



IDMSC[®] International
Disability Management
Standards Council

Global Review of Professional RTW / DM Competencies

IFDM
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Development of Occupational Standards

- Occupational Standards for individuals working in the field were created following Government of Canada guidelines – published in 1999
- Process included literature search, labour market analysis, national labour market survey, and consultation with all relevant stakeholder groups on a national level



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Development of Occupational Standards

- Initiative was supported by major employers, labour organizations and workers compensation boards
- Participation by international representatives



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Development of Occupational Standards

- Nine major domain areas of core skills and competencies were identified
- Process identified two levels of practice in the field:
 - Certified Return to Work Coordinator
 - Certified Disability Management Professional



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Development of Professional Certification Examinations

- This was followed by development of professional certification examinations to meet the standards
- Process followed Government of Canada guidelines, National Organization for Competency Assurance principles, as well as ISO 17024 standards



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Development of Professional Certification Examinations

- Examinations consist of 300 multiple choice questions administered over a 7 hour period
- Examinations test for not only knowledge, but also application of knowledge and critical thinking



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Development of Professional Certification Examinations

- Examinations have been offered since 2003
- As of 2009, there were professionals with the designations in 9 countries
- In 2009, it was decided to undertake an update of the Occupational Standards with the input of these international professionals



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- The process was led by a test agency with expertise in development of test instruments
- Respondents to the survey indicated that most work within a disability management occupational group (40%), with the second largest group belonging to case management / rehabilitation (23%), and the third largest group in occupational health (7.2%)



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- About 84% indicated they worked for organizations having 100+ employees
- Respondents were evenly split between working for private sector and public sector organizations
- Years of experience varied from less than 5 years (37.8%), 5-10 years (29.1%), and 11+ years (33.1%)



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- Educational background of participants identified 35.5% having a Certificate/Diploma, 40% with a Bachelors Degree, 15.5% with a Masters Degree, and 8% with a Doctorate Degree



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- Results indicate a less than 5% variance in response to the competencies by professionals working in the field in 9 countries
- Although a number of emerging trends and challenges are impacting and influencing the field of work, there is a consensus by professionals as to the requirements of the occupation standards and competencies