risk of losing their employment.

Because disability management is a complex field, successful practitioners will have combined skills and knowledge in the areas of:

- Disability management theory and practice
- Legislation and benefit programs
- Labour-management relations
- Communication and problem-solving skills
- Disability case management
- Return-to-work coordination
- Health, psychosocial, prevention and functional aspects of disability
- Program management and evaluation activities
- Ethical and professional conduct

Career Opportunities

There is currently a shortage of qualified, competent and certified disability management practitioners due to the increasing focus on better return to work outcomes by many organizations across all sectors and is related to the aging workforce, increasing disability costs, incidences of mental health impairments and return to work obligations. Prospective places of employment include:

- Employers
- Unions
- Government
- Insurance companies
- Workers compensation organizations
- Service providers
- Human resources departments

Employees responsible for disability management may also have other responsibilities including the related areas of human resources and occupational health and safety. The salary range of disability management professionals starts at around \$55,000, and more senior levels can expect to be paid up to and well over \$100,000 per year.



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DISABILITY MANAGEMENT PRACTITIONER CERTIFICATE PROGRAM

The Disability Management Practitioner Certificate Program at PCU-WHS covers the breadth of skills and knowledge required by disability management and return to work practitioners. Each course is led by an instructor with expertise in the topic area and most instructors continue to practice as well as teach in the area of disability management and return to work.

The courses in the certificate program emphasize the skills and knowledge required to return to work individuals who have incurred injuries or illnesses and provide an introduction to the competencies that are required to introduce and administer disability management programs.



WHY STUDY AT PCU-WHS?

Our small online class sizes are instructor led, which means you can engage directly with faculty. As experts in the field, our faculty are passionate about teaching and student success. Our programs and courses are created with input from industry leaders, so you can be confident you will have the right blend of skills and knowledge employers seek. You can tap into a network of professionals in disability management and return to work through our affiliation with the Canadian Society of Professionals in Disability Management (CSPDM).

Learning online at PCU-WHS allows you to benefit from:

- 24 hour course access
- Greater flexibility in managing your time
- Additional time to reflect before responding to discussions and other activities
- An environment where the independent learner flourishes

PROFESSIONAL OPPORTUNITIES

Students who have completed the Disability Management Practitioner Certificate Program have gone on to establish successful programs giving practical effect to the overall mission of reducing the human, social and financial costs of disability to the workplace.

Combined with relevant work experience in the delivery of disability management services, graduates may be eligible to write the certification examinations for the professional designations of Certified Disability Management Professional (CDMP) or Certified Return to Work Coordinator (CRTWC).

LEARN MORE

If you would like further information about this exciting educational opportunity, please email us at education@pcu-whs.ca or phone us at **778-421-0821, ext. 209**.



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