



FUNCTIONAL CAPACITY ASSESSMENT INDEPENDENT LEARNING BROCHURE

DSIWORKSOLUTIONS.NET

COURSE DESCRIPTION

The Functional Capacity Assessment Independent Learning Course offered by DSI Work Solutions is an immersive educational program designed to enable healthcare professionals, and educate human resource personnel, safety officers, and other relevant stakeholders in defensible Functional Capacity Evaluations (FCEs).

This course equips participants with the necessary knowledge and skills to assess an individual's capacity to perform work-related tasks in a safe and efficient manner. The program dives deep into the science and methodologies behind effective FCEs, providing a clear understanding of how to design, administer, and interpret these evaluations.

Covering a broad spectrum of aspects, from biomechanics and kinesiology to legal and ethical considerations, the course provides a comprehensive understanding of how FCEs fit into injury prevention, injury management, and return-to-work strategies.

Through this course, participants will gain the ability to identify functional limitations and abilities, match an individual's capacity to their job demands, and provide data-driven recommendations for work modifications or accommodations. The aim is to create safer, healthier workplaces and facilitate the timely and safe return of employees to their roles post-injury.

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AT A GLANCE

- 6 Hours of in-depth videos
- Access downloadable materials
- 7 contact hours
- Includes the FCA Productivity Suite
- Expert support

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INDEPENDENT LEARNING WEBPAGE](#)

WHAT YOU'LL LEARN

- Introduction to FCA
- History of Functional Capacity Evaluations
- Preliminary & Ongoing Research
- FCA Procedure Timeline
- FCA Terminology & Definitions
- Presenting the Results of a FCA
- Observation Criteria & Testing Methodology
- FCA Live Demonstration & Documentation
- Managing Self Limiting & Refusal Situations

Lesson 1 **Introduction to FCA**

In this introductory lesson, participants will familiarize themselves with Functional Capacity Assessments (FCA). They will learn about the key components of an FCA and understand their relevance in performing safe and efficient work-like tasks. The lesson emphasizes the standardized nature of the DSI FCA, its focus on testing the body, not the job, and how to handle different referral questions, both generic and job-specific.

Additionally, learners will explore the value of referral questions, gaining an understanding of their inclusion in objective, evidence-based reports that are useful across various cases, from workers' compensation to auto accidents. The session also highlights the DSI FCA's basis in extensive research, showcasing the reliability of its results in evaluating work-related abilities and limitations and providing ergonomic recommendations when necessary.

Lesson 2 **History of FCAs**

This lesson delves into the history of Functional Capacity Evaluations, tracing its roots in the field of psychology. The session outlines the initial methodology, Psychophysical Testing, where evaluations were based on clients' self-determined limits and reported capacities, an approach with potential limitations regarding safety, effort, and actual maximal ability.

Learners will be introduced to the Kinesiophysical method pioneered by Susan Isernhagen, highlighting a more structured, observer-based approach. This method, conducted by trained physical or occupational therapists, places a strong emphasis on safety criteria, fostering trust and cooperation with the client, and establishing clear links between impairment and function.

This lesson provides a detailed overview of how this method supports a safe return to work, identifies necessary work modifications, and aids rehabilitation processes. Furthermore, it stresses the importance of open discussions throughout the FCA, empowering individuals in making informed decisions about their return to work.

Lesson 3 Preliminary & Ongoing Research

In this lesson, we delve into preliminary and ongoing research related to Functional Capacity Evaluations. The course reviews several foundational studies that have helped shape the methodology and practice of FCEs. This research explores the reliability, safety, and efficacy of the kinesiophysical method in FCEs, establishing the role of the evaluator in ensuring client safety and fostering trust.

The lesson elaborates on the evaluator's role, stressing the importance of a safe enforcement, fostering client trust and cooperation, performing physical assessments prior to testing, and facilitating open discussions about functional abilities. It underscores the notion that these evaluations provide individuals with a safe framework to demonstrate their full effort and capabilities, while empowering them to make informed decisions about their return to work.

Lesson 4 FCA Procedure Timeline

Lesson 4 provides a comprehensive overview of the FCA procedure timeline. The lesson stresses the importance of careful scheduling and time management, given that the FCA is a time-intensive process. In the one-day FCA format, the professional is looking at a total commitment of around four hours. This includes tasks like reviewing medical records, conducting a physical examination, carrying out a series of functional subtests, and wrapping up with essential documentation and communication with referral sources.

The two-day format extends this time commitment to approximately six and a half hours spread across two days, repeating the functional subtests on the second day while performing additional documentation and communication tasks. The lesson also highlights the importance of accounting for the total time the client spends standing and seated during functional activities, as this information informs final recommendations about workability.

Lesson 5 **FCA Terminology & Definitions**

This lesson categorizes terms into two areas: Force Demands and Movement & Position Demands. Under Force Demands, you'll learn the difference between 'Lift', 'Carry', 'Push', 'Pull', and their combinations, as well as 'Grip' and 'Pinch'. Each term is clearly defined with the specific action involved and parameters that are recorded during assessment.

In the section on Movement & Position Demands, terms such as 'Hand Coordination', 'Stand', 'Walk', 'Sit', 'Reach', 'Bend' and their combinations are discussed. This part of the lesson also introduces concepts of 'Low Level Activity' and 'Elevated Activity', describing work performed at different heights. 'Climb', involving moving the body from one level to another using the feet, is also defined. Each term is precisely detailed to help you understand the body movements involved and how they are applied in the context of functional capacity evaluations.

This lesson is key to understanding the language of FCA and how to accurately describe and document assessments.

Lesson 6 **Presenting the Results of a FCA: The Report**

This lesson is a thorough exploration of a Sample FCA Report, providing detailed insight into how results are documented and interpreted. Through the study of the Sample FCA Report you will gain a hands-on understanding of the various components of an FCA report, and how they piece together to create a comprehensive profile of an individual's functional capacities.

The lesson then delves into the various types of documentation typically generated from an FCA. Each document plays a distinct role, whether it's summarizing job-related capabilities, providing a detailed medical history, or conveying critical information to referral sources. Importantly, we emphasize the necessity of respecting privacy laws in the handling of these documents. By the end of this lesson, you'll be well-prepared to navigate the nuances of FCA reporting, arming you with the knowledge to confidently assemble and interpret these vital assessments.

Lesson 7 **Observation Criteria & Testing Methodology**

This lesson explains the intricacies of clinical physical testing and scoring methodology, teaching you to interpret an individual's performance accurately based on biomechanical and physiological principles. Through careful observation and evaluation, you'll master identifying the individual's level of effort from light to heavy, ensuring safety is prioritized at every stage.

Learners will also understand when and how to progress through an FCA test, focusing on the pivotal elements of safety and control. Our in-depth exploration of provider responsibilities offers a well-rounded understanding of maintaining safety, fair testing conditions, understanding heart rate and blood pressure levels, determining rest periods, identifying contraindications, and more.

Lesson 8 **FCA Live Demonstration & Documentation**

This engaging session walks you through a comprehensive FCA with a real-life scenario of a client who has undergone a total knee replacement. Watch closely as each test is meticulously performed, offering a practical understanding of the process that goes beyond traditional classroom learning. We encourage active participation - print out the provided FCA forms and fill them out as you follow along, immersing yourself in the learning experience.

You'll also get an insider's view of how these assessments are documented using our proprietary FCA Productivity Suite. This hands-on experience provides you the opportunity to practice and perfect your documentation skills. If you prefer, download our Excel file and update it in real-time as you progress through the video. This interactive approach prepares you to navigate real-world FCA scenarios with proficiency and confidence.

Lesson 9 **Managing Self-Limiting and Refusal Situations**

This lesson focuses on a vital part of conducting an FCA: handling instances where clients self-limit or refuse to carry out certain tests. Our case study involves a client with chronic knee sprain compounded by inflammatory polyarthritis. Walk alongside our expert through the history intake, initial physical examination, and the entire FCA, witnessing firsthand how these situations are managed tactfully and professionally.

Through the case of Ms. Ela, you will see how her existing conditions, coupled with her work-related injury, lead to self-limiting behaviors during the FCA. Learn how to interpret the different layers of the situation, from observing physical limitations and symptoms to understanding the client's pain thresholds and coping mechanisms. Gain insights into differentiating between consistent self-limitations rooted in pathology and inconsistent ones that do not line up with the client's condition. This lesson will prepare you to balance the objectives of the FCA while prioritizing client safety and comfort.

Lesson **10**

Next Steps & Conclusion

This lesson guides you on how to proceed post-course completion. Begin by practicing an FCA, ensuring you're comfortable before interacting with an actual client. We highly recommend having your initial reports reviewed by an internal expert or by our skilled DSI team. Additionally, review and solidify all policies and procedures at your facility - if any policy or procedure needs development, address that before meeting with clients. Lastly, revisit the FCA manual. Now that you've completed the training, a detailed review will help reinforce the lessons and prepare you for practical applications.

In the final part of this lesson, we conclude our extensive journey into Functional Capacity Assessments. Presented by the expert Virginia "Ginnie" Halling, this course provides comprehensive insights into FCAs. But remember, the end of the course is just the beginning of your journey in the field. The knowledge you will gain will serve as a strong foundation for your future work, and as you move forward, don't forget to revisit these lessons to continually enhance your skills.



MEET THE INSTRUCTOR

VIRGINIA "GINNIE" HALLING

Ginnie Halling is a highly accomplished physical therapist with a Bachelor of Science in Physical Therapy, which she earned from Northern Illinois University in 1982. With nearly four decades of experience in the field, Ginnie has established herself as a prominent figure in the realm of work injury prevention and early intervention program development. Her expertise lies in job analysis and physical demands analysis, functional capacity evaluations, and work rehabilitation, making her a sought-after professional in her specialty.

Throughout her career, Ginnie has made significant contributions to the field of physical therapy. In July 2013, she founded DSI Work Solutions, an enterprise dedicated to providing services and training to healthcare providers and employers. Through this venture, Ginnie has been instrumental in implementing injury prevention strategies, work readiness programs, and rehabilitation services for various employers. She also previously owned and managed Work Therapeutics from April 1997 to 2018, where she played a pivotal role in injury management, treatment, and work reintegration processes in collaboration with multiple stakeholders, including employers, physicians, insurers, and vocational rehabilitation specialists.

Ginnie's passion for education and sharing her expertise is evident through her role as a faculty member for prominent organizations such as Isernhagen Work Systems, WorkWell, and DSI Work Solutions under Susan Isernhagen PT. For almost two decades, from 1994 to 2013, she led instructional sessions for therapists, physicians, occupational health nurses, and human resource professionals, imparting her knowledge in job analysis, post-offer testing, return-to-work testing, and work rehabilitation across the United States and Canada.

Her career journey also includes a valuable stint as an Injury Management Specialist for Great Lakes Safety & Rehabilitation, Inc. between 1994 and 2006, during which she provided on-site evaluations of injured workers and relevant job activities, along with case review services. Moreover, as an independent contractor from November 1995 to April 1997, she offered Functional Capacity Evaluations, Job Analysis, and Work Rehabilitation services to diverse referral sources.

Ginnie's impressive resume extends to her roles as a Clinical Manager for Delcom Corporation from October 1994 to October 1995, where she was instrumental in developing the physical therapy model for the Occupational Medicine practice. Prior to that, she served as the Clinical Manager for Delnor-Community Hospital's "Back to Work Program" from February 1992 to October 1994, taking charge of creating a comprehensive hospital-based work rehabilitation program. She commenced her career as a Staff Therapist at Delnor-Community Hospital, where she was recognized for her dedication and expertise, earning a promotion to clinical specialist with the establishment of the hospital's hand therapy program.

Throughout her professional journey, Ginnie Halling has exemplified excellence and innovation in the field of physical therapy. Her contributions to work injury prevention, early intervention, and rehabilitation have positively impacted numerous employers and individuals, making her an esteemed figure in the industry.