

# RETAIN KENTUCKY

Retaining  
Employment  
and Talent After  
Injury/Illness  
Network

Working Together to Build  
RETAIN Kentucky in Your Community

# Training Objectives

*What is Kentucky Retaining Employment and Talent after Injury/Illness Network (RETAIN KY)?*

*What can I do to **support** employees to access RETAIN solutions (e.g., referral, case management, support options)?*

*How will KY RETAIN **benefit** employees and their families, employers, and health care professionals (e.g., improved health care experience, better health outcomes, increased employment outcomes)?*

# Impact of Off-the-Job Injuries & Illnesses

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Millions of American **workers leave the workforce annually** after experiencing an injury or illness.

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Non-occupational injuries and illnesses (off-the-job) are **eight times more common** than those that occur on-the-job.

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Hundreds of thousands of workers receiving state or federal **disability benefits has a negative impact on our workers, employers, and communities.**

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- Awarded \$2.5 million in 2018 for a multi-systems community change approach to **retain job talent** within Kentucky's health care sector, along with other sectors such as automotive and manufacturing
- 18 month intervention for Phase 1
- 3 **early intervention** strategies:
  1. Assistive technology
  2. Peer support
  3. Universal design & training

The US Department of Labor is collaborating with the Employment and Training Administration and Social Security Administration to launch the RETAIN Demonstration Project initiative.

8 RETAIN state teams are implementing and evaluating new and early intervention strategies to help injured or ill employees keep their jobs.

The Kentucky Department of Workforce Investment and the University of Kentucky Human Development Institute are leading Kentucky's efforts.

Increase employment retention and labor force participation among people who acquire and/or are at risk of developing disabilities.

Reduce long-term work disability among project participants, along with the need for Social Security Disability Insurance and Supplemental Security Income



Support employees 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

28.7% Growth of Healthcare Support Occupations



Focus on workers experiencing ***non-work-related injury or illness*** as they do **not** receive coordinated services that workers receive through the workers compensation system. ***RETAIN KY is the missing link*** for supporting Kentucky workers

# Added Importance to Quality Health Care and Social Determinants of Health

# Supporting People to Stay-at-Work or Return-to-Work Includes a Team Approach

RETAIN KY resources to navigate health, vocational, and social services


Health care provider treatment plans that includes stay-at-work or return-to work-options

Peer support to identify strategies to balance health and work priorities and develop advocacy skills

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

*~ Bardos, Benrak, Ben-Shalom 2015*





Do employees  
benefit from  
staying on the  
job? YES, LOTS!

## **Health Outcomes:**

1. Improving quality of life – research shows that most people are happier when they are working
2. Enhancing physical conditioning and mental health and alertness and reducing relapse or re-injury
3. Improved patient satisfaction

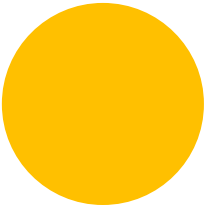
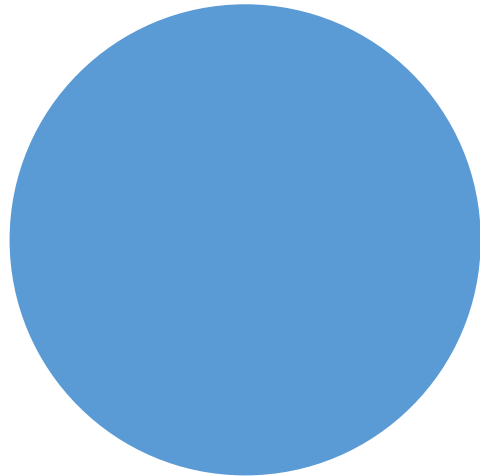
## **Economic Outcomes:**

1. Eliminating financial distress that occurs through long term unemployment
2. Avoiding unplanned expenses
3. Maintaining family roles

# RETAIN KY Improves Health Care and Social Determinants of Health for Employees



1. Maintaining job skills speeds worker's recovery and preserves financial security
2. Keeping daily routine retains social connections and social support networks
3. Accessing comprehensive health and social care services reduces the negative impact on a person's health and their family, along with the likelihood of developing secondary health conditions that can delay or complicate their health outcomes



# Work Disruptions Impact Employee's Lives

- Transportation Issues**
- Food Security**
- Child Care**
- Home Stability**

Using  
Occupational  
Health Best  
Practices for  
Workers

**Providing coordinated  
services and supports for  
early return-to-work or stay-  
at-work**

**Job site analysis and assistive  
technology**

**Peer mentoring and advocacy**

Coordinating health and employment-related stay-at-work and early return-to-work services.

## **Evidence-based and evidence-informed practices:**

1. Resource Identification
2. Universal Design and Assistive Technology
3. Peer-to-Peer Support

# Who is Eligible?

## Participant Criteria



Injury or illness 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



Employer must be located in one of the  
following counties:

Jefferson, Bullitt, Henry, Oldham,  
Shelby, Spencer, Trimble



May ***NOT*** have applied for or be  
receiving federal disability benefits.



# RETAIN KY Support

- 1. *Easy referral*** process
- 2. *Return-to-Work Coordinators*** engage and connect workers through responsive, personalized contact within **two days** of referral
- 3. *Coordinate* and *navigate resources*** (e.g., health care, job accommodations, retraining, rehabilitation services) to promote early return-to-work or stay-at-work

# **RETAIN KY**

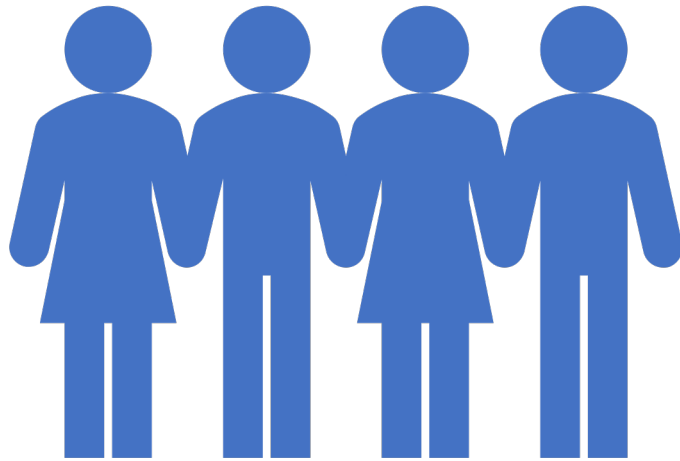
## **Team Resources**

### **Build Capacity**

- Training in best practices
- New options for employees
- Supplements for employee health care for more efficient services



# Return-to-Work Coordinators



1. **Assessment** return to work / stay at work needs
2. **Care Coordination** includes resource referral and navigation (physician, physical therapy, occupational therapy, mental health services, community services to support basic needs, vocational counseling, assistive technology, etc.)
3. **Case Management** ([www.kyretain.org/meet-our-staff/](http://www.kyretain.org/meet-our-staff/)) to do the following:
  - Meets employee holistic, individualized needs
  - Fosters self-management for health care and vocational decision-making (e.g., problem solving, goal setting, organizing resources)
  - Provides referrals, job counseling, peer support, assistive technology evaluation

# How Can Employees Be Referred?

1. Health care providers share RETAIN information with patients – download form at [www.KYRetain.org](http://www.KYRetain.org)
2. Patient signs release form and health care provider can refer patient directly
3. Patient can self-refer by calling 844-804-8725 or emailing [Referral@kyretain.org](mailto:Referral@kyretain.org)



Send referral form and demographic sheet via email to [RETAIN@catholichealth.net](mailto:RETAIN@catholichealth.net). If you have any questions, you may call 1-844-804-8725.

**Authorization for referral to RETAIN and to release healthcare information**

Patient's Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Diagnosis: \_\_\_\_\_ Last four SSN: \_\_\_\_\_

I authorize Dr. \_\_\_\_\_ to

release information and make a referral to the RETAIN project at 1-844-804-8725 or [RETAIN@catholichealth.net](mailto:RETAIN@catholichealth.net).

This request and authorization applies to:

Healthcare information relating to the following treatment, condition, or dates: \_\_\_\_\_

All healthcare information

Other: \_\_\_\_\_

Patient Signature: \_\_\_\_\_ Date Signed: \_\_\_\_\_

Patient Telephone #: \_\_\_\_\_

THIS AUTHORIZATION EXPIRES WHEN I NOTIFY MY PHYSICIAN IN WRITING.

# Referral Form



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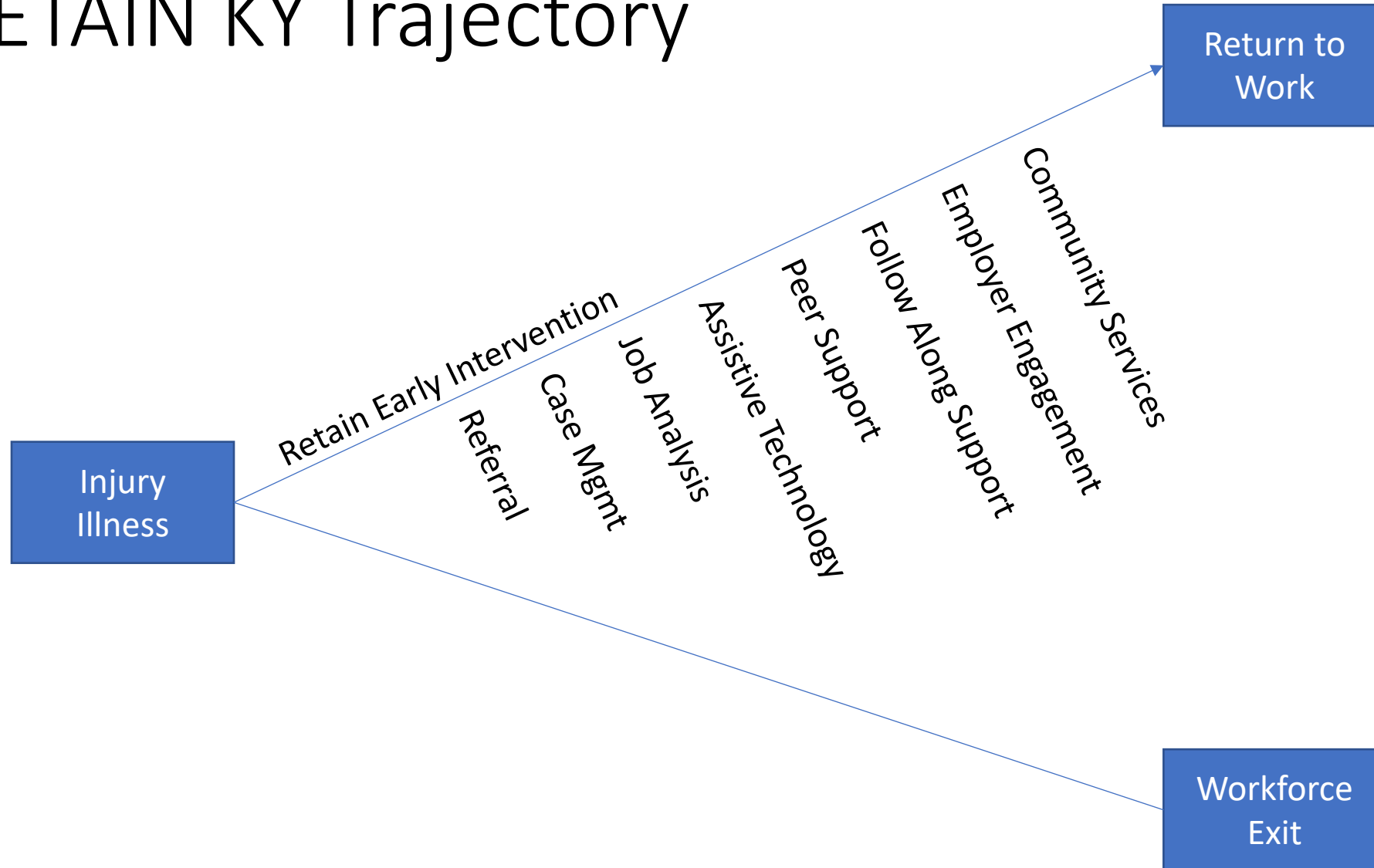
# RETAIN KY Services

- Research project that includes enhanced treatment and control group
- Enhanced treatment services are individualized
- RTWC assesses needs and develops Return to Work Plan
- Paths include
  - Return to Work – Same job / same employer
  - Return to Work – Different job / same employer
  - Return to Work – Same job / different employer
  - Return to Work – Different job / different employer
- RETAIN will provide connections to long-term supports, as needed

# Impact of RETAIN KY on Employee Health and Jobs

- Return to work as soon as medically possible improves health outcomes
- Universal Design expands maximizes job tasks to benefit everyone
- Connections for employees to access expertise to address symptoms that can reduce ability to function and potential job loss
  - ✓ 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, legal problems

# RETAIN KY Trajectory



# RETAIN KY: Phase 1

1. **Demonstrate** what we know are best practices in occupational health!
2. **Learn-as-we-go**... refining through continuous quality improvement to make this process better, more flexible, and easier for employees, employers, and health care providers – your FEEDBACK MATTERS!
3. **Disseminate-as-we-go**... providing *new information and resources* that we learn and develop on our website ([www.kyretain.org/](http://www.kyretain.org/)), trainings ([www.kyretain.org/trainings/](http://www.kyretain.org/trainings/)), and podcasts ([www.kyretain.org/podcasts/](http://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!



# RETAIN KY Can Make a REAL DIFFERENCE: This Could be YOU

Any one of us can experience an injury or illness at anytime making it challenging to keep working or go back to work.



Having systematic, evidence-based and evidence-informed support and resources is essential in helping 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.

Keeping ALL Kentuckians CONNECTED!



**Thank you  
from the  
RETAIN KY  
TEAM**

**Please visit:**

[www.kyretain.org/meet-our-staff/](http://www.kyretain.org/meet-our-staff/) to learn more about RETAIN staff and partners.

**Questions:**

Email: [Beth.Potter@uky.edu](mailto:Beth.Potter@uky.edu)

Website: [KYRetain.org](http://KYRetain.org)