



Job Ready Services

Job Ready Services, LLC

October, 2006

Better, But Not Back to Work?

What do you do when your injured worker has met their goals in physical therapy, is not in any kind of active treatment, but is not released to return to work yet? Work conditioning is a valuable, but often underused tool for RTW. Work Conditioning is a specialized daily rehabilitation program designed specifically to achieve RTW goals. It is not physical therapy—it is a training program for the industrial athlete and should be treated as such.

In addition to strengthening and exercise, participants are given individual instruction on how to safely perform their job duties; job task simulation to increase confidence in performing their job and, just as important, instruction on self-treatment and modification of activities in order to handle those inevitable flare-ups on the job, before they become a re-injury or lost time situation. Patients often report more confidence and feel much more physically “fit” to RTW. Some have even lost weight and improved their overall physical condition.



Job Ready has an 80% success rate of work conditioning participants returning to work in their regular jobs.

Additional benefits of Work Conditioning:

- An earlier, safer return to work
- A daily program that gets the injured worker “out of the house” and more focused on a daily program of work
- Self-imposed competitiveness among the participants, which motivates them to reach beyond their goals
- Increased socialization and less focus on pain and disability
- Increased confidence in returning to a job they once feared as a possible source of re-injury

Supervision of the program can be accomplished by many different disciplines (although a licensed P.T. needs to be on-site at all times) - Exercise Physiologists; Athletic Trainers, Physical Therapists, Strength trainers, etc. At Job Ready, we have an Exercise Physiologist who is also a Personal Trainer and Certified Strength and Conditioning Specialist. He is also bilingual. His approach is as a trainer for the industrial athlete and he pushes them to meet their goals for a safe return to work.

Other Appropriate Uses for Work Conditioning:

- **Expansion of Invalid FCE:** An FCE is a snapshot of capability. Twenty hours of work conditioning will either show a willingness to improve, or will provide more documentation of inconsistency and poor effort.

- **After Extended Leave:** For example, RTW after being on STD or LTD or just an extended FMLA. A Fit for Duty test may indicate a need for conditioning before safely returning to work.

Upcoming Events at Job Ready:

October 26, 2006:

Lunch & Learn
“Job Analysis and Ergonomic Evaluations”

February 22, 2007:

Seminar
“Workplace Strategies to Prevent Workplace Tragedies” - For Adjusters, HR Mgrs, OHN’s, Case Mgrs, Employers and Safety Mgrs.

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