



Minnesota
RETAIN

Retaining
Employment
and Talent After
Injury/Illness
Network

Incorporating Employment as a Social Determinant of Health (SDoH) in the Electronic Medical Record

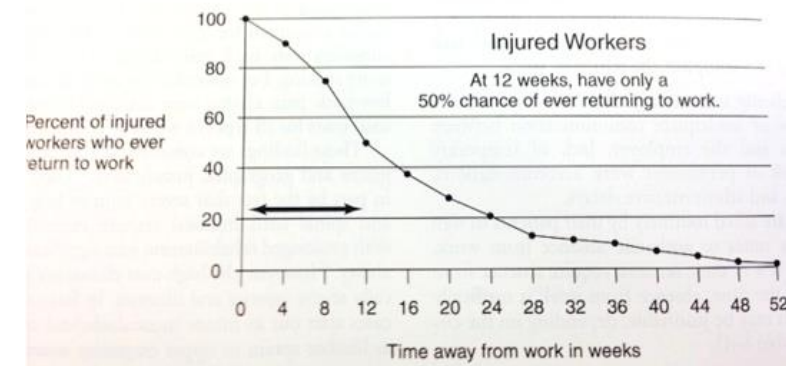
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Employment Status as a SDoH (“Why working is good for health”)

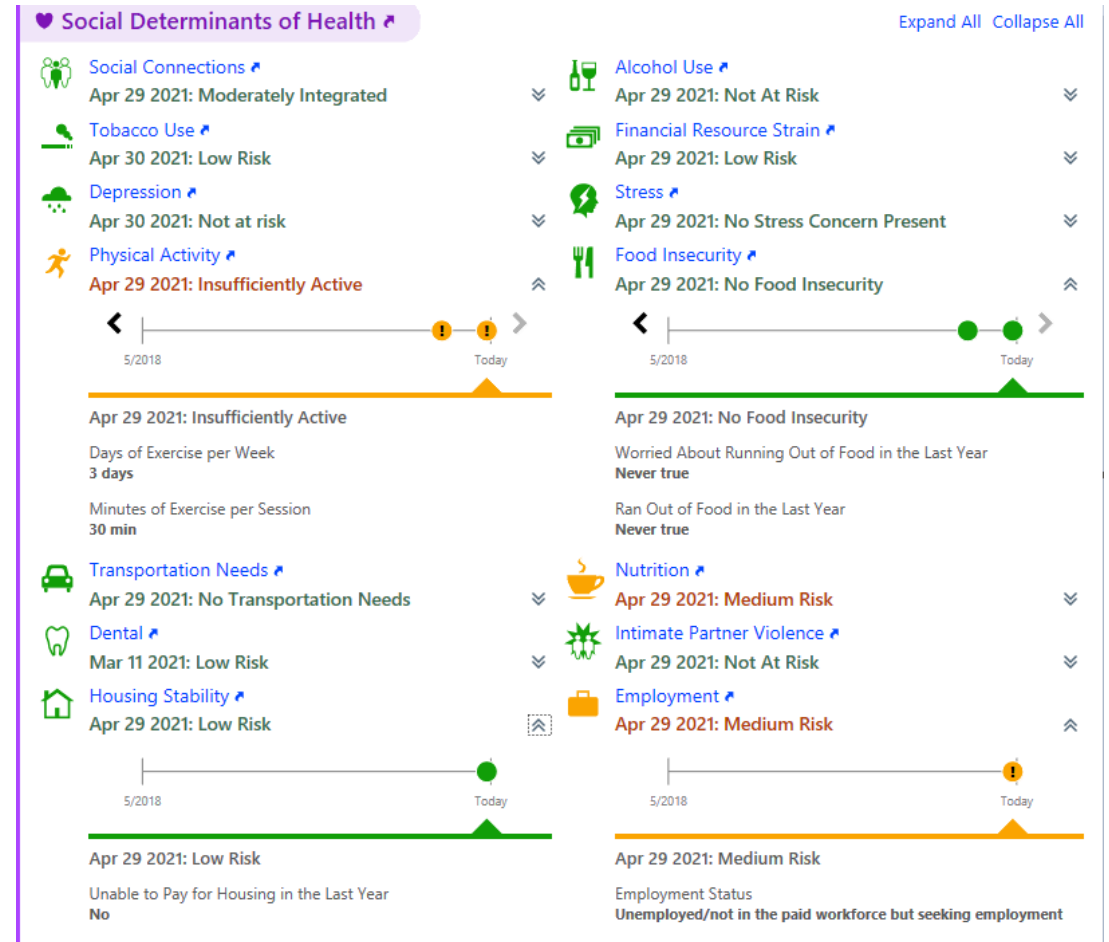
- Work meets important psychosocial needs in societies where employment is the norm
- Work is central to individual identity, social roles and social status
- Employment and socio-economic status are the main drivers of social gradients in physical and mental health and mortality



Unemployment is associated with*:

- Higher mortality
- Worse general health, long-standing illness, limiting longstanding illness
- Higher medical consultation, medication consumption and hospital admission rates

SDOH "Wheel" in the Electronic Medical Record does not include employment



EPIC Tools

SDoH Questions:

- Current employment status (Pick list)
- Last date worked (cascading if patient not currently working)

Risk Scoring:

- **High Risk (Red):**
 - Employed but not working due to illness or injury
 - Temporary Disabled
- **Moderate Risk (Yellow):**
 - Employed but not working due to furlough
 - Working with temporary restrictions
 - Unemployed/not in the paid workforce but seeking employment
- **Low Risk (Green):**
 - Employed and actively working without restrictions
 - Permanently disabled
 - Retired
 - Unemployed/not in the paid workforce and NOT seeking employment

Significant History | Details

Jump to History

Smoking: Never smoker
 Smokeless tobacco: Never
 Vaping: Never Used
 Physical activity: 0 minutes/week
 Dental checkups: Yes
 Employment status: Working with temporary restrictions

Significant History | Details

Jump to History

Smoking: Never smoker
 Smokeless tobacco: Former
 Vaping: Never Used
 Physical activity: 0 minutes/week
 Dental checkups: Yes
 Employment status: Employed but not working due to illness or injury



Employment

Feb 12 2021: High Risk



Feb 12, 2021: High Risk

Employment Status
Temporarily disabled

< Patient PreCheck-in Finish Later

Please choose the answer that best describes your current employment status

Employed and actively working without restrictions	Employed but not working due to illness or injury
Employed but not working due to furlough	Working with temporary restrictions
Temporarily disabled	Unemployed/not in the paid workforce but seeking employment
Unemployed/not in the paid workforce and NOT seeking employment	Permanently disabled
Retired	Not Applicable (e.g. pediatrics)

Continue

EPIC Tools Continued

Employment Registry:

- All patients at medium/high risk
- Used to identify patients for RETAIN program

RETAIN Registry:

- All patients with an active Employment episode

Reporting Workbench Reports:

- Displays patients from registries to facilitate recruitment/track outreach

MC HP Medium/High Risk Employment Status Registry Patients [14672489] as of Wed 8/4/2021 1:23 PM

Filters Options Re-run Report Chart Synopsis Encounter Communication Track Pt Outreach Episodes of Care Care Teams Write Note

MRN	Patient	DOB	Age Sex	Emp Status Ent	Employment Status	Last Date Worked	Employment Risk
10-960-068	Mychart, Meg	08/02/1991	30 y.o. Female	07/13/2021	Employed but not working due to furlough	04/10/1999	Medium Risk
11-003-927	Testpt, Isabelle	12/22/1968	52 y.o. Female	02/12/2021	Temporarily disabled	01/12/2021	High Risk
11-004-049	Mychart, Avocado	01/01/1970	51 y.o. Male	03/30/2021	Unemployed/not in the paid workforce but seeking employment	03/23/2021	Medium Risk
11-012-389	Test, Albert	06/01/2017	50 m.o. Male	02/11/2021	Temporarily disabled	01/11/2021	High Risk
11-025-100	Aldean, Stella Bean	09/30/2000	20 y.o. Female	02/12/2021	Employed but not working due to furlough	09/10/2020	Medium Risk
11-025-454	Mychart, Two	05/12/2021	2 m.o. Female	02/24/2021	Employed but not working due to furlough	12/24/2020	Medium Risk
11-033-598	Test, West Virginia	12/03/1990	30 y.o. Male	05/05/2021	Unemployed/not in the paid workforce but	12/08/2018	Medium Risk



Questions & Answers

Acknowledgements



Thank you!