



## Vocational Evaluation:

A current perspective.  
A comprehensive approach

By Jeff Cohen BA, CRV-D, RVP, RRP, CVP

*Dear fellow colleagues and readers, here is our most recent contribution to CAVEWAS Corner.*

*As many of you know, CAVEWAS (Canadian Assessment, Vocational Evaluation and Work Adjustment Society) is a member society of VRA Canada, serving in large part to represent and support the professional and developmental needs of vocational evaluators as well as professional rehab personnel specializing in work adjustment of injured workers and the like. In this section, you will find current and candid articles authored by CAVEWAS members, non-members (and future members alike) that will share, discuss, and communicate with you developments and changes affecting our membership; amongst them issues of best practice, professional development and designation, as well as industry trends. We hope you continue to find the content in this section stimulating, motivating, and informative and we encourage your ongoing participation and contributions. Enjoy!*

*CAVEWAS NATIONAL BOARD of DIRECTORS*

*If you are a CAVEWAS member and have any ideas, opinions or thoughts relevant to this section and you would like to share, discuss, and communicate them in the next issue, please contact: Jeff Cohen at [jcohen@vocationalalternatives.com](mailto:jcohen@vocationalalternatives.com). We also encourage you to join our group on LinkedIn.*

One of the most difficult and personally devastating consequences of any accident and subsequent impairment is one's inability to function within their pre-accident occupation or line of work. There are inherent challenges that accompany displacement and prospective reintegration into the workforce. Vocational evaluators and rehabilitation professionals are often called upon to consider an individual's residual capacity to work, offer prospective avenues that will support their reintegration into the work force, and, within the context of benefits entitlement and rehabilitation, offer those involved with managing the claim an objective, realistic, and well substantiated opinion as to the claimant's residual worker traits, needs, and remunerative outlook moving forward. This is not a simple task.

Assessing practitioners are often left facing significant challenges with respect to addressing issues of 'suitability' as it applies to residual working capacity for injured claimants. In Ontario, assessing specialists are asked to answer questions related to disability threshold; addressing whether or not the insured suffers a 'substantial' or 'complete' inability

to engage in any work for which they are reasonably suited by way of their education, training, and work experience. In the world of vocational rehabilitation, however, there is not always a black and white answer. These questions have innumerable mitigating factors that extend beyond one's level of education, training, and experience that can impede or, conversely, propel an individual's ability (or likelihood) to transition to an alternate mode of work, let alone one of commensurate earning, meaningfulness, and long term sustainability. When addressing the issue of 'suitability,' it is essential for the vocational evaluator to take a comprehensive approach.

*"There are challenges that accompany displacement and prospective reintegration into the workforce."*

