



**INTEGRATED COORDINATED
EMPLOYEE RETENTION
PROGRAM (ICERP)**



CAREERSTREAMS RESOURCES INC.

3200 Deziel Drive Suite 418

Windsor, ON N8W 5K8

380 Wellington St. Suite 634

London, ON N6A 5B5

www.careerstreams.com

519-254-4246

What is CareerStreams Resources Inc.?

- CareerStreams Resources Inc. was founded in 1996 and is the largest private Career Counselling and Career Development Company in Southwestern Ontario.
- We provide our clients with career counselling, career development, disability management, human resource solutions, professional development, and vocational assessment.
- CareerStreams Resources Inc. has worked with the WSIB, local school boards, as well as numerous insurance companies and law firms in Windsor-Essex, London-Middlesex, and the GTA.

What is the Integrated Coordinated Employee Retention Program (ICERP)?

- The ICERP is a Human Resource Solutions program developed by CareerStreams Resources Inc. to assist small businesses with their Human Resource needs.
- The ICERP is an integrated and coordinated program that involves the medical community, Workplace Safety and Insurance Board (WSIB), insurance company, employer, and the individual worker. CareerStreams Resources Inc. will oversee and manage the Return to Work (RTW) process.
- ICERP is better for your bottom-line and overall operating budget.
- ICERP allows for your organization to properly assess employees and potential employees to determine their true career potential allowing for improved productivity.

How is ICERP different?

- The ICERP approach to disability management helps you to minimize the impact of workplace absences by delivering an early intervention program that is tailored to meet your needs.
- Our early and detailed approach to workplace injury supports the length of claims and significantly minimizes short term disability from turning into long term disability.
- CareerStreams Resources Inc. seeks to mitigate productivity loss. Our goal is to accommodate employees in transitional duties wherever possible, by doing this we can help minimize overall productivity loss and keep the injured employee connected to the workplace.

Mental Health and Workplace Injury Statistics:

- From 2015-2017 there were **126,999** allowed work related time lost injury claims and **325,803** allowed no time lost workplace related injury claims across Canada. (WSIB)
- The cost of Mental Illness to the Canadian economy is estimated at **\$50 billion** annually with **\$20 billion** stemming from workplace losses. Mental health illnesses cost businesses roughly **\$1500** per employee per year. (Globe and Mail April 12, 2016)
- Only 35% of all small businesses have a mental health strategy compared to 75% of large and medium sized businesses. (Canadian Mental Health, 2016)
- Employee Wellness Programs can save approximately **1.5 to 1.7 days** in absenteeism per worker over 12 months, or an estimated **\$251** per employee per year. (Sun Life Financial)

Disability Management

- Our associates at CareerStreams Resources Inc. have over 40 years of combined Disability Management Experience. We at CareerStreams Resources Inc. strive to work with both employer and employee to ensure that the needs are met to assist an employee to return to work. Assessment and Evaluation assists in determining the appropriate supports needed to allow individuals the best opportunity for success as well as case-file closure.