



Any time is a good time to achieve CDMP certification



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The designations of Certified Return to Work Coordinator (CRTWC) and Certified Disability Management Professional (CDMP), administered under the auspices of the International Disability Management Standards Council (IDMSC), are increasingly becoming the accepted standard for disability management practice worldwide.

Two individuals who were successful in passing the Certified Disability Management Professional examination have discovered that adding the CDMP designation to their resumes opens up new opportunities at any stage of your career.

For Jane Lockinger, acquiring formalized DM training became a necessity when she took over as HR manager for the Solid Wood Division of Millar Western Forest Products, based in Whitecourt, Alberta.

For Maureen Schneck, senior benefits and disability analyst with Versacold, a Vancouver-based cold storage company, obtaining certification was a strategic move to maintain flexibility as she contemplates the latter stages of her career.

Jane Lockinger, who comes originally from Saskatchewan, graduated from the University of Saskatchewan with a Bachelor of Commerce in HR Management in 2006. She and her husband first moved to Lloydminster, where she worked for a law firm and then on to Whitecourt, where she spent three and a half years in the oil and gas industry before joining the local Millar Western operation in 2010.

“I didn’t have any involvement in return to work in the oil and gas sector, and when I came to Millar Western it became part of my job responsibility. It was our Director of Corporate Health and Safety who encouraged me to write the CDMP examination. He had taken courses through NIDMAR.”

Lockinger started taking modules in 2011 and wrote the examination in 2013. “One of the biggest learning curves was dealing with external sources like workers compensation and the insurance providers. I got a much better understanding of where each of them is coming from and what they are looking for.”

Lockinger also learned that as a CDMP, she would serve as a point of contact and as a referral service, but was not expected to deliver the healing magic. “That was the biggest eye-opener for me was finding out the sort of support of organizations that are out there. I’m not a counsellor and I don’t want to be. There is a line and I’m not about to cross it.”

Coming from New Westminster, BC, Maureen Schneck began her career at the local daily newspaper, the Columbian. “I’ve been in payroll and benefits – they didn’t call it Human Resources back then – for almost 40 years. It’s been a very progressive career. Every opportunity I have accepted has had new responsibilities.”

In 1997, Schneck joined General Paint, where she began handling disability claims in BC and Alberta. Two years later, she joined a



startup with the Riverboat Casino, taking responsibility for payroll and benefits, DM and occupational health and safety. “We hired 550 employees all at once and all of those 550 employees became eligible for benefits at the exact same time.”

In 2007, after Riverboat Casino amalgamated with another Canadian company, Schneck was hired by Versacold. “They had a recruiter contact me on the basis of my experience in putting in systems. They weren’t sure where they were going to put me; they just wanted someone with my resume.”

Schneck subsequently undertook a 10-month DM program at the Surrey campus of Simon Fraser University and in May 2013, Schneck and two of her SFU classmates successfully wrote the CDMP examination.

“I’ve been working in this field for years. The material wasn’t always new, but there was lots to learn.”

Schneck said her long-term goal is to move with her partner to the BC Interior. “There are opportunities in the healthcare system there. I’m not a kinesiologist and I’m not a nurse, so I had to look at it, with my experience, what would make me a good candidate to fit in. So that’s where the CDMP came in. I want to be marketable in my last 10 years.”

By contrast, Lockinger is at a much earlier stage in her career. With her CDMP now in hand, she has no specific plans to make any career move, but she is well aware that the certification has opened up new opportunities.

Whitecourt has that good small-town feel she is comfortable with and Millar Western fosters a family environment, she said. “It’s a place where I like to go to work and where I feel like I’m contributing. To me, it’s more about enhancing what I do. But it is nice to have it on the resume.”