

# Early Intervention Strategies for Employers

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**RETAIN**

Retaining Employment and Talent  
After Injury/Illness Network

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# Poll 1

# Today's Webinar

- Submit questions at any time during the webinar in the Chat box.
- Use both for content questions and to request technical assistance.
- Attendees will be unmuted occasionally to interact verbally.

# Raise your hand if you have a question.



# Welcome

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# About RETAIN

- Retaining Employment and Talent After Injury/Illness Network (RETAIN)
- Joint initiative led by the U.S. Department of Labor (DOL), Office of Disability Employment Policy (ODEP), and funded by ODEP, DOL's Employment and Training Administration and the Social Security Administration
- RETAIN technical assistance is funded by ODEP and is housed at the American Institutes for Research
- Focused on building state capacity in stay-at-home (SAW)/return-to-work (RTW) strategies across eight states
- Explores ways to help people who become ill or injured during their working years remain in the labor force



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# Disclaimer

*The views expressed in this webinar are those of the presenters and moderators and do not necessarily represent the views of the International Association of Industrial Accident Boards and Commissions or the National Institute for Occupational Safety and Health.*



# Early Intervention Strategies for Employers

# Overview

Today's panelists will highlight and provide information on the following:

- The importance of early intervention in RTW/SAW
- Challenges of employers
- Employer roles in early intervention
- Effective early intervention practices

# Importance of Early Intervention

Why is early intervention important to RTW/SAW models?

# Challenges for Employers

Describe the challenges employers face when an employee is injured.

# Challenges for Employers

What is the economic burden of an injured or ill worker for businesses?

# Employer Roles

Why are some employers hesitant to help an employee return to work after injury?

# Employer Roles

What type of role do employers have in the implementation of RTW/SAW programs?

# Effective Strategies

How does RTW/SAW benefit employers, and what strategies should states consider to support these benefits?



# Effective Strategies

What are some steps or approaches employers can take to help an employee RTW/SAW?

# Questions?

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# Key Takeaways

## Challenges for Employers

- Limited resources
- Communication between injured worker, medical provider, and workers' compensation/health care systems

## Employer Roles

- Prevention of injuries
- Ensuring clear communication of the injury reporting process
- Develop a protocol for potential job modifications/job accommodations

## Effective Early Intervention Strategies

- Prevention should always be the primary goal for the employer
- Immediate response to an injury
- Coordinate with the injured worker and medical provider to discuss RTW/SAW strategies if feasible, which may include light duty work, job restrictions, or other accommodations
- Open communication and thorough documentation

# Selected Resources

- International Association of Industrial Accident Boards and Commissions (IAIABC) Disability Management and Return to Work Committee Paper: *Return to Work: A Foundational Approach to Return to Function*
- IAIABC Paper: [Return to Work: Why Should I Care?](#)
- National Institute for Occupational Safety and Health (NIOSH): [Promote Worker Recovery through Health Care Management and Return-to-Work](#)

Thank you!



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