



News You Can Use from the RETAIN Demonstration Project

May 2019

Welcome to the May 2019 issue of *The RETAIN Report*—the internal e-newsletter for awardees of the Retaining Employment and Talent After Injury/Illness Network (RETAIN) Demonstration Project.

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 Virtual Online Community. If you do not have access to the online community, please visit <https://retainTA.org/> and click “Request an Account” in the right-hand side bar.



Site Visit Success

During March and April, members of the Office of Disability Employment Policy (ODEP) and American Institutes for Research (AIR) teams were welcomed by the RETAIN teams in Kansas, California, Washington, and Kentucky. While in Kansas, we learned more about the project and partners and strategized ways to ensure the effectiveness of the Kansas team’s forthcoming pilot. In addition to discovering where to get the best steak in the region (spoiler alert: at a Chinese restaurant!), our team was pleased to see firsthand how eagerly and collaboratively the local partners are working toward a shared goal.

In California, the RETAIN team showed off its strong data collection matrix and plan and discussed its approach to recruiting participants through the workforce system. Following a whirlwind day and a half in the Golden State, members of the ODEP and AIR team traveled up the coast to meet with the Washington RETAIN team. While in Washington, we participated in a working session and were impressed by the creative thinking demonstrated by all partners in identifying new and unique approaches to overcome unexpected challenges.

Finally, the Kentucky team demonstrated its “next-level hosting” skills during a lightning trip that included meetings with the leadership team; extensive discussions about participant flow, data collection, and continuous quality improvement plans; and a trip to the beautiful Keeneland racecourse.

Many thanks to the great teams that have hosted us thus far. The trips have helped us deepen our understanding of your projects and identify best practices for the greatest possible success. Look for updates on site visits to Connecticut and Vermont in the next RETAIN Report!



Boards (IRBs)

As you prepare to launch your RETAIN projects, it is important to remember that Institutional Review Board (IRB) approval is needed to conduct research involving human subjects. Developing an IRB packet can be a daunting task for non-researchers and researchers alike. To help you navigate the IRB process, the RETAIN TA team has posted a new article in the RETAIN Virtual Online Community (VOC). “What Is an Institutional Review Board Plus Tips for Preparing an IRB Application” explores what an IRB is, the purpose of an IRB, and the ethical standards to be met when conducting human subjects research. It also outlines several tips for preparing an IRB packet:

- Develop a detailed, step-by-step protocol or operational plan that describes all aspects of your project. If sufficiently detailed, this operational plan should help you complete a large portion of the IRB packet.
- Consider having one person take the lead in managing the IRB application and delegate components to key project team members.
- Enlist the help of partners from health-services organizations who have experience with leading and/or conducting research.
- Seek assistance from Mathematica and/or AIR, as needed, and refer to the *RETAIN Technical Assistance (TA) and Evaluation Guide: Who Can Help* document. Mathematica focuses on evaluation design, randomization, sample sizes, and IRB review and approval; while AIR focuses on operational planning that is included in the IRB.

Access the RETAIN VOC to learn more and read the [full IRB article](#).



MarCom Matters: A Dispatch from the RETAIN Communications Corner

Greetings from the RETAIN Communications team. Our colleagues from Concepts, Inc.—Greta Menard, Hope Adler, Katia Albanese, and Caitlin Hochul (pictured clockwise from upper left in the accompanying photo)—are delighted to be working with the AIR Technical Assistance (TA) team to provide you and your fellow state awardees with targeted project assistance. Our specialties are *strategic marketing and communications* (MarCom), and we have had the pleasure of assisting several of you with a variety of recent needs. We are also the team behind the [RETAIN Communications Roadmap and other tools](#) to help you create branded, message-consistent materials about your projects.

We want to remind you that we are here to help. And if you need some ideas for ways to tap our expertise, consider the following:

- *Marketing/Educational Materials:* We will help you outline key messages and calls to action for your target audiences, and review and edit your fact sheets, brochures, guides, and more.
- *Graphic Design:* Use our standard RETAIN graphics and fact sheet templates ([available in the RETAIN VOC](#)), and work with our designer to customize graphics for your project.
- *Website Content:* We are available to consult on your site maps and information architectures, and review the content

for various sections of your RETAIN websites.

- *E-Blast Content:* Need to craft emails about RETAIN for recruitment and other purposes? We can help.

That is a mere taste of ways we can assist you during the formative stages of your projects, and there is much more to come once your pilots are up and running. Please stay tuned for information about the Communications Community of Practice and similar offerings, and never hesitate to contact us through your TA team liaison. We look forward to working with you!

FEATURED RESOURCES



RETAIN Subject Matter Experts

As noted in our May 1 e-blast, the RETAIN TA team has assembled a pool of subject matter experts (SMEs) with deep knowledge, skills, and experience in a number of RETAIN-related topic areas. If you would like to work with one of the SMEs in support of your RETAIN program, please contact your state liaison. They will respond to you within two business days to discuss your specific needs and identify an SME who can help you meet your program goals.



Archived RETAIN Webinar: "Early Intervention Strategies for Employers"

The archived version of this May 21 webinar is now available. Presenters share evidence-based information on what employers need to know about early intervention strategies to keep their staff employed after illness or injury. Panelists also provide insight on the expectations of employers as they relate to RETAIN project planning and implementation.

[Access the Webinar](#)



RETAIN Podcast: "Shifting Focus from Pain to Function"

Download this chat with Dr. Maja Jurisic, an occupational medicine specialist and vice president and medical director at Concentra Medical Center. She shares her expertise in occupational health and provides strategies to help healthcare practitioners and clinicians shift their focus from pain to function when working with an injured or ill worker.

[Access Dr. Jurisic's Podcast](#)

RETAIN Podcast: "Motivational Interviewing –



Introduction to the Spirit, Principles, Skills, and Techniques”

Motivational interviewing is considered a powerful communication skill, yet many clinicians and workforce development professionals may not have training or experience with this method. This approach is important to RETAIN programs because of the complex decision-making process that workers may face when thinking about returning to work after an injury or illness. To learn more about or for a refresher on this technique, listen to RETAIN TA's two-part podcast series led by Dr. Julie Jacobson Vann, Senior Researcher at AIR. Part 1, “Motivational Interviewing: Introduction to the Spirit, Principles, Skills, and Techniques” is set for release on May 29, 2019, while Part 2, “Demonstration of Motivational Interviewing Skills and Techniques” will air on June 3, 2019.

Access the
Motivational
Interviewing
Podcast



SAW/RTW Tools from the Campaign for Disability Employment

We hope you have had a chance to watch and share the Campaign for Disability Employment's (CDE) latest television public service announcement (PSA), “[Working Works](#),” which communicates the importance of collaborative stay-at-work/return-to-work (SAW/RTW) practices. Several free materials are available to complement the PSA, including a series of [posters](#) and discussion guides for [co-workers](#), [employer representatives](#), and [healthcare professionals](#). In addition, three new behind-the-scenes [video interviews](#) feature the compelling SAW/RTW stories of the PSA cast members. Be sure to check them out and consider leveraging the CDE's resources, funded by ODEP, in your educational efforts. Learn more at [WhatCanYouDoCampaign.org](#).

[Download "Working Works" Materials](#)



NPR News Story on Returning to Work

On May 22, National Public Radio (NPR) featured a story on its “All Things Considered” program called “Many Are Replacing Disability Checks with Paychecks.” It features the stories of several people who left disability programs to return to work—a positive trend in today's improving job market. RETAIN teams might find it useful in framing the SAW/RTW issue for target audiences, partners, and other stakeholders.

[Access the NPR Story](#)

Mark Your Calendar

- State site visits (now - September 2019)



- Upcoming RETAIN Webinar: “Identifying RETAIN Information System Needs and Gaps–Steps and Resources to Support Your RETAIN Model” (Coming Soon!)

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