



Scottish government funds training for 300 CDMPs over five years

Scotland National Health Service (NHS) has awarded a five-year program aimed at training up to 300 individuals to become Certified Disability Management Professionals (CDMPs) to serve the country's public and private sector groups dedicated to maintaining meaningful employment for workers with long term health conditions, injuries or disabilities.

Dr. Norma Clark has been appointed by the Scottish Government to implement their commitment to train the 300 existing supported employment case managers, investing in the development of a robust quality and governance framework for the workforce. The five-year program is aimed at training the 300 individuals to become Certified Disability Management Professionals (CDMPs) to serve the Scottish supported employment pathway ensuring consistency of service provision across the public and third sector organisations dedicated to maintaining meaningful employment for workers with long term physical and / or mental health conditions, injuries or disabilities.

Wolfgang Zimmermann, executive director of the National Institute of Disability Management and Research (NIDMAR) – which, with the support of the Government of Canada, first developed Occupational Standards and professional certification examinations for CDMPs to meet the standards – commends the Scottish government as an example of excellence in global leadership.

He stressed, “More than 80 percent of mental and physical health impairments occur during people’s working lives. The leadership of the Scottish government is proactively engaging in solutions, recognizing that maintaining employment attachment is critical for the continued success and equitable economic and social participation of individuals with disabilities.”

The Scottish Government commitment is particularly significant in the wake of the September 2018 study, “A new measure of poverty for the UK,” by the independent Social Metrics Commission (SMC), which concluded that in approximately 50 percent of all poverty cases in the UK there is a component of disability. The report further recommends a specific focus on job retention.

The only professional designation led by standards in disability management

Director of Well Working Matters Graham Halsey, CDMP, who oversees the training and delivery of the CDMP exam in the UK, has been working with Scotland NHS since 2010 building trust and recognition in the designation.



Mr. Halsey heralds the Scottish government's move. "This will lead to an enormous change in the recognition of the importance of return-to-work as part of successful clinical outcomes. It solidifies that part of recovery from an injury or impairment is to return to work. This is the first area in the UK where we've seen that approach."

The CDMP designation is offered under the auspices and ethics of the International Disability Management Standards Council (IDMSC).

Mr. Halsey notes that the IDMSC's oversight was a factor in the Scottish Government's commitment to funding the training under the program. He advises, "The CDMP designation is the only approach led by standards that can be used to monitor and guide outcomes. It sets it apart."

Wolfgang Zimmermann applauds the success in driving forward the importance of the return-to-work message. "The commitment, determination, and personal perseverance of Graham Halsey has gained the support of senior leaders in Scotland in embracing the return-to-work strategy and ultimately building the knowledge and experience base that will support much improved social, economic, and personal outcomes for persons with disability across the country."

In turn, Mr. Halsey credits the Scottish government for its ongoing leadership role in disability management in the UK. "Historically, they've always done it. It's purely just vision."

Program delivery builds to a research phase as Stage Two

In keeping with the growing interest in Scotland in the CDMP designation, the Scottish Government has appointed Dr. Norma Clark as the project manager in charge of the national CDMP roll-out across Scotland. Working in tandem with Mr. Halsey, Dr. Clark will identify candidates for the program and areas of specific need, both within the health and Social Care sector and across the range of organisations providing the Scottish supported employment programmes, as well as other relevant communities and private sectors.

Dr. Clark emphasizes the importance of the investment stating, "The Scottish Government is investing in the workforce, building a foundation of quality and governance that will impact the full breadth of services, and ultimately benefit the individual seeking employment or returning to work."

The goal is to train 50 percent of the CDMPs within the health and social care sector and 50 percent within the third sector and supported employment charities in Scotland with a stake in reducing poverty and improving return-to-work outcomes. The workforce providing the Scottish National Supported employment programs are being targeted (Working Health Services Scotland, Health and Work Support, fair start Scotland and the local Individual Placement Support (IPS) Services. The Scottish Local Authority supported employment teams are also being encouraged to consider the CDMP as an option following their Professional Development Award (PDA) training.

The ongoing research will be designed to fine-tune the program to fit the needs of Scotland and monitor the effect of the training at all stages.

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