

## Work Rehabilitation Practitioner Certificate Program

### About this course

**Faculty:** Daley, Blickenstaff, Yeager

[Faculty Bio](#)

**Intended Audience:** Licensed healthcare professionals - Physical Therapist, Occupational Therapist, Physical Therapist Assistant, Occupational Therapist Assistant, Athletic Trainer, Certified/Registered Kinesiologist. Consideration of other state registered, or licensed health/safety personnel based on background.

[Additional course information](#)

**Program Level (AOTA):** Introductory

**Delivery:** Online On-Demand; administered through the WorkWell Provider Learning Center

**General Teaching Method Overview:**

Lecture, quizzes, written case study submission & review

**Duration:** Course is self-paced and is expected to take approximately 14 hours to complete. (13.25 contact hours)

**Completion Requirements:** Complete all eLearning tracks, obtain passing module quiz scores of 80% or higher, obtain passing score of 80% on graded case study, and completion of course evaluation.

**Cost:** \$399 (\$199 for WorkWell Easy Train Members)

**CEU Credit:** Approved by APTA Michigan for 13.25 contact hours – CEULocker# 155289.

The Work Rehabilitation Practitioner Certificate program is a comprehensive training designed to enhance the skills of rehabilitation professionals in supporting injured workers' return to work. The program consists of 8 core modules, covering critical aspects of work rehabilitation, and concludes with a case study assignment, totaling 13.25 contact hours.

This program is ideal for rehabilitation professionals seeking to refine their clinical practice, improve patient outcomes, and establish expertise in work rehabilitation. By integrating evidence-based strategies, work simulation techniques, and communication methods, this training empowers practitioners to support injured workers in returning to their jobs safely and efficiently.

### Certificate Completion

After completing the modules, participants apply their knowledge in a case study assignment, requiring an analysis of a worker's functional status and development of an intervention plan.

A passing score of 80% or higher is required for certification, which remains valid for five years. WorkWell Faculty grades submissions to ensure competency in practical applications.



## Learning Objectives

At the end of the training, participants will be able to-

1. Describe how work activity limitations or participation restrictions should influence physical and occupational therapy practice in the areas of examination, diagnosis and gap analysis, goal setting and intervention planning.
2. Identify 3 factors that may impact return to work prognosis in a case example, considering client presentation, risk factors or potential barriers/facilitators
3. Differentiate care path intervention recommendations based on low or high assessed risk of delayed return to work
4. Propose strategies to overcome 2 common care barriers that may impact use of best practices in work rehabilitation in the clinic
5. Describe the process of conducting a gap analysis related to return to work planning
6. Summarize gap analysis findings in documentation including performance demands, worker ability, performance gaps, plan and relevant barriers/facilitators
7. Describe 2 benefits of coordination/communication between healthcare team and employer representative/s in overcoming work performance gaps.
8. Given case information on patient presentation and job information, the learner will develop a work-oriented intervention plan based on a gap analysis.
9. Describe 3 common components of job descriptions that are relevant to care plan development in worker rehabilitation
10. Discuss 1 option to overcome each of the information deficits commonly encountered in job descriptions including limited data on relevant functional tasks, quality of physical demands and employee involvement.
11. Describe 2 sources of publicly available standardized job information available to clinicians.
12. Summarize 4 benefits of using conversational interviewing to obtain job information from workers
13. List 4 sources of data clinicians can use to cross validate/triangulate job data
14. Discuss 4 client presentation factors influencing care planning in work comp, including duration of time since injury, impacted tissue type, job demands and psychosocial presentation
15. Develop a care plan for 3 workers using basic case information such as job demands, time since injury, involved tissues and psychosocial considerations
16. Define how work factors such as organization and culture can influence occupational reintegration after injury.
17. Describe the 4 components of Motivational Interviewing.
18. Provide an Occupational Health specific example of each of the components.
19. Recognize 5 different narrative indicators for change.
20. List at least three examples of how one's understanding of pain can affect a treatment outcome, positively or negatively.
21. Discuss current support and criticisms of pain science education approaches.

22. Describe the relevance of self-efficacy as it relates to pain science education and to patient recovery.
23. Describe the proposed mechanism of action for effective pain science education.
24. Provide at least three examples of how to incorporate pain science education into existing treatment approaches.
25. Provide at least three examples of using pain science education in combination with movement experiments in occupational health settings.
26. Develop 3 work simulation interventions based on job demands information and client examination in case scenarios
27. Construct 3 work simulation activities using common clinical resources in case scenarios
28. Identify 2 benefits of incorporating worker feedback into development of work simulation tasks.
29. Summarize the role of the therapist in the Reasonable Accommodation process.
30. Develop a summary of worker limitations using a physical dimensions approach, based on job information, functional testing and using worker interview.
31. Develop options for work modification using a physical dimensions approach.
32. Demonstrate understanding of key concepts of learning objectives from all Work Rehabilitation modules through preparation, self-assessment and submission of structured case study.

### Course Outline

Estimated Time	Program Outline
1.5 hrs.	<p><b>Module 1 - Work Rehabilitation: Setting Up A Clinic</b></p> <ul style="list-style-type: none"> <li>• Trends in workplace injuries and illnesses</li> <li>• Work Rehab definition</li> <li>• Program components</li> <li>• Factors and constructs influencing return to work</li> <li>• Barriers, facilitators and resources impacting implementation of a Work Rehab program</li> </ul>
1.25 hrs.	<p><b>Module 2 – Work Rehabilitation: Gap Analysis &amp; Functional Scorecards</b></p> <ol style="list-style-type: none"> <li>1. Gap analysis definition and purpose</li> <li>2. Process overview</li> <li>3. Benchmarks</li> <li>4. Assessment</li> <li>5. Action planning</li> <li>6. Scaling analysis and plans</li> <li>7. Documentation and scorecards</li> <li>8. Coordination and communication of care</li> <li>9. Organizational best practices and competencies</li> </ol>

1 hr.	<p><b>Module 3 – Functional Job Analysis: Identifying Job Demands in the Clinic</b></p> <ul style="list-style-type: none"> <li>• Operational definitions and use of job descriptions</li> <li>• Common job description components</li> <li>• Obtaining useful job information for use in work rehabilitation</li> <li>• Considerations in standardized vs. specific job descriptions</li> <li>• Clarifying job demand information (or obtaining specific job content)</li> <li>• Common terminology/taxonomy review</li> <li>• Common sources of job information</li> <li>• Conversational Interviewing – process overview, optimizing worker interview while minimizing bias</li> <li>• Cross Validating/Triangulating data</li> <li>• Linkage of job tasks and job demands in job descriptions</li> </ul>
1.5 hrs.	<p><b>Module 4 – Work Rehabilitation: Planning &amp; Recommending Activity Based on Healing Phases</b></p> <ol style="list-style-type: none"> <li>1. Defining “injury”</li> <li>2. Review of injury process and factors that can impact healing</li> <li>3. Role of rehabilitation in healing</li> <li>4. Prevention – Primary, Secondary, Tertiary</li> <li>5. Root Cause analysis</li> <li>6. Overview of healing by tissue type</li> <li>7. Overview of tissue response and functional levels based on acuity level</li> <li>8. Tailoring interventions to worker presentation</li> <li>9. Psychosocial influences on healing/function</li> <li>10. Case scenarios</li> </ol>
1.25 hrs.	<p><b>Module 5 – Motivational Interviewing Concepts in Occupational Health</b></p> <ul style="list-style-type: none"> <li>• Introduction to Motivational Interviewing</li> <li>• When and Why Might Motivational Interviewing be Used?</li> <li>• Foundational Principles and How to Utilize Motivational Interviewing</li> <li>• Motivational Interviewing Video Examples – Open Ended Questions and Affirmations</li> <li>• Reflective Statements and Putting it All Together</li> </ul>
1.75 hrs.	<p><b>Module 6 – Pain Science Education in Occupational Health</b></p> <ul style="list-style-type: none"> <li>• Introduction &amp; Learning Objectives</li> <li>• Impact of Pain Beliefs</li> <li>• Definitions &amp; Context</li> <li>• Self-Efficacy</li> <li>• What do we do?</li> <li>• Occupational Case Example</li> <li>• Incorporating Pain Science Education into existing treatment approaches</li> </ul>

1.5 hrs.	<p><b>Module 7 – Work Rehabilitation Interventions: Keeping It Real</b></p> <ul style="list-style-type: none"> <li>• Rationale for work simulation</li> <li>• Pulling a thread through job demands/gaps/intervention/activities/participation</li> <li>• Equipment</li> <li>• Pulling it all together</li> <li>• When can you start?</li> </ul>
1.5 hrs.	<p><b>Module 8 – Recommending Work Modifications</b></p> <ul style="list-style-type: none"> <li>• Definitions/Background</li> <li>• Reasonable Accommodation</li> <li>• Understanding Worker Limitations</li> <li>• Options for work modification</li> </ul>
2 hrs.	<p><b>Module 9 – Work Rehabilitation Practitioner Certificate Case Study Component</b></p> <ul style="list-style-type: none"> <li>• Preparation and submission of written case study highlighting critical thinking and clinical elements and key concepts identified throughout the program</li> <li>• Complete self-assessment using Case Study Scoring Rubric</li> <li>• Submitted Case Study to be reviewed and graded by WorkWell Clinical Faculty</li> </ul>

**Required equipment for training:** Computer with internet access and speakers; individual log in credentials for the WorkWell Provider Learning Center

**Equipment for implementation:** Information can generally be applied with existing clinical equipment

**How to Purchase the Work Rehabilitation Practitioner Certificate Program:**

- Log in to your account in the WorkWell Provider Learning Center at [www.workwellprovidertraining.com](http://www.workwellprovidertraining.com) and purchase.
- Request your FREE WorkWell Provider Learning Center account by emailing your name, professional designation, facility name/location to [provider@workwellpc.com](mailto:provider@workwellpc.com)
- Email [provider@workwellpc.com](mailto:provider@workwellpc.com) with any questions!