

Return to Work Solutions

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What is Vocational Rehabilitation?

Vocational Rehabilitation is a process which enables persons with functional, psychological, developmental, cognitive and emotional impairments or health conditions to overcome barriers to accessing, maintaining or returning to employment or other useful occupation.

The Rehabilitation Code states that:

“It is further recognised that, where these medical or other issues have been dealt with, there may be employment issues that can be addressed for the benefit of the claimant, to enable the claimant to keep his/her existing job, to obtain alternative suitable employment with the same employer or to retrain for new employment. Again, if these needs are addressed at the proper time, the claimant's quality of life and long-term prospects may be greatly improved.”

Return to Work Solutions
can help your clients who
are recovering from an
accident, injury or illness
overcome barriers and
return to sustainable work.

Our Programmes

Once referred, clients receive an initial assessment including a transferable skills analysis and vocational guidance.

Psychometric testing can be included on request.

Our programmes include:

- CV development and workshops
- Mentoring
- Confidence and self-esteem workshops
- Interview technique training
- Job search and application support
- Presentation skills coaching
- Advice on approaching employers and the Disability Discrimination Act

In Work Support

Once in work we can offer support to both the client and their new employer to ease and smooth transition.

We offer independent professional support to both parties, act as a mediator to resolve issues and facilitate discussion over reasonable adjustments.

‘In work’ support enabled over 80% of adults with acquired disability to sustain work.

Our programmes, workshops and sessions, including regular coaching and mentoring, have been designed to enable your clients to access all of the information and support needed for them to Return to Work successfully.

Our skills and experience

HCS has a national reputation for the excellence of its services for people with disabilities. All of our advisers have extensive experience in this field and have:

- A post graduate level qualification in careers guidance
- Considerable knowledge and understanding of different occupational areas and the needs of the labour market
- Access to a wide career and job information database
- Developed a range of techniques and strategies to help people identify the barriers preventing them from re-entering employment.

HCS works with a range of partners, enabling cost effective and innovative solutions to be provided to your clients.

Case Study

Background

An experienced teacher, currently Head of the Art Department, suffered a head injury in a car accident.

Initial assessment included:

- Initial face to face careers guidance interview with a qualified adviser to explore clients needs and aspirations.
- Skills analysis of existing job.
- Morrisby test to identify skills and aptitudes. The results confirmed that the client had cognitive difficulties that would act as barriers to returning to current teaching role. Tutor observation confirmed client could no longer function safely in a classroom environment.
- Results, observations and implications discussed in a feedback session.

Case Study

- Report produced for Court on why she could not return to her current occupation.
- Guidance sessions identified transferable skills and explored other opportunities.
- Mentoring and coaching from a dedicated advisor throughout the process, enabling client to re-think personal expectations and define achievable and realistic goals for returning to work.

Outcome

- The client secured part-time work as an illustrator, fulfilling the need for creative fulfilment and life/work balance.

Return to Work Solutions

- We have a track record of successfully supporting people with acquired disability into sustainable work
- We are professionals who specialise in guidance, advice and information
- Access to up to date labour market information
- We invest in training to constantly develop advisers skills
- We work with Clients in Bedfordshire, Buckinghamshire, Cambridgeshire, Essex and London as well as in Hertfordshire

Return to Work Solutions...

helping your clients to shape their futures

Whether your client wants to return to their job after a period of absence or is looking for a complete career change, advisers at Return to Work Solutions can help them with their vocational rehabilitation.

An initial one-to-one vocational assessment exploring work, health, family and lifestyle needs, will enable us to design an individually tailored programme to support clients back into work.

Specialists in careers guidance, with access to up-to-date labour market information, HCS advisers have expertise in supporting adults back to work. Working with a range of partners, Return to Work can provide cost effective and innovative solutions for clients.

Contact the Return to Work Solutions Team today: **t:** 01462 705006 / 07786 854570
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