

## Marcus Bachmann

**PROFILE** As a vocational rehabilitation professional, I have twenty-three years of experience helping people with disabilities find work and realize their vocational potential. Over the course of my career, I have provided vocational evaluation, case management, and job placement services in both public and private sector rehabilitation. I have a special interest in vocational evaluation and have conducted hundreds of vocational evaluations for insurance companies and workers' compensation boards. I am frequently retained for matters under litigation and have been qualified as an Expert in Vocational Rehabilitation and Evaluation by the Workplace Safety and Insurance Appeals Tribunal and the Ontario Superior Court of Justice.

### PROFESSIONAL EXPERIENCE

**Bachmann VRS Inc., 2006 to present**

#### **Vocational Evaluator and Rehabilitation Consultant**

- Assess vocational functioning with testing, behavioural observation, and transferable skills analysis.
- Identify vocational implications of an individual's functional limitations and recommend job matches.
- Determine occupational requirements through job analysis and assess occupational compatibility.
- Conduct labour market research identify barriers, employment opportunities, and earnings capacity.
- Recommend services, resources, and required supports to achieve optimal vocational functioning.
- Consultant to automobile and life insurers, workers' compensation boards, psychologists, and counsel.

#### **Canadian Assessment, Vocational Evaluation and Work Adjustment Society (CAVEWAS)**

**Director** (2010 to 2016), **President** (2013 to 2015), and **Past-President** (2016)

- Responsible for membership outreach and recruitment; membership increased by 100% during term.
- Oversaw revision of the Registered Vocational Professional (RVP) designation.
- Oversight for Professional Development and Annual Conferences.
- Collaborated on the new Canadian Certified Vocational Evaluator (CCVE) designation.
- Ensured compliance with the new Not-for-Profit Corporations Act.
- Provided financial oversight, recruited board members, liaised with associations and stakeholders.

**Northern Lights Vocational Services, 1998 to 2006**

#### **Vocational Rehabilitation Case Manager**

- Coordinated Labour Market Re-entry Services for the Ontario Workplace Safety and Insurance Board.
- Worked with clients to complete Labour Market Re-entry Assessments.
- Designed Labour Market Re-entry Plans, coordinated assessments, academic upgrading and training programs, and job placement services.

**Work Return Inc., 1995 to 1998**

#### **Vocational Rehabilitation Consultant**

- Provided vocational rehabilitation for Auto/LTD insurance and workers' compensation claimants.
- Coordinated vocational rehabilitation planning and return to work.
- Initiated a Community-Based Work Hardening Program, helping people with disabilities return to the workplace by increasing work tolerance and work readiness.
- Delivered job search skills and job readiness training, and provided job placement assistance.

**Goodwill Industries of Toronto, 1993 to 1995**

#### **Jobs Ontario Training Project Manager**

- Provided intake and assessment of displaced workers and people with disabilities seeking job re-entry.
- Completed needs assessments, coordinated skills training, and conducted job placement.
- Administered operating/training budgets and hired, supervised, and evaluated staff.
- Liaised with various stakeholders: social service and community-based agencies, Metro Toronto Social Services, the Ministry of Community and Social Services, and the Ministry of Education and Training.

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## PROFESSIONAL EXPERIENCE (cont'd)

### **Goodwill Industries of Toronto, 1993**

#### **Employment Counsellor**

- Provided job search and interview techniques training and résumé preparation services to individuals with disabilities or employment barriers.
- Set-up and monitored work placements and negotiated employment opportunities.
- Job development and placement.

### **Tescon Management Services, 1989 to 1991**

#### **Personnel Recruiter**

- Worked with employers to complete staffing assignments in technical, engineering, manufacturing, and professional services sectors.
- Conducted job analysis and labour market research to identify trends and job demand.
- Identified, recruited, interviewed, selected, negotiated compensation, and placed job candidates.
- Provided resume writing assistance and interview preparation.

## EDUCATION

Master of Science in Vocational Rehabilitation Counselling, University of Wisconsin-Stout, 2016 (expected)

Foundations of Rehabilitation	Counselling Theory
Occupational Analysis and Job Placement	Group Work in Rehabilitation
Aspects of Cognitive Disabilities	Psychological Testing
Aspects of Disability Physical	Research in Rehabilitation and Counselling
Case Coordination	Procedures of Vocational Evaluation
	Practicum (in progress)

Certificate in Personnel and Industrial Relations, University of Toronto, 1993

*Recipient of the Anthony H. Melcher Prize for academic achievement*

Industrial Relations	Personnel Administration
Contract Administration	Employment Law
Organizational Behaviour	Seminar in Personnel Administration

Bachelor of Science in Psychology, University of Toronto, 1989

## CONTINUING EDUCATION

Health Psychology, Faculty of Arts and Science, University of Toronto, 2012

Human Memory, Faculty of Arts and Science, University of Toronto, 2012

Psychometrics, Faculty of Arts and Science, University of Toronto, 2011

Psychology and the Law, Faculty of Arts and Science, University of Toronto, 2011

Learning and Plasticity, Faculty of Arts and Science, University of Toronto, 2011

Certificate in Testing (HRSDC), Thomson Nelson, 2007

General Aptitude Test Battery Certification, Thomson Nelson, 2007

Using Tests in Employment Counselling (includes Professional Profile 2004), Thomson Nelson, 2007

Vocational Evaluation Theory and Strategies, University of Calgary, 2004

Workers' Compensation Management, Ryerson University, 2002

Compensation and Benefits Administration, George Brown College, 1995

Labour Economics, George Brown College, 1994

Training and Development, Humber College, 1994

## SELECT SEMINARS

Certified Canadian Vocational Evaluator Exam Preparation, CAVEWAS, 2016

Valpar Pro3000 Aptitude Test Training, Adams-Webber Inc., 2015

CPR Heartsaver AED(C), 2013

Better Hearing in the Workplace, 2010

Interdisciplinary Pain Management, 2006

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## **SELECT SEMINARS (cont'd)**

Rehab from the Inside Out, 2005  
Compassion Fatigue Resiliency, Trauma Practice & Chronic Pain Care, 2005  
Suicide Risk Assessment and Prevention, 2004  
Adaptive Technology for Disabilities, 2004  
Engaging the Difficult Client: Overcoming Barriers, 2003  
Considerations for Non-dominant Hand Training, 2002  
Employment Accommodation, 2001  
Transferable Skills Analysis: The Vocational Expert Model, 2001  
Return to Work Perspectives: Theories, Methods, Challenges and Successes, 2001  
Understanding the Psychology of our Clients, 2001  
Workplace Modification and Accommodation, 2000  
The Role of the Rehabilitation Professional in Functional Based Return to Work Programs, 2000  
Setting Ethical and Moral Standards in Rehabilitation Practices, 2000  
Mood and Anxiety Disorders: Diagnosis, Treatment and Implications for Employability, 1999  
Catastrophic Impairment Determination, 1999  
Communication Solutions for Complex Injuries, 1999  
Vocational Evaluations: Tools, Resources, and Outcomes, 1998  
Repetitive Strain Injuries: Causes and Treatment, 1998  
Spinal Cord Injuries: Discharge Planning and Community Resources, 1998  
Long-Term Disability: CPP and Insurance Perspectives, 1998  
Tools and Processes of Vocational Evaluation, 1997  
Fibromyalgia and Myofascial Pain Syndrome, 1997  
Psychopharmacology, 1997  
Building Trust Relations, 1994 & 1995

## **CONFERENCES**

Canadian Assessment, Vocational Evaluation and Work Adjustment, 2010, 2011, 2012, 2013, 2014, 2015  
Vocational Rehabilitation Association of Canada Conference, 2010, 2011, 2012, 2013, 2014, 2015  
Vocational Rehabilitation Association of Canada, Ontario Society Conference, 2010  
American Board of Vocational Experts, 2010

## **PRESENTATIONS**

Vocational Evaluation Lunch and Learn, 2016  
Best Practices for Legal Professionals: Workers' Compensation Work Transition Plans, 2011  
Workers' Compensation Management, NLVS Conference 2002

## **AFFILIATION**

Vocational Rehabilitation Association of Canada  
Canadian Assessment, Vocational Evaluation and Work Adjustment Society  
College of Vocational Rehabilitation Professionals

## **ACCREDITATION**

Registered Rehabilitation Professional (RRP)  
Registered Vocational Professional (RVP)  
Certified Vocational Professional (CVP)  
Canadian Certified Vocational Evaluator (CCVE)