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RETAIN REPORT

Retaining Employment
and Talent After
Injury/Illness Network



The RETAIN Report

August 2021

Welcome to the August 2021 issue of The RETAIN Report – the internal e-newsletter for awardees of the Retaining Employment and Talent After Injury/Illness Network (RETAIN) Initiative. Please feel free to share this subscription link with other RETAIN team members as appropriate.

Please Note: Several of the links in this newsletter take you to resources housed in the RETAIN Online Community (ROC). If you do not have access to the ROC and are a member of a state grantee team, please visit [RETAINTA.org](https://www.retainta.org) and click “Request an Account” in the right-hand sidebar.



RETAIN Resource: Root Cause Analysis Process

[This video](#) highlights the Root Cause Analysis (RCA) Process, guiding RETAIN programs through the “5 Whys” strategy while illustrating how to apply it to your RETAIN program. The [accompanying worksheet](#) includes an additional RCA example and guiding questions. These resources are designed to support states in their continuous quality improvement efforts and are a complement to the previously released [Continuous Quality Improvement Strategies](#) resource.



Operational Planning and Implementation Guidance Checklist (OPIG) 2.0

In Phase 1, the OPIG guided and supported RETAIN states in 14 categories of operational and implementation planning. This update, the OPIG 2.0, focuses on scale-up and sustainability. There are four new categories, along with new subsections to the existing categories, to ensure readiness for Phase 2 program implementation. The RETAIN team looks forward to sharing this update with states soon.



For Your Insight

Catch up on RETAIN TA's June and July [For Your Insight: Research and Practice From the Field](#). These resources highlight relevant research for RETAIN states and summarize key takeaways that may benefit program implementation. Each summary includes a link to an article, resource, or

abstract covering topics including interventions to facilitate SAW/RTW, development and validation of competencies for RTW coordinators, and the impact of RTW coordinators on RTW outcomes. Have a research article, brief, or report on promising or evidence-based SAW/RTW practices we should highlight in an upcoming FYI? [Email us!](#)

- **Vol. 29, June 2, 2021.** [This FYI](#) covers topics including interventions designed to prevent workplace disabilities, development and validation of competencies for RTW coordinators, and accommodating back injured workers.
- **Vol. 30, July 7, 2021.** [This FYI](#) covers topics including improving organizational RTW communication practices, disability management training for supervisors, and the impact of RTW coordinators on RTW outcomes.



Data Implementation Dashboard Resource Preview

RETAIN TA is developing a Data Implementation Dashboard using Google Data Studios to help state awardees analyze and understand their program implementation metrics to identify areas for improvement. This tool displays RETAIN participant demographic profiles such as age, race, ethnicity, industry, education level, and job tenure.

Using filters, users can separate the data to see views of participants by categories such as risk factor, health status, and participant status to understand the success of participant groups. Implementation metrics may include number of touchpoints by the RTW coordinator and time between date of injury and enrollment.

The RETAIN team looks forward to helping states implement and customize this tool to meet their needs. Additional details about the launch are forthcoming.



Sample Provider Letter Resource Preview

This new template for RETAIN states will support your ongoing communication with health care providers about RETAIN participants. It includes tips, guidance, and recommendations on messaging. RETAIN states can customize it to meet the needs of your programs and health care provider audiences. The RETAIN team looks forward to sharing this resource with states soon.



Event Calendar

RETAIN State to State Exchange

September 8, 2021, 2:00–3:15 p.m. ET

Part 1: Ohio, Kansas, and Vermont

September 29, 2021, 2:00–3:00 p.m. ET

Part 2: Minnesota and Kentucky

Location: Virtual

Are you interested in what other RETAIN states are doing in Phase 2? Do you want to hear the perspectives of your RETAIN colleagues in Kansas, Ohio, Vermont, Kentucky, and Minnesota? Would you welcome the opportunity to share what excites your state team about the impact you strive to make for workers in your state? Then join RETAIN TA and your fellow RETAIN state teams for this two-part webinar series. In this series, you will learn more about the work and goals of other RETAIN state teams and explore areas of interest through state approaches to stay-at-work/return-to-work.

These sessions will be moderated and recorded by AIR. Registration is only open to RETAIN state team members. These sessions are a direct result of feedback we heard from you, as you asked to hear from each other! This series also will kick off what we hope will be a highly collaborative Phase 2 among states, which will include live and online peer-to-peer exchanges, networking, and sharing of resources and promising practices.

Stay tuned for registration details. We look forward to hosting this state-to-state exchange!

Annual RETAIN Awardee Convening

November 2–4, 2021

Time: To Be Announced

Location: Virtual

The first annual convening is for RETAIN Phase 2 states to get together and share information about their projects, enhance state knowledge around stay-at-work/return-to-work, and learn from each other's experiences. States will have the opportunity to engage with subject matter experts, other Phase 2 states, RETAIN TA, and the Office of Disability Employment Policy. Each state should plan for the following key personnel to participate:

- Project director, technical assistance liaison, evaluation liaison, health care practitioner representative, workforce system representative, RTW coordinator

Additional details are forthcoming.

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