# **SLIDE 1:** Welcome to the RETAIN Kentucky: Working together to build RETAIN Kentucky in Your Community. RETAIN Kentucky aims to support employees to retain employment and talent after a non-work-related illness and/or injury; and, to support employers to keep valuable employees.

**SLIDE 2:** This brief presentation will first tell you what the “Kentucky Retaining Employment and Talent after Injury/Illness Network” is. We will also show you ways that you can support employees in your community to access RETAIN solutions, such as referral, case management, and support options. Last, we will discuss ways that RETAIN KY can benefit employees and their families, employers, and health care professionals. For example, you may see improved experience with health care, workers may have enhanced health outcomes and benefit from better employment outcomes.

**SLIDE 3:** RETAIN KY is one of the only states that is looking to help employees who experience “Off-the-Job” Injuries & Illnesses. We see millions of American workers leaving the workforce annually after experiencing an injury or illness. In fact, non-occupational injuries and illnesses are eight times more common than those that occur on-the-job. This results in hundreds of thousands of workers receiving state or federal disability benefits, which often has a negative impact on our workers, our employers, and our communities.

**SLIDE 4:** In 2018, the State of Kentucky began leading an innovative, multi-systems community change project for supporting workers through a $2.5 million award from the United States Department of Labor. This 18-month early intervention program aims to retain job talent within Kentucky’s health care sector, along with other sectors such as automotive and manufacturing. RETAIN KY uses three primary strategies that include: assistive technology, peer support, and universal design and training.

**SLIDE 5:** RETAIN KY is part of a network of RETAIN Demonstration Project Initiatives funded by the U.S. Department of Labor, in collaboration with the Employment and Training Administration, and the Social Security Administration.

Through RETAIN, eight state teams are implementing and evaluating early intervention strategies designed to help injured or ill employees return to their jobs. Both the Kentucky Department of Workforce Investment and the University of Kentucky Human Development Institute are leading Kentucky’s efforts.

 The primary aim across all of the RETAIN projects is to increase employment retention and labor force participation of individuals who acquire, and/or are at risk of developing, disabilities; and reduce long-term work disability among project participants, including the need for Social Security Disability Insurance and Supplemental Security Income.

**SLIDE 6:** RETAIN KY adds a unique focus by coordinating quality health care and social determinant of health. RETAIN supports employees in the health care sector, along with other sectors such as automotive and manufacturing to stay in the labor force through early, coordinated health care, employment supports, and social resources. Nationally, the health care sector is the highest growth sector with an expected growth by 2024 of 28.5% among Healthcare Practitioners and Technical Occupation and 28.7% Growth of Healthcare Support Occupations. We aim to focus on workers experiencing non-work-related injury or illness, as they currently do not receive coordinated services that workers receive through the workers compensation system. RETAIN KY is the missing link for supporting Kentucky workers with off the job injuries or illnesses.

**SLIDE 7:** Supporting people to *Stay-at-Work* or *Return-to-Work* includes a team approach. RETAIN KY is developing and disseminating resources for navigating health, vocational, and social services. RETAIN team members are working with health care providers to develop treatment plans that include stay-at-work or return-to work-options. RETAIN KY is building capacity among peer community health workers to support ill or injured workers by identifying strategies to balance health and work priorities and develop advocacy skills.

**SLIDE 8:** Data show that with modest assistance, more than 120,000 employees could have returned to work, but did not.

**SLIDE 9:** Do workers benefit from staying on the job? YES, LOTS! First, *Better Health Outcomes*. Research shows that most people are happier when they are working. Workers have improved quality of life, enhanced physical conditioning and mental health and alertness with less relapse or re-injury, and improved satisfaction with health care. Second, *Economic Outcomes* are improved by eliminating financial distress that occurs through long-term unemployment, avoiding unplanned expenses, and maintaining family roles.

**SLIDE 10:** RETAIN KY improves health care and social determinants of health for employees. For example, when workers can maintain job skills, their recovery is enhanced and their financial security is preserved. Also, by keeping daily routines, workers can retain social connections and social support networks. Lastly, when workers can access comprehensive health and social care services, the negative impact on a person’s health and their family is reduced, along with the likelihood of developing secondary health conditions that can delay or complicate their health outcomes

**SLIDE 11:** RETAIN KY is critical as work disruptions impacts employee’s lives through transportation issues, food security issues, and child-care issues.

**SLIDE 12:** By using occupational health best practices for worker’s health care, we help employees, employers, health care providers, and communities. RETAIN KY team provides the following: 1) coordinated services and supports for early return-to-work or stay-at-work; 2) job site analysis and assistive technology; and, 3) peer mentoring and advocacy skills building.

**SLIDE 13:** We use evidence-based and evidence-informed practices to coordinate health and employment-related stay-at-work and early return-to-work services. For example, the RETAIN KY team provides services and training related to the following: 1) Resource Identification; 2) Universal Design and Assistive Technology; and, 3) Peer-to-Peer Support and Advocacy Skills Building.

**SLIDE 14:** Who is eligible? Employees who have an injury or illness that has occurred off the job. This includes people who are currently working, but are at risk of not staying at work **OR** people who have been employed within the last 12 months. Employers must be located in one of the following counties: Jefferson, Bullitt, Henry, Oldham, Shelby, Spencer, Trimble. People may **NOT** have applied for or be receiving federal disability benefits.

**SLIDE 15:** How can RETAIN KY Team support workers?With an easy referral process, our Return-to-Work Coordinators engage and connect workers through responsive, personalized contact within two days of referral. We will work with workers to coordinate and navigate resources. For example, we will support workers to navigate the health care system and coordinate their care across multiple health care providers and social services system, job accommodations, retraining, rehabilitation services to promote early return-to-work or stay-at-work.

**SLIDE 16:** How can RETAIN KY Team build capacity? We provide training in best practices, new options for employees, employers, and health care providers; and, we supplement your health care provider’s care so that health care is more efficient for workers.

**SLIDE 17:** Return-to-Work Coordinators provide three areas of support. First, **assessment** related to return to work / stay at work needs. Second, **Care Coordination** includes resource referral and navigation with physician, physical therapy, occupational therapy, mental health services, community services to support basic needs, vocational counseling, and/or assistive technology. **Case Management** to support employee’s holistic and individualized needs, foster self-management for health care and vocational decision-making. For example, RETAIN KY Team members can assist worker in problem solving, goal setting, organizing resources, and provide referrals, job counseling, peer support, assistive technology evaluation.

**SLIDE 18:** How can employees be referred? First, health care providers share RETAIN information with patients (RETAIN KY Referral Form can be downloaded at www.KYRetain.org). Second, patient signs release form and health care provider can refer patient directly. Or, patient can self-refer by calling the RTWCs 844-804-8725 or emailing Referral@kyretain.org.

**SLIDE 19:** The Referral Form includes the employees name, date of birth, diagnosis, last 4 digits of employee’s social security number, authorization for release of health care information to the KY Retain project, and employee’s signature.

**SLIDE 20:** RETAIN KY Services are being offered through a research project that includes an enhanced treatment and control group. For employees that enroll they will either receive usual care with resources or enhanced individualized treatment services. For employees (patients) in the enhanced care, Return-to-Work Coordinators will assesses needs and develops Return to Work Plan. Various paths for employees include 1) Return to Work – Same job / same employer, 2) Return to Work – Different job / same employer, 3) Return to Work – Same job / different employer, or 4) Return to Work – Different job / different employer. RETAIN will provide connections to long-term supports, as needed

**SLIDE 21:** RETAIN KY impacts Employee’s Health and Job by emphasizing return-to-work as soon as medically possible to improve health outcomes. Our RETAIN KY Team also promote Universal Design to maximize job tasks to benefit everyone. Additionally, RETAIN KY Team members provide connections for employees to access expertise to address symptoms that can reduce ability to function and potential job loss. The following symptoms can be reduced through early health care and social support: anxiety, sleep disturbance, worrying, ritualistic behavior, hopelessness, loss of pleasure, withdrawn, mood swings, helplessness, aggression, guilt, depression, substance abuse, low self-esteem, reduced motivation, money concerns, and legal problems.

**SLIDE 22:** With early intervention the RETAIN KY Trajectory incorporates the following Community Services, Employer Engagement, Follow Along Support, Peer Support, Assistive Technology, Job Analysis, Case Management, and Referral to promote return to work versus leaving the workforce.

**SLIDE 23:** This is Phase 1 of the RETAIN KY project. We want to demonstrate what we know are best practices in occupational health! We are learning as-we-go and will refine our processes through continuous quality improvement to make this process better, more flexible, and easier for employees, employers, health care providers, and your community! Your FEEDBACK MATTERS!

We will disseminate as-we-go by providing new **information and resources** that we learn and develop on our website (www.kyretain.org/), **trainings** (www.kyretain.org/trainings/, and **podcasts** (www.kyretain.org/podcasts/) as we scale-up for Phase 2 to provide RETAIN KY supports and resources throughout the health care, automotive, and manufacturing sectors across the state of Kentucky to maximize REACH!

**SLIDE 24:** RETAIN KY can make a REAL DIFFERENCE with your support! This Could be YOU! Any one of us can experience an injury or illness at anytime making it challenging to stay-at-work or return-to-work. Having a systematic, evidence-based and evidence-informed support and resources is essential to help people navigate a complex maze of health care and job-related options at a time when they are struggling with their health care needs. RETAIN KY gives us a powerful set of tools to keep people employed, productive, contributing, and included.

 We want to keep ALL Kentuckians CONNECTED!

**SLIDE 25:** Please visit: www.kyretain.org/meet-our-staff/ to learn more about RETAIN staff and partners.
Thank you from the RETAIN KY TEAM! Contact us with questions at Email: Beth.Potter@uky.edu or Website: kyretain.org.