

Worker co-operation during a labour market re-entry assessment

Successful LMR assessments and/or plans are contingent on the worker co-operating by:

- attending all scheduled appointments and arriving on time, prepared for all activities
- being available and co-operative in the provision of the LMR assessment and/or plan
- following the requirements of all facilities and persons providing LMR services
- reporting any circumstances that affect his/her ability to participate in the LMR assessment and/or plan to his/her Case Manager
- accurately providing information on all previous education/training and work history or other information as may be required for a thorough assessment
- participating in all required instructional training. If for any reason participation cannot occur, the worker must immediately contact his/her Case Manager
- following the provisions and schedules developed in the LMR plan; and
- notifying the Case Manager immediately about anything which may interfere with the goals outlined in the LMR plan

How is a worker involved in a labour market re-entry assessment?

The worker's active involvement is critical to conducting the LMR assessment. The key success factor is the involvement of the injured worker and their active participation in the whole process.

Throughout the LMR assessment, the Case Manager collaborates with the injured worker to explain the process as well as the roles and responsibilities of all parties. Following the assessment, the Case Manager then reviews the results with the worker. Appropriate benefits will continue and reasonable expenses will be paid during the LMR assessment.



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Labour Market Re-entry Assessment



WorkplaceNL

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What is labour market re-entry?

If early and safe return to work activities do not result in work that is suitable, available and restores the workers' pre-injury earnings, WorkplaceNL will provide an injured worker with a labour market re-entry (LMR) assessment and, if necessary, a LMR plan. Employability as demonstrated by the transferable skills and functional abilities, and not the availability of an employment opportunity, will be the relevant factor.



LMR services ensure workers have the skills, knowledge and abilities to re-enter the labour market and reduce or eliminate their loss of earnings resulting from the work injury.

What is a labour market re-entry assessment?

An LMR assessment is an objective, independent evaluation conducted to determine whether a worker has transferable skills, or requires assistance to re-enter the labour market and determine whether an LMR plan is required.

The LMR assessment may take five to ten weeks to complete. It will depend on the individual worker's needs.



The labour market re-entry assessment report

The LMR assessment report, where possible, will contain a minimum of three options for suitable employment categories for the worker based on the National Occupational Classification system.

The LMR assessment may identify options that:

- 1 the worker currently is considered market ready if he/she has the skills, knowledge and abilities to perform suitable employment and restore, as closely as possible, their pre-injury earnings.

Where the LMR assessment confirms the worker is currently market ready, employment readiness services will be made available. WorkplaceNL will provide employment readiness programming, including wage loss benefits to the worker displaced from a job due to their injury and who are capable of re-entering the workforce with another employer. Wage loss benefits will extend for a period of 12 weeks, or for a shorter period, if the worker commences employment.

Employment readiness services that will be made available include resume preparation, job interview preparation and learning to access information on securing job opportunities where:

- 2 the worker requires new or upgraded skills to return to the workforce.

In consultation with the worker, WorkplaceNL will implement the option for the LMR plan that most effectively provides the worker with the skills necessary to re-enter the labour market at an earnings level as near as possible to that of the pre-injury occupation.

The identification of "suitable employment and earnings" through the labour market re-entry assessment will form the basis of any WorkplaceNL wage loss benefits the worker may be entitled to following the completion of the employment readiness program or LMR plan.

Who conducts a labour market re-entry assessment?

LMR assessments are conducted by an external service provider who has been trained in completing such assessments.

In addition to the LMR planner, other professionals may be used to conduct specialized evaluations which will assist the worker and the planner to identify suitable employment and earnings options for re-entry into the labour market.