

State to State Learning Exchange Series Part 2: Kentucky and Minnesota



Moderator:
GeMar Neloms
Director, RETAIN TA
Principal Technical Assistance Consultant , AIR



September 29, 2021

RETAIN

Retaining Employment and
Talent After Injury/Illness
Network

 **AIR**[®]
Advancing Evidence.
Improving Lives.


ODEP
Office of Disability
Employment Policy

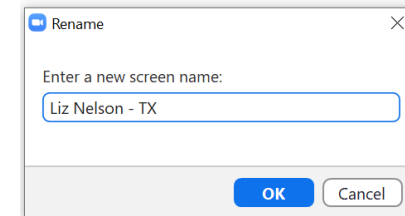
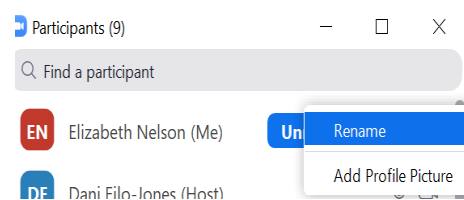
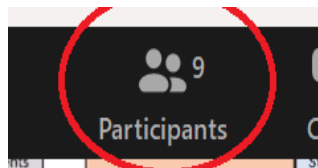
How to Participate

Chat box and email:

- Use the chat box throughout the session to make comments and communicate your tech problems. Raise your hand and we'll call on you. Lower your hand after you've been called on.
- You also can communicate by email at RETAINTA@air.org.

Other helpful Zoom features:

- To access closed captioning, click on the link in the chat box.
- To add your state abbreviation to your name, find your name under "Participants," click "More" beside your name, and select "Rename."



Disclaimer

This event is conducted by the American Institutes for Research 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, 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.

About RETAIN

- Retaining Employment and Talent After Injury/Illness Network (RETAIN)
- Joint initiative led by the U.S. Department of Labor (DOL) and the Office of Disability Employment Policy (ODEP), and funded by ODEP, DOL's Employment and Training Administration and the Social Security Administration
- RETAIN technical assistance (TA) funded by ODEP and housed at the American Institutes for Research (AIR)
- Focused on building state capacity in stay-at-work (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

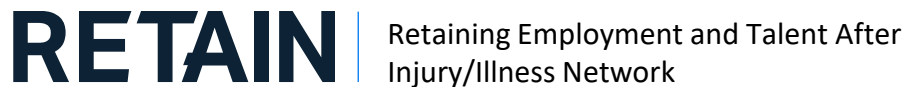
Virtual Meeting/Conference Recording Notice

The American Institutes for Research (AIR) enables the recording of audio, visuals, participants, and other information sent, verbalized, or used during business-related meetings. By joining a meeting, you automatically consent to such recordings. Any participant who prefers to participate via audio only should disable their video camera so that only their audio will be captured. Video and/or audio recordings of any AIR session shall not be transmitted to an external third party without permission.

Welcome

RETAIN | Retaining Employment and Talent After
Injury/Illness Network

State to State Exchange: Overview and Objectives



State to State Exchange:

- Learn about the RETAIN model and goals of peer RETAIN state grantees
- Identify and explore areas of interest across state approaches to SAW/RTW
- Create ongoing opportunities for peer-to-peer thought partnership and resource sharing
- Identify potential topic areas of interest for future peer-to-peer exchanges and supporting resources

State-to-State Exchange: RETAIN KENTUCKY

September 29, 2021
Shirley Kron, BS, COHN
Kimberly Wickert, MRC, CRC

Shirley Kron, BSN, COHN-S



**Director of Outreach and Engagement - RETAIN
Kentucky, University of Kentucky Human Development
Institute, Lexington KY,
Design and implementation of recruitment strategy for
RETAIN**

**Shirley is a certified Occupational Health Nurse
Consultant (COHN-S) with 40 years of experience in
nursing, including rehabilitation and care management.**

Kimberly Wickert, MRC, CRC



**Director of Organizational Partnerships- RETAIN
Kentucky, University of Kentucky Human Development
Institute, Lexington KY,
Expansion of Recruitment of Employers and Absence
Management Organizations
Kimberly is a Certified Rehabilitation Counselor (CRC)
with 20+ years of experience in return to work,
including rehabilitation, vocational services and case
management.**

Program Overview

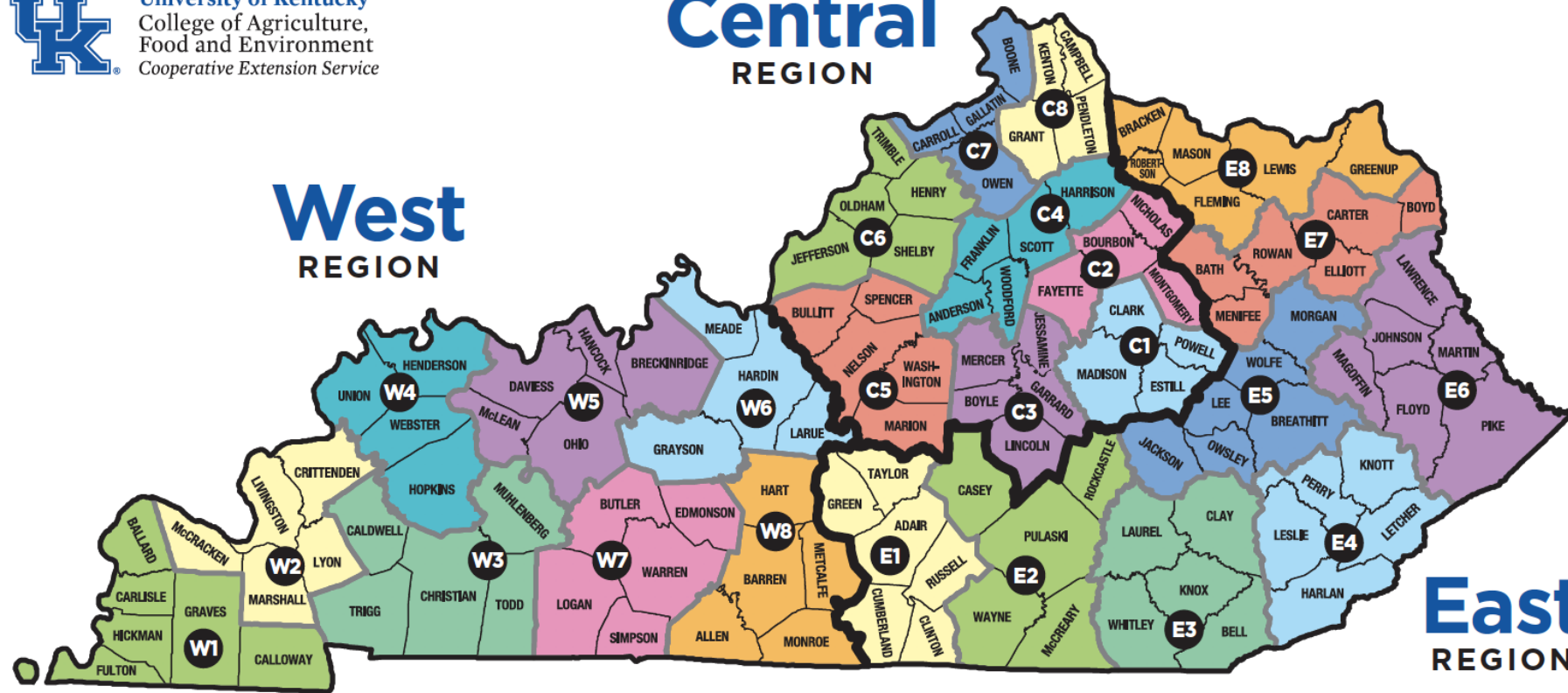
1. Build upon successes and lessons learned in PHASE 1
2. Expand implementation statewide to serve over 3,000 employees
3. Continue strong emphasis on universal design, assistive technology, and peer mentoring
4. Expand a multi-systems leadership team across healthcare, public health and employers that will advise on policies and practices that promote an inclusive, healthy Kentucky workforce.
5. Develop pre-professional and continuing education training in Stay -at-Work/Return-to-Work strategies.

Statewide Service Delivery : University of Kentucky Extension



Central
REGION

West
REGION

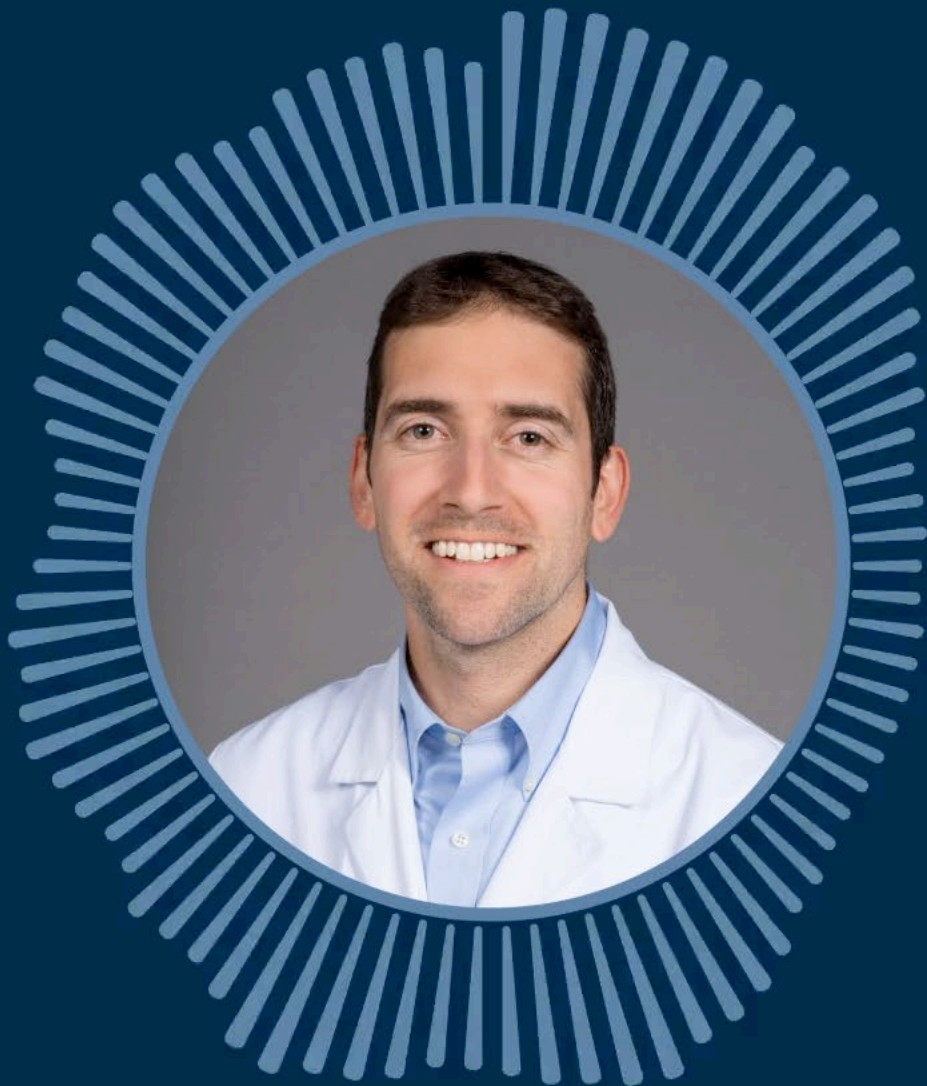


East
REGION

Highlights of Phase 1

- 266 workers enrolled in intervention
- 20 randomly assigned to control group.
- Over 70% SAW/RTW
 - 55% Male
 - 45% Female
- Average age 46.8
- Training on RTW/SAW best practices
 - 517 health care providers
 - 673 Stakeholders.





Matthew D. Adamkin, M.D.

*From A Sustainable Approach to Empower People in
Self-Advocacy Strategies in Healthcare and
Employment | June 21, 2021*

RETAIN in Action: A Success Story



Enhanced Communication
between provider, employer
and participant



Stay at work culture
promotes positive outcomes
across an organization





Uncharted Waters

- COVID Pandemic brings challenges and opportunities.
- Systems change takes time
 - Action oriented physician champions and workforce partners.
 - Increasing multi-systems capacity

What's Exciting in Kentucky ?

Sustainability

- University of Kentucky
- Inclusive Worker Health Leadership Network (IWHLN)
- Peer Mentoring Expansion



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

Collaboration with other RETAIN States

- Share Resources
 - National Employers
- Explore ways to improve participant recruitment given research design.

Thank you!

Shirley Kron: Shirley.Kron@uky.edu

Kimberly.Wickert@uky.edu

This product was funded by a grant awarded by the U.S. Department of Labor. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.

Minnesota Retaining Employment and Talent after Injury/Illness Network (MN RETAIN)



RETAIN State-to-State Exchange

September 29th, 2021



HealthForce+
Minnesota



Workforce
DEVELOPMENT, INC.
The Workforce Development Board
of Southeast Minnesota



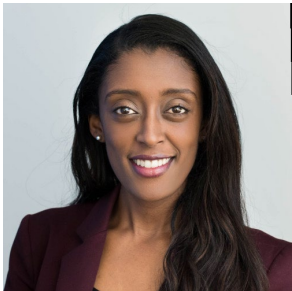
Presenters



Nancy Omondi, MBA, MS, Director of Adult Programs, MN DEED; MN RETAIN State Director



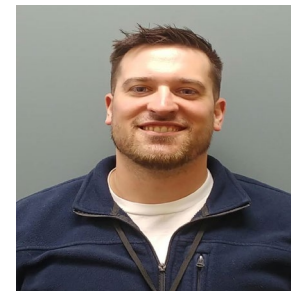
Laura Breeher, M.D., M.P.H., Chief, Section of Occupational Medicine, Mayo Clinic; MN RETAIN Medical Director



Lensa Idossa, M.P.H., Supervisor, Dislocated Worker and Federal Adult Programs, MN DEED; MN RETAIN Program Manager



Samantha Westphal, RN, BSN, PHN, CLMS, MN RETAIN Return to Work Case Manager, Mayo Clinic



Cameron Sherrard, RETAIN Grant Coordinator, Workforce Development Inc.



MN RETAIN Program Overview

- Partnerships
 - MN State Agencies:
 - Dept. of Employment and Economic Development (DEED) Dept of Health (MDH), Dept. of Labor and Industry (DLI),
 - Mayo Clinic
 - Workforce Development, Inc. (WDI)
- Participant Eligibility
 - 18+; MN resident, works in MN, employed or currently in the labor force, and any injury/illness impacting employment
- Return-to-Work Case Managers (RTWCMS)
 - Workers were guided through the uncertainty of recent injury/illness by Return-to-Work Case Managers (RTWCMS)
 - Efficient and early coordination of healthcare services and employment-related support to help injured/ill workers remain in the workforce

Return-to-Work Case Manager: *Clinical Care Partner and Advocate*

- Screening
- Consent and Intake
- Communicate with employers and providers
- Develop return-to-work plan
- Follow-up Visits
- Follow-up Communication
- Closeout Visit

*8 RETAIN RTWCMs will be hired throughout MN. First 2 job postings in September.
Contact information available on MNRETAIN.com



Highlights from Phase 1

- Strong, collaborative partnerships
- Development of new data protocols and Workforce One custom program
- Embedded Return-to-Work Case Managers into the clinical practice
- Geographic scope began as southeast MN but expanded to all of MN.
- Implemented virtual consent/enrollment process
- Developed RTWCM and provider education modules
- Reached enrollment goal of 150 workers

Exciting Opportunities

- Needs Assessment/Market Research
 - Develop and test outreach to targeted employer groups with sizable multicultural and multiethnic workers
 - Develop and test strategies for outreach and recruitment to diverse communities
- Electronic Medical Record updates
 - Employment as a Social Determinant of Health
- Paid Work Experience
 - Workforce Development partner secured temporary alternative work throughout the community when employers of participants could not accommodate
 - Allows individuals to remain in the workforce in accommodated, short-term positions

Opportunities for Collaboration/Learning with other RETAIN States

- Program Sustainability
- Employer Engagement
- Healthcare partnership and provider training



Thank you!

Open Discussion

Next Steps

Participation Survey and Upcoming Events

- Your Feedback on the Participation Survey for Today's Event Matters!

https://www.surveymonkey.com/r/StateExchg_Pt2

Participant feedback creates opportunities for States to follow up on areas of interest expressed by others.

Save the Date!

RETAIN Annual Convening

Tuesday November 2 – Thursday November 4, 2021

12:00pm – 4:30pm ET

Thank you for your participation!

Please take a moment to complete this evaluation:

https://www.surveymonkey.com/r/StateExchg_Pt2