

Vocational Rehabilitation Services: *A Win-Win for Employers & Injured Workers*



Vocational Rehabilitation Services are available for injured workers who face challenges in returning to work. To provide an incentive for safe and early return to work, Voc Rehab Services benefit the employer by using surplus funds to pay for:

- Compensation
- Medical rehabilitation services such as physical therapy and work conditioning
- Vocational services such as training and job placement when an injured worker can't return to the same job

Surplus funds are not charged to the employer.

Financial incentives may also be provided in a vocational rehabilitation plan including:

Employer Incentive Contract. Compensates the employer for lost productivity for workers who return to work with restrictions preventing them from performing their regular job duties. This incentive may pay up to 50 percent of the injured worker's salary initially. As the worker resumes more job tasks, the incentive decreases until the worker transitions to full duty. Progress is monitored by a VR case manager or a therapist.

Gradual Return to Work. Allows injured workers to return to work on a graduated basis, building up from physician-specified hours per day to full-time status.

BWC pays injured workers from the surplus fund for lost wages due to hours not worked for up to 13 weeks.

Job Modifications. Removal or alteration of any physical barriers that prevent injured workers from performing essential job functions. These modifications may benefit all workers performing the same job.

Tools and Equipment. Provided when ergonomic equipment is necessary for the injured worker to perform the current job or a new job safely.

On-the-job training. Allows an injured worker to obtain or upgrade skills through actual work experience. The employer is reimbursed for the trainer's time up to a set amount no greater than 50 percent of the injured worker's weekly wages.

Work Trial. Permits an injured worker to attempt to return to work in his or her original job or a new job for a period of one month. This allows the employer to test, evaluate and observe the worker at the actual job prior to hiring. The injured worker receives living maintenance for the trial period.

Living Maintenance. Injured workers receive Living Maintenance while in a Rehabilitation Plan. Living Maintenance is in lieu of Temporary Total and is charged to the Surplus Fund.

1-888 OHIOCOMP

■ If you have any questions about 1-888-OhioComp's Vocational Rehabilitation Services, please contact your Regional Manager.

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