

Sustainability Series: *Partner Engagement*



September 11, 2024

RETAIN

Retaining Employment and Talent
After Injury/Illness Network

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ODEP
Office of Disability
Employment Policy

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ENGAGE EVERYONE



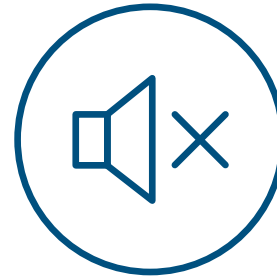
BE HEARD AND SEEN



ACKNOWLEDGE SPEAKER



MAXIMIZE MICROPHONES



MINIMIZE NOISE



MAXIMIZE VISUAL DISPLAYS

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Agenda



- I. Welcome and Introductions**
- II. Discuss Key Areas of Sustaining Partners**
- III. Share Sustainability Resources**
 - Sustainability Brief & Toolkit
- IV. Partner Engagement Peer Discussion**
- V. Wrap-up**

Welcome!

- Please use the chat to introduce yourself:
 - Name, RETAIN state & program role
 - Share how one of your partners has supported your RETAIN Program.

Key Considerations for Sustainability Planning



Partner Engagement

Strategies for advancing program sustainability through partner engagement:

- Match potential partners to program needs
- Analyze your program's projected benefits and challenges for partners
- Clarify partner roles and responsibilities



The role of partners in improving your sustainability planning

- Your partners are not merely passive observers but should be **active participants** in your organizations' sustainability strategy, offering unique contributions at various levels of the process:
 - They can help verify the sustainability of initiatives.
 - They can become your best advocates.
 - They can provide feedback and help your organization refine your sustainability strategies.
 - Your partners will be your partners to rely on in the actual implementation of sustainability initiatives.

New Sustainability Resources



Beyond Implementation:
Planning for Sustainability

A Brief From RETAIN Technical Assistance Provider

Introduction

Sustainability is the continuation of core program components and activities beyond the initial funding period.^{1,2,3} It is more than just continued funding. Sustainability requires adapting to changing conditions by planning for capacity building, new partnerships, stakeholder outreach, and preparing for the future.⁴

This brief provides an overview of the importance of program adaptability and also offers strategies supporting key aspects of program sustainability. The brief also provides examples of sustainability frameworks to help guide and measure sustainability efforts. Finally, it offers a collection of resources organized by topic (Appendix A, p. 11).

Program Adaptability

Adaptability is a crucial component of sustainability as it allows for the most effective parts of your program to continue during changing conditions.^{5,6} In terms of sustainability, adaptability is the degree to which an intervention can be changed to fit local conditions, changing circumstances, or evolving needs.^{7,8} These conditions may include changes in funding, the labor

About RETAIN

The states of Minnesota, Ohio, Kentucky, Kansas, and Ohio are participating in the Retaining Employment and Talent After Injury/Illness Network (RETAIN). RETAIN is sponsored by the U.S. Department of Labor in collaboration with the Social Security Administration. RETAIN states are building connections and improving coordination among employers, health care providers, and other key parties to help workers with a new injury or illness stay in the workforce.

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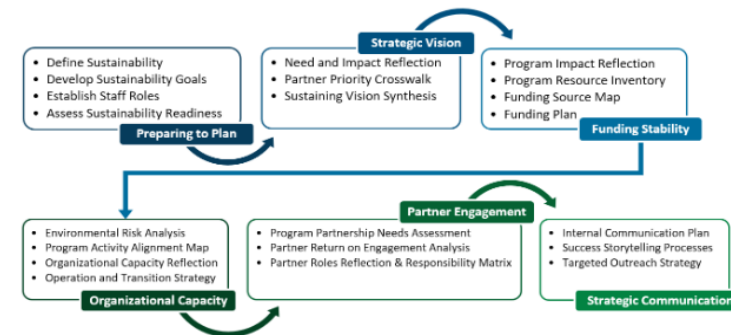
Sustainability Readiness Toolkit

A Roadmap for Sustainability Planning

Sustainability extends the impact of a specific program by supporting the continuation of critical and effective program practices beyond the period of initial funding and implementation. Like the approach used for the initial program design, a comprehensive approach to planning for sustainability is strategic, collaborative, and adaptable. This resource draws on sustainability frameworks and research identified in the *Beyond Implementation: Planning for Sustainability* brief and includes actionable tools to support a strategic and comprehensive approach to sustainability planning for RETAIN grantees. The tools are designed to be used to support initial sustainability planning activities or to enhance existing planning activities.

About this Resource

The *Sustainability Readiness Toolkit* was developed to accompany the *Beyond Implementation: Planning for Sustainability* brief and to support RETAIN states in the process of developing a vision and supporting strategies to sustain their stay-at-work/return-to-work (SAW/RTW) programs.

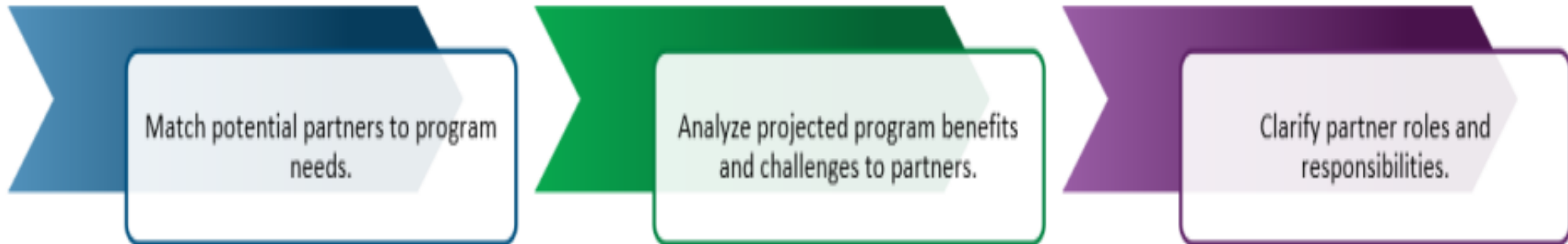


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[ROC Topic Pages: Tools and Resources |](#)
RETAINTA.org

Sustainability Readiness Toolkit: Ongoing Partner Engagement

Sustainability planning is an opportunity to reassess and affirm the program's value to current and potential partners.



Program Partnership Needs Assessment



Match potential partners to program needs. Use your RETAIN program’s vision and goals to identify specific needs, which may include partner areas of expertise, access to networks or communities, or specific resources. Use the list of needs to identify potential partners that may be able to fill those needs.

Program goal	Need based on program goal (<i>expertise, network, resource, etc.</i>)	Potential partner (past, current, future)	Partner’s expertise, skills, and resources
<i>Example: Provide employers with RTW/SAW support strategies</i>	<i>Expertise in reasonable accommodations and assessment, employer engagement</i>	<i>Vocational Rehabilitation</i>	<i>Training and expertise in serving individuals with disabilities</i>

Partner Roles and Responsibilities



Clarify partner roles and responsibilities. Consider types of partners based on the levels of engagement and program support. Use program goals to outline key activities and to establish a lead, accountable, consulted, and informed partner roles and responsibilities, otherwise known as the RACI Matrix. Document your processes for sharing activity progress updates across partners.

Partner Role Reflection

Partner Roles	Notes for sustained program
Decision makers: <i>Who are the key decision makers and who will be the key decision makers when the grant ends?</i>	
Champions: <i>Who are the visible or external champions and who are the behind-the-scenes champions?</i>	
Beneficiaries: <i>Who is not involved but will be affected by changes to the program? How can they contribute to or benefit from the work?</i>	
Critics: <i>Who may have concerns or challenges to future program sustainability plans?</i>	

Peer Discussion

Questions?

Wrap Up

Next Session:

Strategic Communication: Wednesday, September 18 from 2:00 – 3:00 pm ET

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