OUR ASSESSMENTS

Eclectic Human Solutions
The Specialist Vocational Rehabilitation Company

#WorkIsGood
Eclectic Human Solutions are the only dedicated and specialist Vocational Rehabilitation Company in the United Kingdom. Vocational Rehabilitation is what we do best and hence our logo... “We get people back to work.”

Vocational Rehabilitation is a process which enables people with functional, psychological, developmental, cognitive and emotional impairments or health conditions to overcome barriers to accessing, maintaining or returning to gainful employment. Vocational Rehabilitation assists a person to return to safe, sustainable employment following sickness or injury.

This booklet explains the three core assessment provided by Eclectic Human Solutions Ltd. Our assessments are independent, impartial and are delivered in accordance with Vocational Rehabilitation best practice.

**The Assessments:**

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Redirection</td>
<td>A Career Redirection Assessment evaluates the individual’s skills and is designed to identify alternative suitable careers based on their reported situation as well as the information that has been made available.</td>
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<tr>
<td>Functional Performance Screening</td>
<td>Functional Performance Screening is a baseline functional assessment. It includes standardised objective and functional testing and is designed to provide information about an individual’s functional abilities and limitations.</td>
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<tr>
<td>Complete Functional Career Redirection Profile</td>
<td>A Complete Functional Career Redirection Profile is a comprehensive baseline functionality assessment which also proposes alternative career options. This comprehensive assessment is a combination of the Career Redirection Assessment and Functional Performance Screening.</td>
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Which careers may be suitable for an individual to consider following an injury or illness?

Aim:
Career Redirection Assessments are used to identify and plan alternative career paths. The report includes detailed planning to ascertain the level of support that the individual will require to help them become a confident and independent jobseeker.

About:
The potential alternative career options are identified based on the individual’s employment and education history, their skills, interests and local labour market evaluation. The outcomes of the Career Redirection Assessments are:

- A detailed report with a number of potentially suitable career options, including job tasks for each identified role, estimated salary, training required, work function, physical job demands and examples of local vacancies
- Transferable Skills Analysis
- Labour Market Analysis
- A structured plan of action to help the individual to achieve their vocational goals
- A breakdown of vocational rehabilitation costs
“What can the individual do? What abilities and limitations can be objectively determined following an injury or illness?”

Aim:
Functional Performance Screening is used to objectively identify and evaluate both the abilities and the limitations of an individual who will likely experience impairment for the rest of their lives. This assessment is also used to progress their return to work outcomes.

About:
Functional Performance Screening provides an objective baseline measurement of physical abilities. The Screening evaluates an individual’s ability to meet the job demands for a specific role, or their suitability for alternative roles. The Screening can identify the physical job demands that are suited to the individual, as well as determining tasks that would be unsuitable. It also provides vocational rehabilitation recommendations geared to move the case forward, towards a successful return to work outcome.

- A detailed report outlining both the individual’s functional abilities and limitations
- Recommendations regarding suitable physical job demands
- Recommendations regarding potentially suitable career types
- A snapshot of the current functional abilities and limitations and how they relate to the ability to perform in certain roles in comparison to an able bodied person
Complete Functional Career Redirection Profile

“How to determine suitable jobs and roles for an individual who has been permanently impaired following injury or illness, based on their assessed function?”

Aim:
Combining a Career Redirection assessment together with Functional Performance Screening enables return to work recommendations that are based on the objectively measured abilities together with a detailed career exploration.

The combined report will evaluate the individual’s functional abilities in order progress their return to work and will include detailed planning to ascertain the level of support that the injured individual will require to help them become a confident and independent jobseeker.

About:
A Full Career Redirection Functional Profile Report is generated after the individual has had both Career Redirection and Functional Performance Screening assessments. This report includes a number of alternative career options deemed suitable for the individual based on their assessed functional abilities and limitations.

ASSESSMENT DETAILS

Eclectic Human Solutions provide assessments and reports of the very highest quality. Investing in modern technologies and utilising the latest testing techniques helps to maintain our position as the only dedicated Vocational Rehabilitation Company in the United Kingdom.

Every assessment that we undertake will include recommendations to move the case forward and utilise some, or indeed all of the following tests and techniques:

- Client interview
- Evaluation of return to work barriers
- Multidimensional Task Ability Profiling
- Evaluator’s observations
- Vocational counselling
- CASCAiD vocational software programmes
- Transferable Skills Analysis
- Occupational Profiling
- Labour Market Analysis
- Pain and disability reliability reporting evaluation
- Effort evaluation
- Various standard and non-standard functional tests
- Occupational tests and assessments
A fundamental principle of our approach to Vocational Rehabilitation is that we concentrate on our clients’ personal abilities and their strengths, rather than the limitations and impairments, brought about by sickness or injury. Optimism is infectious and we conduct all of our work with the ultimate goal of achieving positive outcomes for everyone.

Katya Halsall, Director

"Your Career Redirection Assessment report is really good. It is extremely thorough and spells out every option as far as Mr Smith’s prospects for work are concerned, whilst being realistic as to the barriers that he faces."

Rehabilitation Case Manager

"We are so impressed with the vocational rehabilitation service that you provide!"

Occupational Therapist

"Eclectic Human Solutions' report was expert and comprehensive, utilising what appears to be market leading computer software to generate careers using identified transferable skills, but moreover advocating early interaction so as to keep the injured party motivated and focused on a return to work."

Claims Handler, Insurance Company

"Improving the quality of life for my clients is a fundamental part of the overall rehabilitation process. Returning a person back to a suitable working environment based on their functional abilities gives them a much needed confidence boost."

Solicitor, Personal Injury

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