Final CDMS Exam Content Outline

Descriptive Statistics of Domain Weights:

Domain	Weight (%)
Disability and Work Interruption Case Management	38
Workplace Intervention for Disability Prevention	25
Program Development, Management, and Evaluation	20
Employment Leaves and Benefits Administration	17

DOMAIN 1: Disability and Work Interruption Case Management

A. Perform comprehensive individual case analyses with consideration to applicable benefits

     1. The impact of illnesses and injuries to functional capacity

     2. The impact of mental health conditions to functional capacity

     3. The impact of comorbid conditions to functional capacity

B. Review and assess product services and strategies to ensure quality care, recovery, and cost effectiveness

C. Utilize effective communication strategies to facilitate collaboration among stakeholders (e.g., conflict resolution, negotiation)

D. Demonstrate multi-cultural competency and address personal bias

E. Conduct worksite/job analyses

     1. Best practices for documenting findings

     2. Essential functions, modifications, and accommodations

F. Develop individualized worker retention plans (e.g. stay-at-work, return-to-work, transitional work)

G. Leverage benefits, services, and community resources to facilitate optimal functioning (e.g., treating physician, independent clinical evaluations, expert medical opinion)

H. Assess case progress and facilitate change throughout the continuum of care

I. Disseminate and manage information in compliance with standard practice and regulations.

     1. Case documentation best practices (e.g., case notes, status reports)

     2. Privacy and confidentiality requirements (e.g., HIPAA, informed consent, release of information)

J. Analyze recommended products and services to maximize return on investment

DOMAIN 2: Workplace Interventions
A. Demonstrate compliance with local, state, and federal regulations (e.g., OSHA, ADAAA)
B. Develop an interactive process to optimize employee functioning in the workplace or vocational rehabilitation options
C. Recommend individual and workplace strategies to address ergonomic, safety, and accessibility needs
D. Incorporate health risk factors and prevention strategies to mitigate loss
E. Leverage health and wellness resources to support employees, the organization, and their communities.

DOMAIN 3: Program Development, Management, and Evaluation
A. Establish disability management program goals by assessing organizational needs and incorporating best practices.
B. Advocate for change in organizational behavior/culture in order to support disability management program goals.
C. Collaborate in the design, implementation, and evaluation of a sustainable disability management program.
D. Provide education and training consistent with disability management program goals and compliance
E. Determine performance metrics to evaluate disability management program effectiveness and support improvement (e.g., trends, return on investment)
F. Integrate internal and external services/partners to align with disability management program goals
G. Utilize technology to influence disability management outcomes (e.g., telemedicine, web-based portals, electronic health record)
H. Utilize strategies to support an inclusive and diverse workforce (e.g., employee resource groups, cultural sensitivity training)
I. Leverage benefit plans and other services to optimize the health and productivity of employees

DOMAIN 4: Employment Leaves and Benefits Administration
A. Identify elements of employer leave and benefit plans and their interface with local, state, and federal regulations
       1. Income protection plans (e.g., Short and long term disability, Workers' comp, Paid family care)
       2. Job protection plans (e.g., FMLA, Military leave)
       3. Healthcare benefit continuation plans (e.g., Medicare, Medicaid)
       4. Collective bargaining agreements (e.g., Union)
B. Identify how the relationship between employment leaves and work interruptions influences individual or organizational productivity
C. Communicate essential elements of benefits and employment policies to employees, managers, and other stakeholders