

What happens if a worker does not complete the Vocational Rehabilitation program?

The Vocational Rehabilitation program will not continue where:

- a worker refuses to participate in the development of a plan;
- a worker ends a VR program without an acceptable reason or without prior approval of the Workers Compensation Board; or
- a worker does not follow the VR program or is terminated from the program due to non-compliance or lack of effort.

If the VR program is discontinued for any of the above reasons, the worker will not receive compensation for this time period.

Please Note: *The Workers Compensation Act and Board Policies may be reviewed on the WCB website at: www.wcb.pe.ca*



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Vocational Rehabilitation

Vocational Rehabilitation (VR) is a service provided to workers as part of the Workers Compensation Board's Return to Work program. During the VR process, a plan is developed which takes into consideration the worker's earning capacity, permanent medical work restrictions, functional abilities, employment history, educational background, skills, abilities, aptitude and pre-injury earnings.

What is the goal of Vocational Rehabilitation?

The goal of VR is to assist a worker in developing a return to work plan which outlines the necessary steps for the worker to return to the workforce. A worker's employer, health care providers and other outside agencies may assist in the plan development.

How do I know if I am eligible for Vocational Rehabilitation?

To be eligible for VR, a worker must have both an impairment and a loss of earning capacity as determined by the Workers Compensation Board.

If a worker is medically unable to return to the pre-injury position, the worker's employer has been unable to provide alternate work which is consistent with the worker's functional abilities or the employer is not participating in the return to work process, the Case Coordinator will refer the worker to Vocational Rehabilitation Services. If a worker's employer is able to provide employment with modified or alternate positions, VR services will not be required.

What are some of the Vocational Rehabilitation services available to the worker?

Vocational Rehabilitation programs include:

Job Search – A program which provides assistance to workers in areas such as understanding of the labour market, employment counseling, covering letter and resume preparation, job application and interview preparation, and job search skills.

Work Experience Program – A program which helps workers find a job through employer-sponsored training. The Workers Compensation Board will provide financial assistance to an employer to provide on-the-job training for a worker.

Formal Training Program - A program which helps workers, who have the necessary physical and academic ability, complete a period of formal training through an educational facility.

Self-Employment Program – This program is only an option after all other VR programs have been explored and have been determined unsuitable.

How does Vocational Rehabilitation work?

Vocational Rehabilitation is designed to assist a worker in developing a return to work plan within twelve (12) weeks of the initial meeting with the worker.

Will the Workers Compensation Board pay for expenses required for Vocational Rehabilitation?

The Workers Compensation Board will provide payment for pre-approved Vocational Rehabilitation expenses while a worker is participating in a program.

What happens when the Vocational Rehabilitation program is completed?

After completion of a VR program, a worker with an impairment may be eligible for extended wage loss benefits (EWL), if the worker continues to have a loss of earning capacity, based on the higher of:

- actual wages if the worker gets employment in the area the worker was trained; or
- estimated earnings at the entry level position for which the worker is qualified.