

WorkplaceNL's Labour Market Re-entry (LMR) services support workers who need help to re-enter the workforce or reduce the impact of lost earnings after an injury. LMR assessments consider a worker's skills, knowledge and abilities to help develop a plan for re-training or re-employment.

	2019	2020	2021	2022	2023
<b>Indicator 1: Number of LMR assessment reports completed</b>					
LMR assessments (screening, follow-up or full)	172	107	256	252	188
<b>Indicator 2: Number of workers participating in an LMR plan</b>					
Academic upgrading	2	0	6	6	1
Academic upgrading and formal training	2	4	11	8	2
Formal training	23	15	26	34	22
<b>Total</b>	<b>27</b>	<b>19</b>	<b>43</b>	<b>48</b>	<b>25</b>
<b>Indicator 3: Claims with LMR assessments and closed without an LMR plan</b>					
Employment readiness benefits	55	29	54	80	69
No employment readiness benefits	91	63	80	98	82
<b>Total</b>	<b>146</b>	<b>92</b>	<b>134</b>	<b>178</b>	<b>151</b>
<b>Indicator 4: Number of claims closed and found capable of suitable employment</b>					
Suitable employment, pre-injury employer	n/a	n/a	94	109	136
Suitable employment, non-injury employer	n/a	n/a	106	108	108
<b>Total</b>	<b>217</b>	<b>217</b>	<b>200</b>	<b>217</b>	<b>244</b>
<b>Indicator 5: Claims closed after employment readiness benefits end, by type of extended earnings loss</b>					
Partial EEL	27	9	33	51	41
Full EEL	15	9	10	9	5
No EEL	13	11	11	20	23
<b>Total</b>	<b>55</b>	<b>29</b>	<b>54</b>	<b>80</b>	<b>69</b>

\*data available from 2021 onward

## Notes:

### Indicator 1: Number of LMR assessment reports completed

- LMR assessments are completed by an independent provider and can include a screening, follow-up or full assessment. LMR assessments are completed by an independent, third-party provider.
- **Screening assessment:** This is used when a worker has not yet medically plateaued. It assists in the permanent accommodation process, identifies the worker's vocational profile and determines if they are a re-training candidate. Although they are not required and entitlement decisions are not based on them, a worker may request or benefit from a screening assessment.
- **Follow-up assessment:** This is conducted after the results of a screening assessment are shared with all parties. The worker has medically plateaued. After exploring safe and suitable work options, the employer is unable to accommodate the worker. This assessment will result in an entitlement decision. A screening assessment, combined with a follow-up assessment, may be used to assess a worker's long-term wage loss entitlement.
- **Full assessment:** This occurs depending on the circumstances of the injury or recovery (i.e., the worker has reached maximum medical improvement; an accommodation is being explored; or returning to the pre-injury employer is not an option). This assessment will result in an entitlement decision.

### Indicator 2: Number of workers participating in an LMR plan

- **Academic upgrading:** When a worker attends an Adult Basic Education (ABE) or General Educational Development (GED) program to complete their high school diploma or equivalency.
- **Academic upgrading and formal training:** When a worker attends an ABE or GED program to complete their high school diploma or equivalency and continues on to complete a formal training program at a recognized college or university.
- **Formal training:** When the worker already has a high school diploma, equivalency or meets admission requirements and completes a formal training program at a recognized college or university.

### Indicator 3: Claims with LMR assessments and closed without an LMR plan

- Some workers do not move to an LMR plan after an assessment. Their claim is closed if they are:
  - Accommodated
  - Identified as capable of working in alternate employment with no, or partial, wage-loss benefits
  - Transferred to full EEL as they are unable to return to work in any capacity
- **Employment readiness benefits:** Workers that have the skills, education and function to re-enter the workforce, and safe and suitable occupations have been identified from the LMR assessment, are entitled to 12 weeks of employment readiness benefits to conduct a job search.
- **No employment readiness benefits:** Some workers do not receive 12 weeks of employment readiness benefits, even though they may have had a screening assessment. They likely either returned to work with their pre-injury employer or were determined incapable of returning to work in any capacity and began receiving full EEL.

## Indicator 4: Number of claims closed and found capable of suitable employment

- **Suitable employment, pre-injury employer:** Workers who return to work to their pre-injury employer in an accommodated, modified or new position. This represents successful return-to-work efforts of the workplace parties.
- **Suitable employment, non-injury employer:** Workers whose pre-injury employment relationship ended, but are able to return to work elsewhere.

## Indicator 5: Claims closed after employment readiness benefits end, by type of extended earnings loss

- This breakdown shows the subset of workers considered capable of working and earning in an occupational cluster, given their current level of skills, education and function, after the 12-week employment readiness benefit period. WorkplaceNL does not consider the availability of work (refer to Policy Re-15 – Determining Suitable Employment and Earnings).
- These closed claims are grouped by partial, full or no extended earnings loss (EEL):
  - **Partial EEL:** When the employment readiness benefit period is over and the worker is capable of working in an occupational cluster, but the employment type will not fully recover their pre-injury earnings, they are entitled to some long-term entitlement until the age of 65.
  - **Full EEL:** When a worker's EEL entitlement changes after the employment readiness benefit period is over. For example, if new information is received and confirmed to impact the worker's ability to work and earn, or if changes are recommended through the review of a decision (internal or external review), the worker may be entitled to full EEL.
  - **No EEL:** When the employment readiness benefit period is over and identified suitable occupations align with the worker's pre-injury earnings, the worker is not entitled to long-term benefits.