



RETAIN Community of Practice

February 13, 2020

RETAIN

Retaining Employment and
Talent After Injury/Illness
Network

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ODEP
Office of Disability
Employment Policy

Consultative Group Session with Dr Pransky: Recruitment and Enrollment

February 13, 2020

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Injury/Illness Network

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.



How to participate

- Attendees will be unmuted to interact verbally.
- You can submit questions in the question box at any time during the CoP discussion.
- If you have a question, raise your hand by using this feature.

Welcome and Introductions

Please state

Your Name:

Your State:

Role:

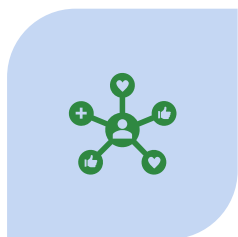
Share a key area of interest regarding participant recruitment and enrollment.

“Communities of practice are groups of people who share a common interest, concern or a passion for something they do and learn how to do it better as they interact regularly.”

– adapted from Etienne and Beverly Wenger-Trayner, 2015[1]

¹Wenger, E and Trayner, B. (2015). Introduction to communities of practice: A brief overview of the concept and its uses. Retrieved from <https://wenger-trayner.com/introduction-to-communities-of-practice/>

RETAIN TA Community of Practice Objectives



BUILD A SHARED UNDERSTANDING OF REQUIREMENTS, NATIONAL CONTEXT, AND COMMON CHALLENGES RELATED TO IMPLEMENTATION OF RETAIN INITIATIVE.



IDENTIFY PROMISING PRACTICES, INNOVATIVE SOLUTIONS, AND TOOLS AND RESOURCES FROM PEER STATES AND TECHNICAL ASSISTANCE PROVIDERS TO SUPPORT STATES IN IMPLEMENTATION OF RETAIN STAY AT WORK AND RETURN TO WORK OBJECTIVES.



SUPPORT STATES IN DEFINING SPECIFIC ACTION STEPS TO ADDRESS CHALLENGES AND NEEDS DISCUSSED DURING THE COP SESSIONS.



DEVELOP PEER TO PEER NETWORKING, SUPPORT AND INFORM RETAIN TA ACTIVITIES AND RESOURCE DEVELOPMENT.

Norms for Interaction

- Be Present
- Share the Air
- Assume Goodwill
- Respect What Is Shared
- Embrace Productive Disequilibrium
- Learning Culture



*“Coming together is a beginning.
Keeping together is progress.
Working together is success.”*

- Edward Everett Hale

Community of Practice Agenda

1. Focus Questions
2. Self-reflection: Where is my agency now?
3. State sharing: Implementation questions
4. Resource sharing
5. Debrief and next steps

Poll Question: Where is my Agency now?

Consider your agency's knowledge, experience, and level of success in recruitment and enrollment of individuals in RETAIN SAW/RTW.

How would you describe your progress thus far?

- Developing:** currently identifying and refining strategies and effective practices
- Intermediate:** identified and implementing strategies and effective practices, but seeking to make adjustments and exploring innovative ways to improve
- Advanced:** implementing strategies and effective practices with evidence of success

RETAIN on the BRAIN

What were the results?

What changes do we want to make based on our findings?

Meet Dr. Glenn Pransky

Dr. Pransky is an associate professor at the University of Massachusetts Medical School and a Visiting Lecturer at the Harvard School of Public Health. He has 30 years of experience recruiting subjects for occupational health related research projects”

- His research and consulting practice has focused on scientific and practical investigations of disability prevention strategies, optimal treatment of musculoskeletal disorders, and work disability in older workers and has published over 135 peer-reviewed scientific articles.
- He co-founded and chaired the Work Disability Prevention Scientific Committee of the International Commission on Occupational Health and is a senior editor for the Journal of Occupational Rehabilitation.



**Glenn Pransky, MD,
M. Occupational Health**

Recruitment and Enrollment



Recruitment and enrollment is a challenging aspect for all SAW/RTW projects.



Review key principles and operational strategies that have been used to optimize participation of eligible subjects in similar studies.



Common strategies, challenges, and successful approaches to achieving desired enrollment, participation and retention rates.

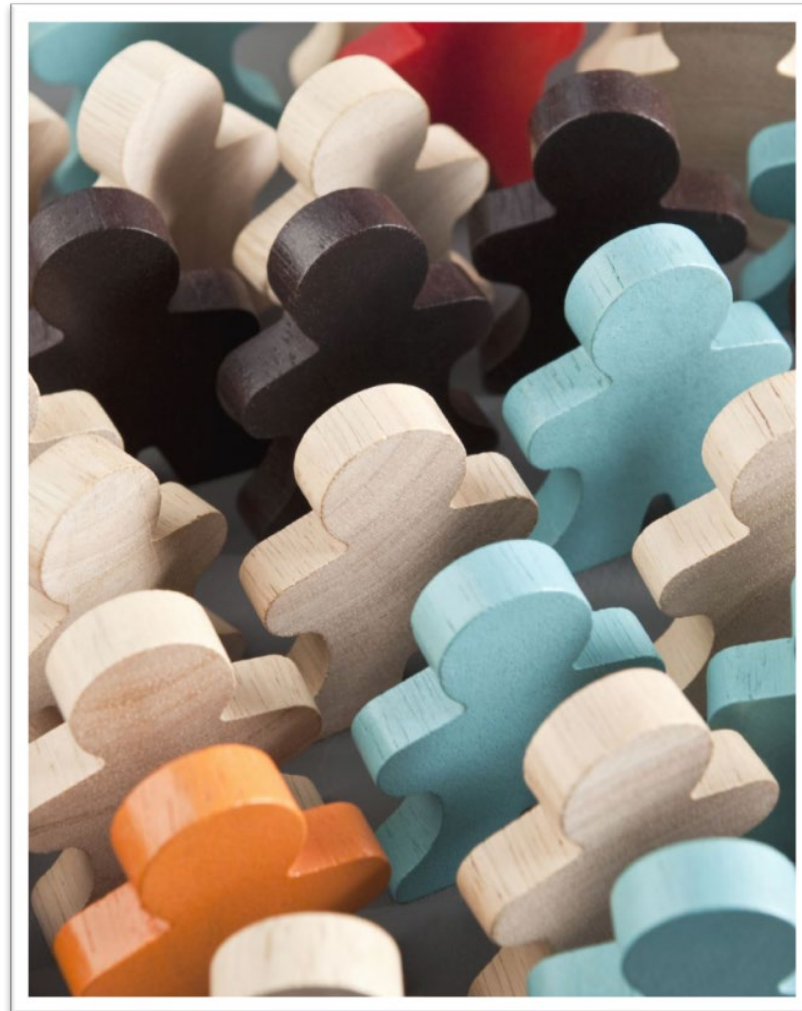
Participant Recruitment

Focus Questions

Across the different study designs, what has worked to increase the number of eligible subjects that are informed about the opportunity to participate?



What is the best venue and approach to successfully recruit subjects?



How have specific strategies worked in different RTW/SAW projects?



What approaches have been most successful to maintain participation of enrolled subjects in Stay at Work/Return to Work projects?



Self-Reflection

Peer Discussion:

- Offer an approach that's worked for you:
One thing that worked well for us . . .
- Offer an idea you are considering or have considered:
One thing we've talked about trying is . . .
- Reference templates, tools, resources, or research:
We found _____ to be incredibly useful.
- Share a “wondering” that might inform the conversation:
A question that just surfaced for me is . . .

Key Takeaways



Share a key takeaway from today's discussion.

What are the next steps you will take?

Any remaining questions or needs that you would like follow-up on?

Thank you for your participation today!

- Please complete end-of-session survey!

https://www.surveymonkey.com/r/CoP_02-13-2020

- CoP slides and notes will be accessible on the RETAINTA On-line Community (ROC):

<https://retainta.org>

- Please contact your State TA Liaison if you would like follow up with SMEs.