

## What are some of the key themes/opportunities we are seeing when determining job options?

### Transferable skills being evaluated critically (use Oilfield example):

- Does the worker have the specific skills needed for the job option?
- Does the worker have experience in the target industry?
- If limited experience or skills, has training for the job option been considered?
- Does the worker have the educational requirements for the job?

### Looking at the whole person:

- Are there pre-existing non-compensable barriers that need to be addressed? (e.g. Pre-existing medical conditions, no driver's license, criminal record, etc.)
- Have we addressed vocational barriers or medical conditions that developed after the date of accident?
- Does the option fit within the workers overall person? Would you hire this worker if you were the employer?

### Using actual employment vs estimated (use Shaw or Stars example):

- Do you apply different tests if the job is with the accident employer as opposed to a new employer?
- Is actual employment (and the earnings) the best option?
- If there is a large wage gap between pre-accident earnings and actual, would you consider career counselling?
- Are we being flexible and fair?

### Workers concerns being addressed (reference concerns voiced by AC):

- What does the worker want to do?
- Where do they think their interests and talents could be utilized and valued?
- What are the workers concerns with the job option and has the Claim Owner addressed them verbally and in a letter? (e.g. Physical suitability assessment (PSA), academic assessment, ergonomic assessments, assistance to remove barriers, confirm computer skills, English skills etc.)