



Advanced Program Evaluation – Outcome Evaluation (S-426)

An online workshop offered during the period from March **5 to 18, 2007** by the
National Institute of Disability Management and Research

The ability to carry out or lead an evaluation process is a valuable competency for disability management practitioners. They are often expected to demonstrate that the disability management program and return to work activities provide an economic benefit to the organization. While most people in workplace leadership positions agree that assisting employees who have incurred impairments as a result of injuries and illnesses to return to work is the right thing to do, many want proof that programs are more than "feel-good" initiatives. An outcome evaluation can provide objective evidence that the disability management program is meeting established objectives.

In many cases, the objectives that have been set for the program are numeric—decreasing the total days of worker absence, shortening the time overall that employees are away from work and receiving reduced income, decreasing the costs of private disability insurance and workers' compensation, and ensuring that program benefits exceed program costs.

Participants in this module will explore:

- How to plan an evaluation
- What resources are needed including people, time and money
- How to choose statistical and analytical tools
- How to determine what data needs to be collected and from whom
- How to develop data collection processes
- How to analyze information that has been collected including information from external sources such as the workers' compensation boards
- How to present a program evaluation report

An estimated 22 hours of study activity over a two-week period will be required. Study activities include reading, participation in an instructor-led, online discussion forum, exploration of sources of information and data, and completion of an assignment.

A prerequisite is NIDMAR *Module T: Evaluating the return to work process and disability management programs*, or the equivalent. Cost of the module is \$350.00.

Further information:

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