



DSI'S JOB FUNCTION MATCHING INDEPENDENT LEARNING BROCHURE

DSIWORKSOLUTIONS.NET

COURSE DESCRIPTION

The Job Function Matching® System Course by DSI Work Solutions is a comprehensive program designed to empower healthcare professionals, safety officers, HR professionals, and any other interested individuals or entities in facilitating effective workplace injury prevention and management. The course focuses on imparting the skills and knowledge required to implement DSI's innovative Job Function Matching® System.

The course consists of modules that cover the four key components of the system: Analyzing, Documenting, Designing, and Delivering. These modules provide a deep understanding of job function analysis, designing effective interventions, delivering results-driven strategies, and documenting the entire process for compliance and future reference.

Through the course, participants will learn how to accurately analyze job functions, identify injury risk factors, and design interventions that match employees to tasks suitable to their capabilities. It helps organizations in the development of clear job descriptions, proactive injury prevention programs, and effective return-to-work strategies.

The overall goal of the Job Function Matching® System Course is to create a safer, more efficient workplace by reducing the risk of injury, lowering workers' compensation costs, and improving productivity and job satisfaction. Participants will leave with a practical set of tools that they can immediately apply to make a positive impact in their workplace.



[CLICK HERE TO SEE OUR
INDEPENDENT LEARNING WEBPAGE](#)

DSIWORKSOLUTIONS.NET/INDEPENDENT-LEARNING/

AT A GLANCE

- 14 Hours of On-Demand Video
- Downloadable Resources
- 60 Days Access to Course
- Learn From Anywhere
- 17 Credit Hours
- 2 Quizzes
- 2 Assignments
- 1 Exam
- Certification Upon Completion

THIS TRAINING INCLUDES

- Job Function Matching System Overview
- Job Function Analysis & Description Development
- Job Function Test Design
- Job Function Test Delivery

BONUS FEATURES

- Descriptive Manuals that cover all course materials
- Job Function Matching Software training that can be learned along side the videos
- Support as you complete your training

CONTACT US TODAY



dsiworksolutions.net



270-245-1000



[LinkedIn](#)

COURSE DESCRIPTION

This course will give you an understanding of the full spectrum of the work injury prevention and work injury management system that DSI Work Solutions has developed. You will learn the progression that establishes this comprehensive system.

Once this course is completed, you will understand the components and how they work together. You will be able to determine how the Job Function Matching® System can assist your professional work as it relates to reducing injuries, disability, and cost.

THIS COURSE INCLUDES

- 1 hour of Course Video
- 2 Quizzes
- Detailed Course Manual
- Printable Certificate for Completion for 1 Credit Hour
- Invitation to DSI Work Solution LinkedIn Group

YOU WILL LEARN

- Overview of Job Function Matching
- Implementation Components
- Job Function Matching Flowchart Review
- Utilization of Job Function Matching
- Characteristics of Job function Matching
- The Job Function Matching Sequence
- Job Function Matching Benefits
- Provider Responsibilities
- Methods & Outcomes
- How Employers know they need Job Function Matching



[CLICK HERE TO SEE
THE COURSE PAGE](#)

AT A GLANCE

- 1 Hour of On-Demand Video
- Downloadable Resources
- Learn From Anywhere
- 1 Credit Hour
- 2 Quizzes
- Certification Upon Completion



COURSE DESCRIPTION

This course is the critical first step in the work injury prevention and work injury management process. You will learn the progression that leads to the development of the Job Function Description™, Ergonomic Opportunities Report, and the steps necessary to ensure that this important documentation meets EEOC validity requirements.

Once this course is complete you will be able to perform a Job Function Analysis, develop a Job Function Description™ and Ergonomic Opportunity Report, and create the documentation necessary for validation and legal defensibility. You will learn in detail how to use DSI's Job Function Matching® Software to create these documents efficiently and with less margin for error.

YOU WILL LEARN

- Scheduling & Equipment Planning
- Equipment Demonstration
- Job Function Analysis & Job Function Description Walkthrough
- Job Function Description Category Definitions
- Writing Specific Requirements
- Job Function Description Definitions Continued
- Preparing to Perform Video Job Function Analysis
- Job Function analysis of a Grocery Shopper
- Job Function Analysis & Data Collection of a Night Selector Position
- Job Function Description Development of a Night Selector Position
- Job Function Description Validation
- Ergonomic Opportunity Report
- Job Groups & Firefighter Examples
- Job Rotation & Assembly Line Examples



[CLICK HERE TO SEE THE COURSE PAGE](#)

AT A GLANCE

- 5 Hours of On-Demand Video
- Downloadable Resources
- Learn From Anywhere
- 6 Credit Hours
- 2 Quizzes
- Certification Upon Completion

THIS COURSE INCLUDES

- 5 hour of Course Video
- 2 Quizzes
- Detailed Course Manual
- All course Materials including Worksheets
- Printable Certificate of Completion for 6 Credit Hours
- Invitation to DSI Work Solutions LinkedIn Group
- Next Steps to setting up Software Subscriptions

COURSE DESCRIPTION

This course is the critical second step in the work injury prevention and work injury management process. You will learn to design the Job Function Test based on content validity principles that meet EEOC validity requirements. You will see examples as well as practice the skills needed for the design process.

Once this course is complete you will be able to design a Job Function Test for both clinic based and on-site in industry based testing, and prepare for Job Function Test validation. You will learn in detail how to use DSI's Job Function Matching® Software to create these documents efficiently and with less margin for error.

YOU WILL LEARN

- How to design a Job Function Test
- Review of the Night Selector Job Function Description
- Test Design Tools & environment
- Practice Job Function Test Design in the Clinic
- Job Function Test Design Process
- Entering Tet Data Into JFM Software
- Job Function Test Delivery Preview
- Job Function Test Design Validation
- Practice Job Function Test Design in the Workplace



[CLICK HERE TO SEE THE COURSE PAGE](#)

AT A GLANCE

- 2 Hours of On-Demand Video
- Downloadable Resources
- Learn From Anywhere
- 4 Credit Hours
- 2 Assignments
- 1 Exam
- Certification Upon Completion

THIS COURSE INCLUDES

- 2 Hours of Course Video
- 2 Assignments and 1 Exam
- Detailed Course Manual
- All Course Materials including Worksheets
- Printable Certificate of Completion for 4 Credit Hours
- Invitation to DSI Work Solutions LinkedIn Group

COURSE DESCRIPTION

This course is the critical third step in the work injury prevention and work injury management process. You will learn to deliver a Job Function Test based on content validity principles that meet EEOC validity requirements. You will see examples as well as practice the skills needed for the testing process.

Once this course is complete you will understand how to deliver Job Function Testing in both Hiring and Return to Work after injury or illness situations. You will learn in detail how to the highly researched Kinesiophysical method to assure Safe & Reliable testing and scoring.

YOU WILL LEARN

- Post-Offer of Employment Testing
- Return To Work
- Job Function Matching
- Introduction to Kinesiophysical Testing
- Kinesiophysical Testing & Scoring
- Kinesiophysical Testing Demonstration
- Interference of Injury or Pathology
- Job Function Test Delivery Demonstration



[CLICK HERE TO SEE THE COURSE PAGE](#)

AT A GLANCE

- 4.5 Hours of On-Demand Video
- 2 Full Hour Long Test Examples
- Downloadable Resources
- Learn From Anywhere
- 6 Credit Hours
- Certification Upon Completion

THIS COURSE INCLUDES

- 4.5 Hours of Course Video
- Detailed Course Manual
- All Course Materials including Worksheets
- Printable Certificate of Completion for 6 Credit Hours
- Invitation to DSI Work Solutions LinkedIn Group



BASIC

\$895 ~~\$1495~~



1 User

- Job Function Matching Overview
- Job Function Analysis & Description Development
- Job Function Test Design
- Job Function Test Delivery
- Job Function Manual

 **Includes full JFM Manual**

 **All JFM Independent Learning Courses**

 **Great Price**

BASIC + SOFTWARE

\$1270 ~~\$1870~~



1 User

- Job Function Matching Overview
- Job Function Analysis & Description Development
- Job Function Test Design
- Job Function Test Delivery
- Job Function Manual
- 1 Year of JFM Software

 **Includes full JFM Manual**

 **All JFM Independent Learning Courses**

 **1 Year of JFM Software**

STANDARD

\$1765 ~~\$2370~~



1 User

- Job Function Matching Overview
- Job Function Analysis & Description Development
- Job Function Test Design
- Job Function Test Delivery
- Job Function Manual
- 1 Year of JFM Software
- 1 Year of Remote Consulting with an Expert

- Includes full JFM Manual**
- All JFM Independent Learning Courses**
- 1 Year of JFM Software**
- Live Remote Consulting**

PREMIUM

\$3090 ~~\$3695~~



1 User

- Job Function Matching Overview
- Job Function Analysis & Description Development
- Job Function Test Design
- Job Function Test Delivery
- Job Function Manual
- 1 Year of JFM Software
- 1 Year of Remote Consulting with an Expert
- Job Analysis Tool Kit

- Includes full JFM Manual**
- All JFM Independent Learning Courses**
- 1 Year of JFM Software**
- Live Remote Consulting**
- JFM Tools Package**

LEARN THE BASICS

\$95

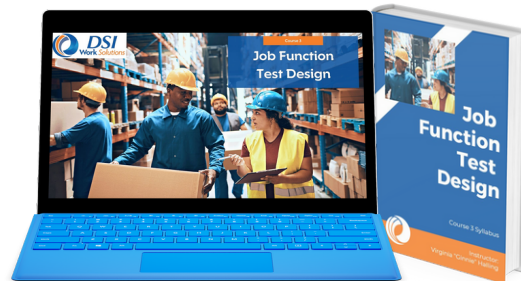


ANALYZE & DOCUMENT

\$595 ~~\$995~~

DESIGN JOB TESTS

\$325 ~~\$495~~



DELIVER JOB TESTS

\$325 ~~\$495~~



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.

TEAM TRAINING OPTIONS

WHETHER YOU'RE A SMALL TEAM OR A LARGE ORGANIZATION, WE'VE GOT THE PERFECT GROUP PURCHASE OPTION FOR YOU

We offer group purchase options that get better the more people you include. Whether you're a small team or a large organization, we have a pricing plan that suits your needs.

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JOB FUNCTION MATCHING SOFTWARE

A BROWSER BASED TOOL FOR CREATING LEGAL DOCUMENTS THAT SHOWCASE THE PHYSICAL REQUIREMENTS OF ESSENTIAL JOB FUNCTIONS ON ANY DEVICE.

Introducing our powerful and easy-to-use Job Function Matching Software. Designed to seamlessly integrate with the Job Function Matching System at a cost of \$375 a year per individual. This software is an essential tool for creating legal documents that showcase the physical requirements of various essential job functions.

[LEARN ABOUT OUR SOFTWARE ->](#)



DSI JOB ANALYSIS TOOLKIT

**THE TOOLKIT INCLUDES:
FORCE GAUGE
HAND DYNAMOMETER
PINCH GAUGE
& MORE**

Unlock the Potential of Your Workforce with our comprehensive Toolkit that will allow you to accurately measure the physical demands of a job by quantifying the amount of force required to perform specific tasks.

[SEE WHAT'S IN THE BOX ->](#)

