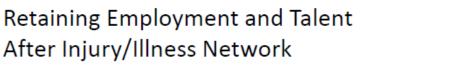
An Introductory
Overview: Models of
Stay-at-Work and
Return-to-Work





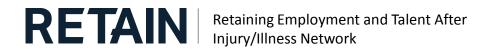
January 23, 2019





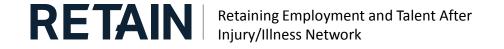


#### **POLL**



### Today's Webinar

- Submit questions at any time during the webinar in the Chat Pod
- Use for both content questions and to request technical assistance
- Please mute your individual device unless actively speaking
- Attendees will be unmuted occasionally to interact verbally



### Raise your hand if you have a question

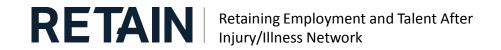


### Welcome



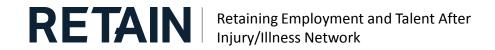
#### **About RETAIN**

- Retaining Employment and Talent After Injury/Illness Network (RETAIN)
- Funded by the U.S. Department of Labor (DOL), Office of Disability Employment Policy (ODEP).
- Joint initiative led by ODEP in partnership with DOL's Employment and Training Administration and the Social Security Administration.
- Focused on building state capacity in SAW/RTW strategies.



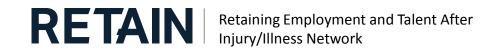
### About RETAIN (continued)

- Explores ways to help people who become ill or injured during their working years to remain in the labor force.
- Involves grants to eight state teams that are testing and validating early intervention strategies designed to improve SAW/RTW outcomes of specific populations.
- Three components:
  - Demonstration projects
  - Programmatic technical assistance
  - Independent evaluation



#### **RETAIN** Webinar and Webinar Series

- Provides information and enhances knowledge.
- Driven by state needs.
- Topics reflect components significant to successful planning and implementation of SAW/RTW.
- Ranges from broad-level information to in-depth exploration of strategies.
- Provides an opportunity for questions and answers and conversational exchanges with presenters.



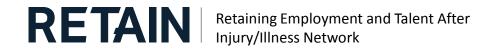
### Today's Presenters



Mona Kilany, PhD Health Care Policy Researcher



Julie Jacobson Vann, PhD, MS, RN Senior Researcher



# An Introductory Overview: Models of Stay-at-Work and Return-to-Work



#### Learning Objectives

- Summarize the overall need for the RETAIN project.
- Describe the goals of the RETAIN project.
- Understand the major components of the RETAIN demonstration projects.
- Outline the roles of the major project partners in the RETAIN demonstration projects.

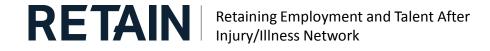
#### **Need for RETAIN Demonstration**

- Scope of workplace injuries and illnesses
- Scope of nonwork injuries and illnesses
- Opioid problem
- Consequences of workplace injuries and illnesses
- Effects of injuries and illnesses on businesses
- Effects of injuries and illnesses on state and federal governments

# Scope and Consequences of Workplace Injuries and Illnesses

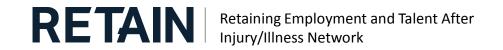
- Millions of American workers leave the workforce
  - Approximately four million nonfatal work-related injuries and illnesses occur per year.
  - Private industry employers, U.S.: ~ 2.8 million workplace injuries and illnesses in 2017
- State or federal disability benefits: hundreds of thousands of workers
- Difficulty obtaining or maintaining employment
- Health, mental health, family finances, and quality of life

Source: U.S. Department of Labor



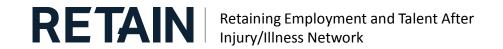
# Scope and Consequences of Nonwork Injuries and Illnesses

- In 2014, there were approximately 14 million nonfatal, off-the-job injuries and illnesses.
- Federal disability applications: > 2 million persons in 2018
- Difficult to obtain or maintain employment
- Affect health, family finances, and quality of life



#### Opioid Use and Abuse

- Opioid epidemic is a public health emergency
- Opioids are generally used for acute pain, meant for short-term use
- Annual cost of treating addiction and overdose increased by more than eight-fold between 2004 and 2016
- Translates to lost workplace productivity and health services costs for employers



# Effect of Injuries and Illnesses on Business and Government

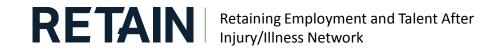
#### Business

- Occupational injuries and illnesses: approximately \$170 billion/year
- Lost productivity: approximately \$60 billion/year
- Nonoccupational injuries: approximately 270 million days of lost production time

#### Government

Work- and non-work-related injuries: approximately \$479 billion

Source: U.S. Department of Labor



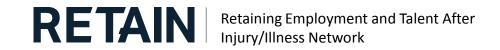
#### Goals of RETAIN Demonstration Programs

 Test the effect and impact of early intervention strategies that improve SAW/RTW outcomes for individuals who experience an injury or illness while employed.

#### Goals:

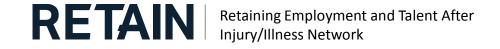
- Increase employment retention and the labor force participation of individuals who acquire, and/or are at risk of developing, work disabilities.
- Reduce long-term work disability among project participants, including the need for federal disability benefits.
- Validate and bring to scale evidence-based strategies to accomplish these goals.

Source: U.S. Department of Labor (2018)



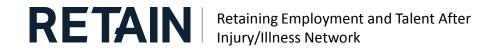
#### **General Concepts**

- On-the-job injuries and illnesses: occur while at work or because of exposure at work.
- Off-the-job injuries and illnesses: occur while not at work or are related to a nonwork exposure.
- May affect time away from work.



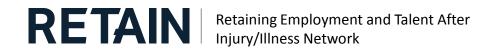
#### Case Example: Usual Care

- 46-year-old male worked for a manufacturing company in the warehouse
- Suffered back injury; visited the emergency department
- Informed immediate supervisor
- Completed incident report
- Emergency department physician: examination, X-rays, opioid prescription, discharged; instructed to follow-up with primary care provider (PCP)
- Worker: calls supervisor; will not come back to work until his back heals
- Worker: follows up with PCP



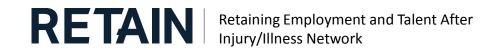
#### Required RETAIN Project Interventions

- RTW coordinators
- Training participating health care providers:
  - Occupational health best practices
  - Alternatives to opioids
- Incentivizing participating health care providers
- Early communication to all stakeholders
- Work-place based interventions
- Retraining and/or rehabilitation, if needed
- Tracking and monitoring



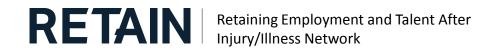
#### Program Partners and Roles

- RETAIN Leadership Team:
  - Lead agency
  - State-level partners
  - State Health Departments or equivalent entities
  - Health care systems practicing coordinated care and population health management
  - State Workforce Development Board
- Other key partners
- At least one Local Workforce Development Board

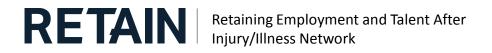


#### Case Example: Ideal Care

- Previous case: 46-year old male; injured back at work
- Health care provider's office: system to alert clinician of patient eligibility
- Electronic alert: next steps and further assessment
- Referral to the RETAIN RTW Coordinator
- RTW Coordinator: contact and talk with worker
- RTW Coordinator: contact the worker's employer and discuss returnto-work options



#### **POLL**

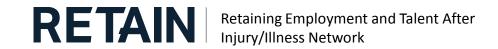


# Overview of Early Intervention Strategies for Stay at Work/Return to Work

#### Early interventions involve several components:

- Identify people "early," soon after being injured or contracting an illness that may lead to time off of work.
- Procedures need to be developed to intervene early after people are identified.
- Need to include communication and coordination between health services organizations and employers.

Source: U.S. Department of Labor (2018)

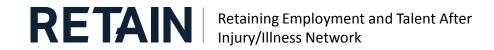


# Early Intervention Strategies for Stay at Work/Return to Work

#### Supports, services, and strategies:

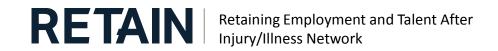
- Identify and recruit care providers
- Increase awareness of clinicians and employers
- Train clinicians in occupational health best practices
- Systems changes to identify at-risk workers
- Engage Return-to-Work Coordinator
- Prompts or reminders

Source: U.S. Department of Labor (2018)



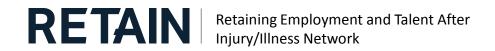
# Early Intervention Strategies for Stay at Work/Return to Work (continued)

- Return to Work Coordinator:
  - Active involvement of an RTW coordinator during the medical recovery
  - Active involvement of an RTW coordinator during the medical recovery
  - Work directly with stakeholders
  - Coordinate care and RTW activities
  - Monitor real-time data on RETAIN cases
  - Coordinate functional assessments
  - Make referrals to existing training and employment services
  - Set appropriate return-to-work expectations
- Financial Incentives for Employers



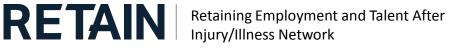
#### **Discussion Question**

Do you use or have you used any of these strategies in your current setting?



### Facilitators of Stay at Work/Return to Work

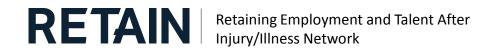
- Health System:
  - Return to Work Coordinator
  - Care management information system
  - Clinical decision support tools
  - Care pathways
  - Progressive Goal Attainment Program
  - Health and Wellness Coaching
- Care Provider:
  - Academic detailing
  - Financial incentives



- Employer:
  - Training programs
  - Work accommodations
  - Financial support
- Worker:
  - Receive optimal care
  - Health coaching and counseling
  - Good fit with work assignment
  - Progressive plan for work
  - Employer show support of workers
  - Strategies to increase self-efficacy

#### Summary

- Injuries and illnesses: burdensome & costly
- RETAIN Demonstration Projects: test effect and impact of early intervention strategies that improve stay-at-work [and] return-to-work (SAW/RTW)
- Required components:
  - Return-to-work Coordinators
  - Provider training on occupational health best practices
  - Provider incentives
  - Early communication
  - Workplace interventions to modify duties, schedules, task
  - Tracking and monitoring medical and employment progress
- Unique application of components
- Other best practices: employers, care providers, health systems, or workers



### Questions?

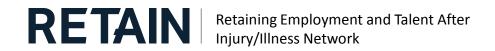


Retaining Employment and Talent After Injury/Illness Network

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