



Job Function Matching System Overview

Course 1 Syllabus



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Let the

Job Function Matching System®

work for you!

The success of the DSI Job Function Matching® system is based on the objective matching of an Employee's functional ability with the actual functional demands of a job. It enhances the Employer's existing work injury management process by reducing musculoskeletal injuries.

This creates better outcomes for both the Employee and the Employer. It includes components of prevention, rapid return to work, disability management, and job modification.



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Course 1

Job Function Matching System Overview

1. Overview (3:00)

- Intro
- Flowchart
- Purpose of JFM
- What is JFM?



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2. Implementation Components (3:00)

- JFM Sequence

3. JFM Flowchart Review (9:00)

- Flowchart Overview

4. Utilization of JFM (6:00)

- Injury Prevention Components
- Return to Work Components
- Transition Components

5. Characteristics of Job Function Matching (7:00)

- Proactive
- Benign/Benevolent
- Loyal vs. Adversarial Relationships
- Medical / Legal Credibility
- Outcome Oriented



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Job Function Matching System Overview

6. Job Function Matching Sequence (7:30)

- Overview
- Options for Job Function Test and Match
- Results of the Job Function Match
- Staffing for the Job Function Match

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7. JFM Benefits (4:00)

- Benefits of Job Function Description
- Benefits of Job Function Testing (Post Offer)
- Benefits of Job Function Testing (Return to Work)
- Benefits of Functional Capacity Assessment

8. Provider Responsibilities (5:00)

- Policies
- Safety
- Safe Testing

9. Methods and Outcomes (7:30)

- Medical Evidence
- Legal Evidence
- Utility
- Outcomes
- History



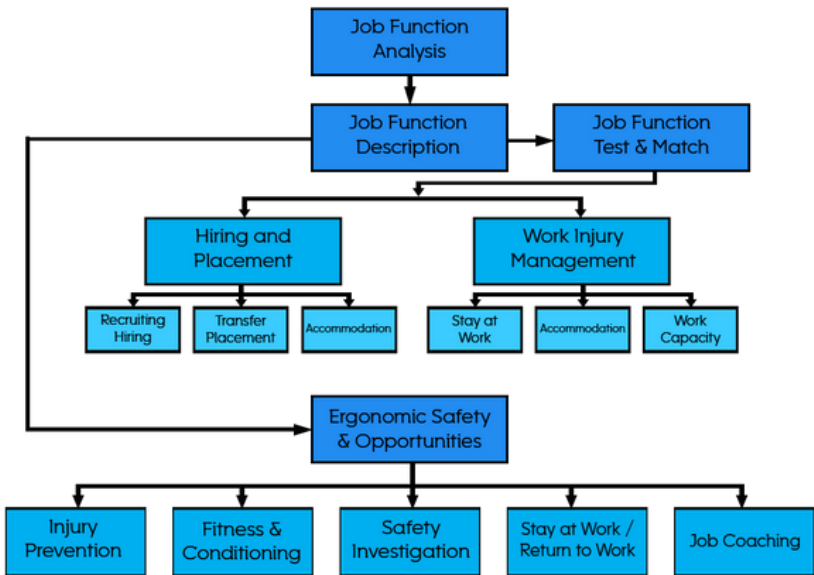
Course 1

Job Function Matching System Overview

10. How do Employers Know they Need JFM (7:00)

- Questions to Consider
- A Likely Scenario
- Important Statistics

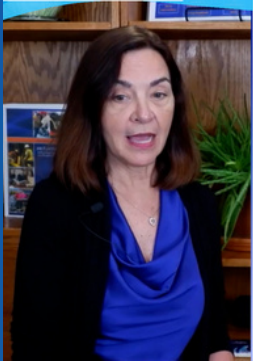
11. Next Steps & Conclusion (2:00)



Images from the Course!



IMPLEMENTATION COMPONENTS



JOB FUNCTION MATCHING SEQUENCE:

Assessment - of the needs, goals and requirements of the Employer and work site.

Analysis - of target Jobs, including review of the existing Job Description, identification of Ergonomic, Education, and Training

Job Function Descriptions - are Developed from the Analysis - and Validated by Employees and other Employer Representatives

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COMPONENT: TRANSFERS

Job Transfers

When an employee changes from one job to another, the Job Function Test™ can identify if the physical and functional abilities are present. This assists the decision making and intervention process for both employer and employee.



RETURN TO WORK COMPONENTS



Uses of Job Function Matching:

1. Early Intervention with Job Function Testing
2. Job Modification
3. Treatment
4. Work Conditioning / Rehabilitation
5. Disability Management with DSI Functional Capacity Assessment



Images from the Course!



HOW DO EMPLOYERS KNOW WHEN THEY NEED JOB FUNCTION MATCHING®?

Questions to Consider:

- Do you have Employees who come back to work and then get reinjured? Why do you think that is?



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JOB F
Desc

HIRING AND PLACEMENT

Hiring and Placement

Recruiting Hiring

Transfer Placement

Accommodation

Ergonom
& Opp

A test of the Job can be used to assist hiring in several ways:

- Recruitment tool for interviewing
- Hiring tool for placement testing
- Job Transfers qualifies Employees transferring between physically demanding jobs



HOW DO EMPLOYERS KNOW WHEN THEY NEED JOB FUNCTION MATCHING®?

A Likely Scenario:

If they estimate that an Employee came back at 90 days, but objectively could have been back at 30, then multiply 60 x \$1000 for an ROI of \$60,000. One delayed case usually costs more than the entire cost of implementing the Job Function Matching® System.



About the Author:



Virginia "Ginnie" Halling

Since July 2013, it's been an honor to serve as DSI Work Solution's CEO while simultaneously being proud of DSI being a woman-owned business. Some of my very favorite work is serving as a senior DSI faculty member, while also supporting and mentoring both longstanding, as well as new DSI Providers.

With over 20 years of experience in work injury prevention and work injury management, it's exciting to continue our tireless efforts to make workplaces safer, keeping workers healthier, and reduce injuries and associated costs. It's been a pleasure to serve countless employers, physicians, case managers, insurers, vocational rehabilitation specialists, attorneys, and individual workers over the last 25 years and counting.

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We are very excited to have our Independent Learning Courses online for you to experience!

Here's a list of the full Job Function Matching System courses we will have to offer:

1. Job Function Matching System Overview
2. Job Function Analysis & Job Function Description Development
3. Job Function Test Design
4. Job Function Test Delivery
5. Functional Capacity Assessment

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