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Selecting this option will ensure that you are able to fully participate in today’s discussion.

Please Feel Free to Ask Questions!

- Attendees can enter their questions in the Chat box.
- Attendees also can click the Raise Hand button  to ask their question.
- All attendees may be unmuted occasionally to interact verbally.
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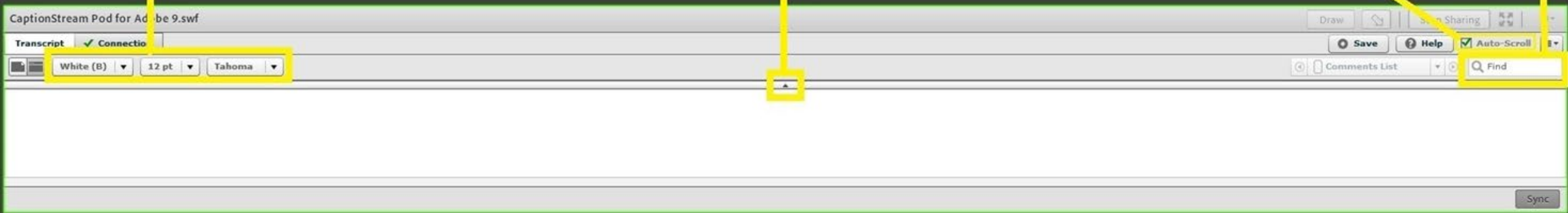
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Effective Strategies for Recruitment in the Business Sector

December 10, 2019



RETAIN

Retaining Employment and Talent
After Injury/Illness Network

 **AIR**[®]
AMERICAN INSTITUTES FOR RESEARCH[®]


ODEP
Office of Disability
Employment Policy

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 return-to-work/stay-at-work strategies across eight states
- Explores ways to help people who become ill or injured during their working years remain in the labor force

About the Presenters



Leslie Dawson
State Administrator, Vocational Rehabilitation Division
Alabama Department of Rehabilitation Services



Shara Kempster
Human Resources Business Partner
Phifer Incorporated

Overview

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

- The “Gotta Wanna” of return to work/stay at work
- Reality of return to work/stay at work
- Providing the WIIFM—What's in it for the Employer and the Employee
- Suggestions for building RETAIN partnerships with employers

Learning Objectives

- Understand why an injured, ill, or disabled employee is hesitant to participate in the RETAIN program
- Discover the complicated facets of return to work/stay at work for employers
- Gain insights and suggestions on recruiting RETAIN participants from the business sector

Poll Question

From where have you been getting referrals?

- A. Health care/Occupational health provider
- B. Marketing to the public (through career center, email, mail, media)
- C. Third-party providers or other providers (short-term disability/long-term disability companies, vocational rehabilitation)
- D. Business/Industry

Poll Question

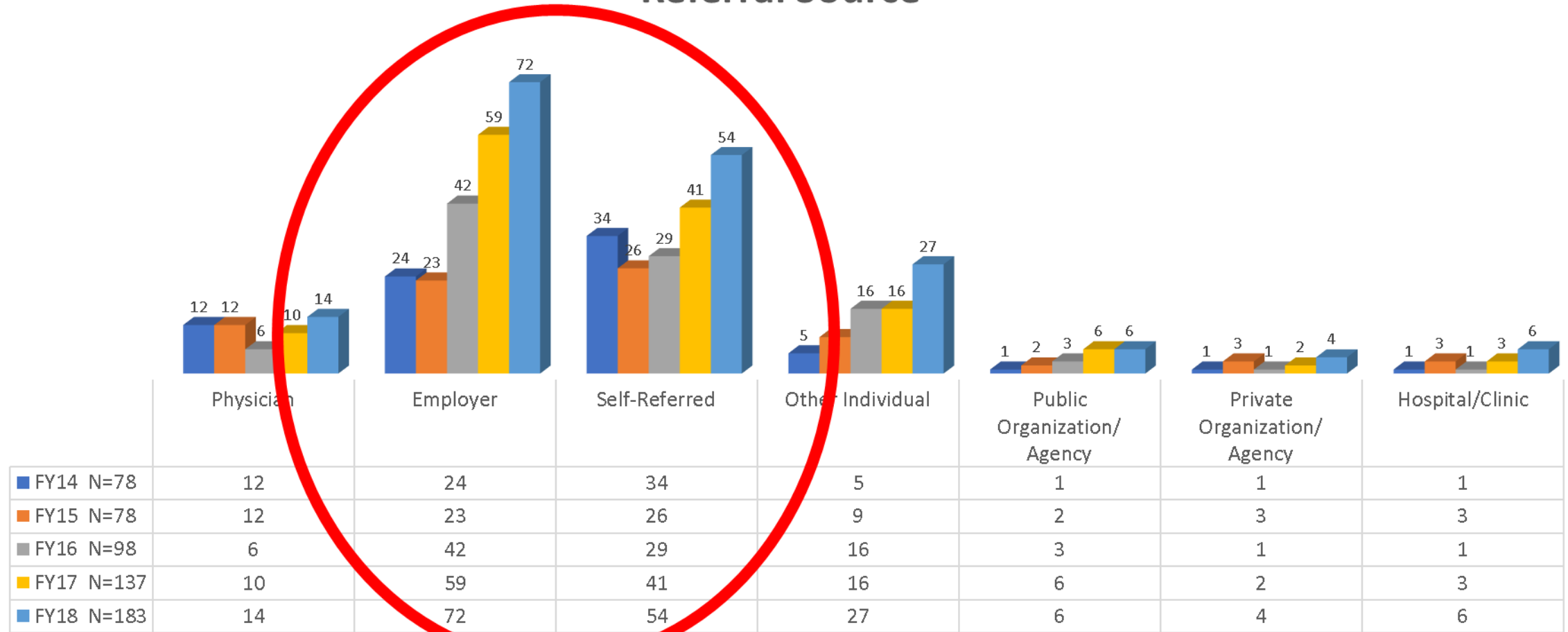
How have your recruiting efforts been working out?

- A. Amazingly well
- B. Fair to partly cloudy (aka: Average)
- C. Slow starting out, but getting better
- D. The effort is there but the response is sorely lacking

The “Gotta Wanna” of Return to Work (RTW)/Stay at Work (SAW)

The “Gotta Wanna” of RTW/SAW

Referral Source



RETAINS... “Gotta Wanna” ... of RTW/SAW

1. Increase employment retention and labor force participation of individuals who acquire, or are at risk of developing, work disabilities
 2. Reduce long-term work disability among participants, including the need for federal disability benefits such as Social Security Disability Insurance and Supplemental Security Income
- Through the provision of comprehensive, coordinated health- and employment-related services and supports, which include an early intervention component, the coordination of health services, and employment services

FOA-ODEP-18-01

The Employer's ... “Gotta Wanna” ... of RTW/SAW

- Reduce cost associated with disability-related leave:
 - Lost time
 - Turnover cost
 - Short-term disability/Long-term disability costs
- Maintain production levels of company
- Comply with disability-related legislation

Job Accommodation Network

The Employee's ... “Gotta Wanna” ... of RTW/SAW

- Maintain income level
- Maintain/Improve skills
- Psycho-social benefits

Reality Is in the Eye of the Beholder...



The struggle is
REAL...

The Employer's RTW/SAW Reality

- Employment laws: FMLA, OSHA, ADAAA, workers' compensation, PDA, GINA
- Re-injury resulting in workers' compensation claim
- Health care provider works against RTW/SAW
- Unsure how to accommodate

The Employee's RTW/SAW Reality

- Disclosure = disciplinary action, demotion, no promotion, termination
- Short-term disability/Long-term disability = Lack of income, lack of socialization, lack of activity = worsening condition
- Supervisor/Coworker conflict
- Disclosure = Lack of confidentiality, diagnosis will always follow them

Strategies to Strengthen RETAIN—Business Connections

Providing the WIIFM—Employer

- Independent case management services and better support from health care practitioners
- Resource for accommodation/modification assessments
- Avoid replacement and training costs of hiring a new employee
- Reduces the chance for permanent disability
- Increases morale within the company
- RTW coordinator helps to coordinate RTW/SAW

Providing the WIIFM—Employee

- Outside support mechanism (i.e., case manager is not an agent of the employer)
- Resource for accommodations/modifications/personal-use items
- Maintain socioeconomic status
- Maintain skill level or even improve skill level
- Reduce chances of decline and becoming dependent on pain medications

Building RETAIN Partnerships With Employers

Outreach to employers through:

- Occupational health departments
- Safety officers
- Human Resources office
- Employee relations
- Risk management
- Benefits
- American with Disabilities Act coordinator

Building RETAIN Partnerships With Employees

- Rapid response
- Speak the language of business
- Be responsive
- Be an expert on ADA, accommodations
- Learn company's jobs, culture, and so on
- Educate employer's staff on early intervention, reasonable accommodation processes, and disability-specific trainings

Questions?

Please complete the webinar survey

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Join Us!

ODEP and SSA invite you to an upcoming webinar,
“Reflecting, Refining, and Refreshing RETAIN,”
presented by
ODEP, SSA, AIR, and Mathematica.

Monday, December 16, 2019, from 2:30–3:30 p.m. ET

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This document was prepared for the U.S. Department of Labor (DOL) Office of Disability Employment Policy and Retaining Employment and Talent After Injury/Illness Network (RETAIN) state grantees, by the American Institutes for Research under DOL Contract Number 1605DC-18-F-00429. The views expressed are those of the authors and should not be attributed to DOL, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government.

Thank you!

Please contact your STATE LIAISON for further information.



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