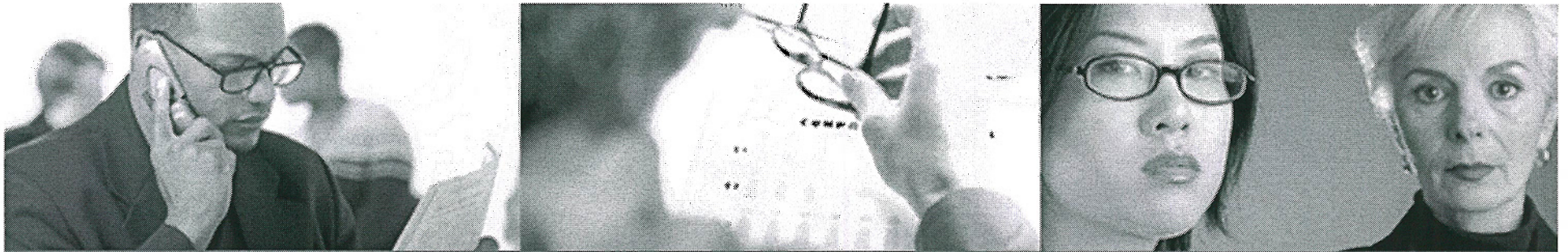


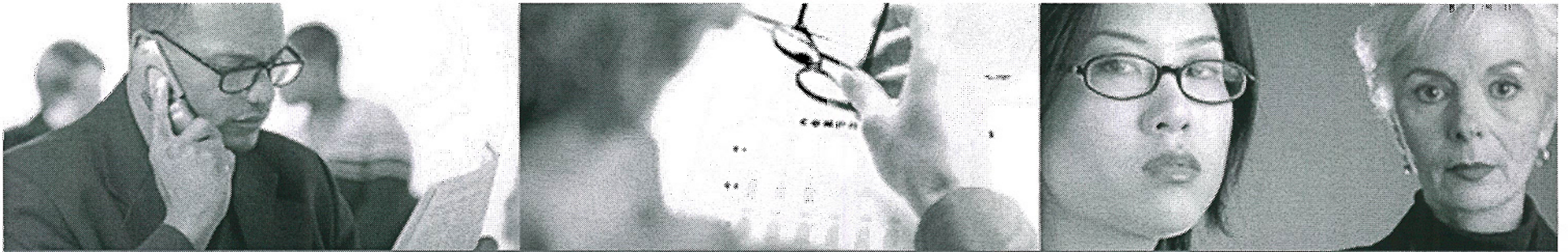
Return to Work

**Robin Halvorson,
Return to Work Manager**



Return-to-Work Services

- **On-Site Case Management Program**
- **WSI Medical Case Management Program**
- **Vocational Rehabilitation Program**
- **Preferred Worker Program**
- **Job Development Program**
- **School Coordination Services**



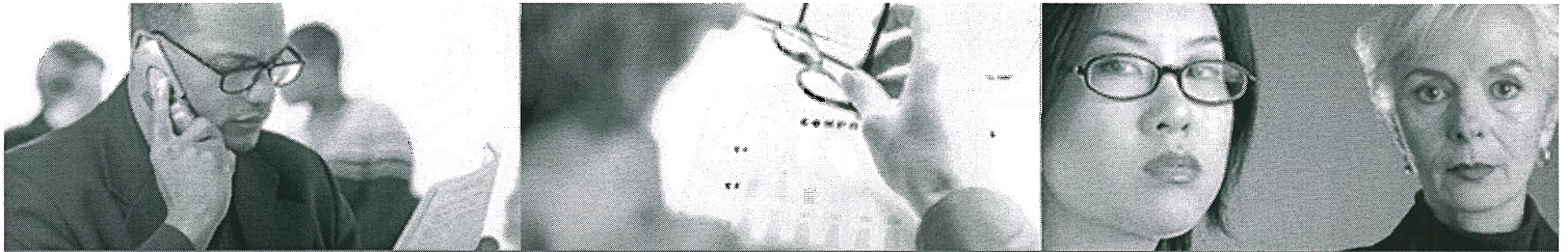
Vocational Rehabilitation

Chapter 65-05.1-01

It is the goal of vocational rehabilitation to return the disabled employee to **substantial gainful employment** with a minimum of retraining, as soon as possible after an injury occurs.

Substantial gainful employment means bona fide work, for remuneration, which is reasonable attainable in light of the individual's:

- Injury
- Education
- Experience
- Functional capacities
- Previous occupation
- Transferable skills



Vocational Rehabilitation

Chapter 65-05.1-01 (cont'd.)

Substantial gainful employment must offer the opportunity to restore the employee as soon as practicable and as nearly as possible to **ninety (90) percent of the employee's average weekly earnings at the time of injury, or to sixty-six and two-thirds percent of the average weekly wage in this state on the date the rehabilitation consultant's report (VCR) is issued, whichever is less.**

REHABILITATION HIERARCHY OPTIONS

(We Must Identify the Highest Option Possible)

Effective through
December 31, 2005

Return to Same

Position, Same Employer A

Return to Same

Occupation (any employer) B

Return to Modified

Position (same employer) C

Return to Modified or Alternative

Occupation (any employer) D

Assess Employability Local

Labor Market (35 mile radius) E

(A-J)

INCOME TEST:

90% of Pre-Injury Wage
or 66 2/3 of SAWW (\$418);
Whichever is less.

Assess Employability

Statewide Labor Market F

OJT Position Must be

Transferable to Job Market G

Short-Term Training (One Year

Or Less – Must Meet Income Test) H

Long-Term Training (Two Years

Or Less – Must Meet Income Test) I

Self-Employment (Only if

Employee has Viable Plan) J

Consider Job Goals at Wage -

Minimum hourly Paragraph 6

(Paragraph 6)

INCOME TEST: 90% of pre-injury wage or Minimum Wage (\$5.85 X 40 hrs = \$234), whichever is less.

July 01, 2008

REHABILITATION HIERARCHY OPTIONS

(We Must Identify the Highest Option Possible)

Effective after
December 31, 2005

Return to Same
Position, Same Employer A

Return to Same
Occupation (any employer) B

Return to Modified
Position (same employer) C

Return to Modified or Alternative
Occupation (any employer) D

Assess Employability Local
Labor Market (35 mile radius) E

Assess Employability
Statewide Labor Market F

Retraining (104 weeks max) G

Retained Earnings Capacity

Criteria for Options:

1. Consider transferable skills & education.
2. Physically appropriate.
3. Viable labor market.
4. Must meet income test

(A-G)

INCOME TEST:

90% of Pre-Injury Wage
or 66 2/3 of SAWW (\$418);
Whichever is less.

EFFECTIVE = SAWW

07/01/2007 = \$396

07/01/2006 = \$378

07/01/2005 = \$366

07/01/2004 = \$350

07/01/2003 = \$336

07/01/2002 = \$326

07/01/2001 = \$313

07/01/2000 = \$301

07/01/1999 = \$291

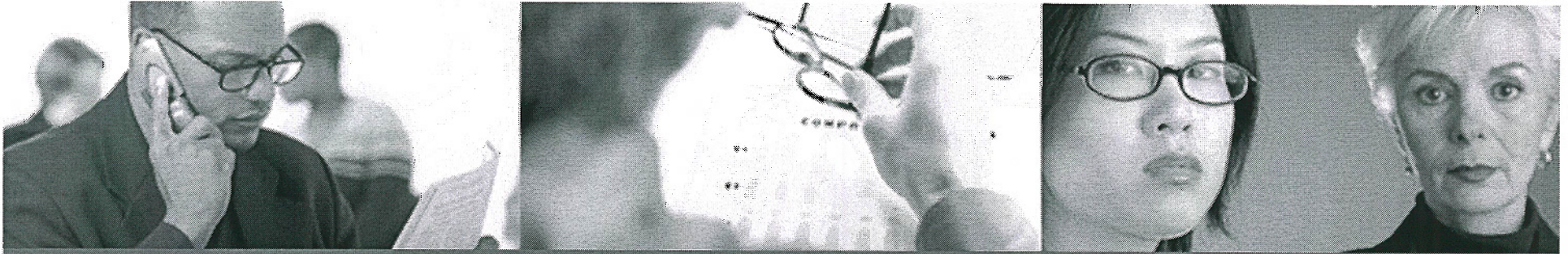
07/01/1998 = \$278

07/01/1997 = \$268

Retained Earnings Capacity:

Calculation of earnings based on the greater of the state's hourly minimum wage (\$5.85) times the hours of release based on a valid functional capacities examination or the wages payable within the appropriate labor market. Maximum benefit is five (5) years.

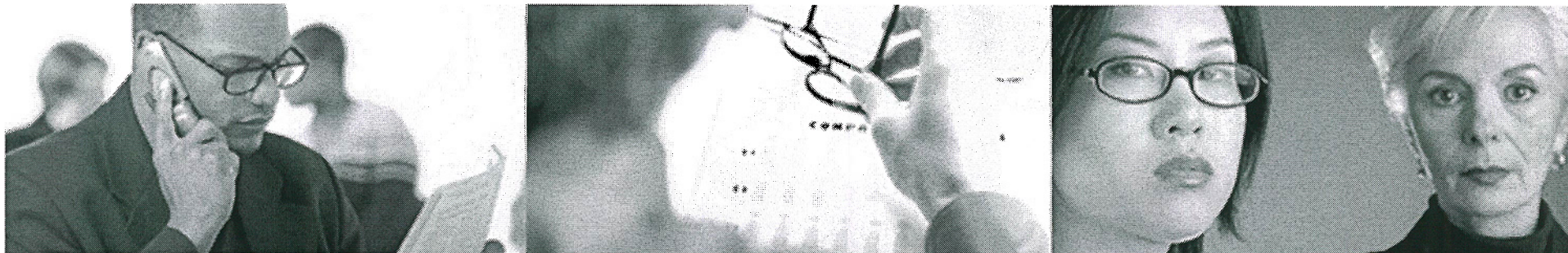
July 01, 2008



Preferred Worker

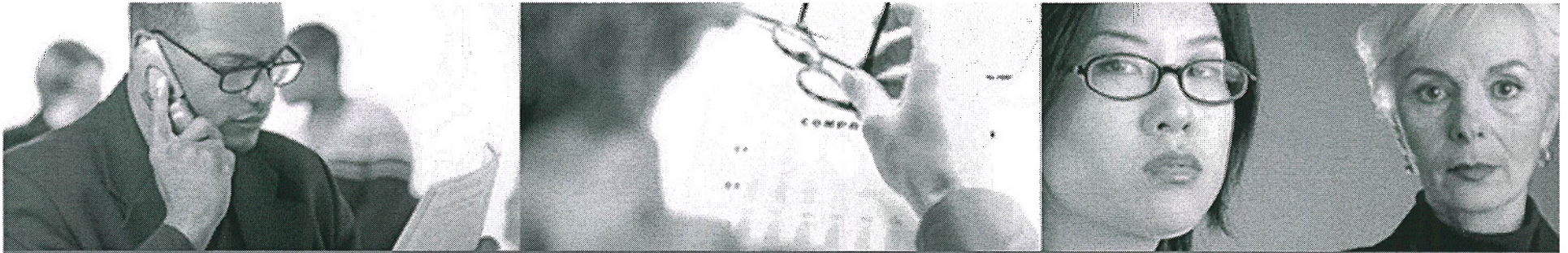
Cost Saving Incentives to Employers

- **Premium Exemption**
- **Wage Reimbursement**
- **Claims Cost Exemption**
- **Reimbursement for Worksite Modification**
- **On-Site Job Analysis**
- **Experienced Workers**



Return-to-Work Services

- **Exceptional Circumstances Scholarship Program**
 - Payment of tuition, fees and books not to exceed \$10,000 per year for more than five years



Return-to-Work Services

- **Education Loan Fund**

- Low interest loans to an injured worker, surviving spouse or dependent child
- WSI and Bank of North Dakota have established an eligibility requirement
- Current interest rate 3.5%