

**MiOTA Work & Industry Special Interest Section**

Wednesday, June 8, 2022

5:00-6:00



Participants		
Time:	Topic:	Discussion
5:00	Call to order	<ul style="list-style-type: none"> <li>Facilitator – Tonia Peterson</li> </ul>
	Presentation – RETAIN Grant	
	<p><b>GeMar Neloms</b> is a principal technical assistance (TA) consultant with American Institute of Research (AIR). Her portfolio of work involves organizational and leadership capacity building in workforce development, K-20 and adult education, health equity, disability research, and youth development.</p> <p>Neloms directs RETAIN TA, the programmatic TA provider for the Retaining Employment and Talent After Injury or Illness Network (RETAIN) initiative. In this role she oversees the development and delivery of capacity building services to RETAIN state grantees who seek to improve labor force retention and reduce long-term work absences that occur when a worker acquires an injury or illness inhibiting their ability to work.</p> <ul style="list-style-type: none"> <li>Role crosses over in several different areas.</li> <li>Work as a social determinant of health</li> </ul> <p>RTW/SAW</p> <p>- Program or approach to helping medically ill or injured worker remain at work or return to work as soon as medically and functionally possible</p> <p>Assessed via:</p> <ul style="list-style-type: none"> <li>Functional capacity</li> <li>Functional limitations</li> <li>Medically based restrictions</li> </ul> <p>Settings</p> <ul style="list-style-type: none"> <li>State agencies</li> <li>Private employers</li> <li>private insurers</li> </ul> <p>Key factors or characteristics</p> <ul style="list-style-type: none"> <li>early intervention</li> <li>accommodations</li> <li>point of contact for patient/ participants e.g., Health services coordinators, nurse navigators, career coordinators</li> </ul> <p>Benefits of RTW/SAW</p> <ul style="list-style-type: none"> <li>Reduced leave and absenteeism</li> </ul>	

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- Cost to retain VS investing in a new employee
- Productivity
- Decreased reliance on long term use of public benefits
- Coordinated approach to supporting the individual
- Decreased functional limitations experienced by ill or injured individuals
- Participant sense of belonging and value

### Washington State COHE RTW Model

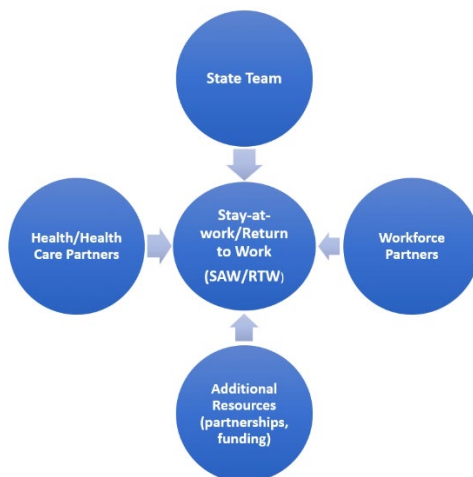
- COHE = the Centers for occupational health and education
- Established by the state's public workers compensation fund
- Addresses behavioral blocks that can stand in the way of achieving optimal medical recovery and return to work for WC claimants
- Facilitate collaboration among providers, employers, labor organizations, and the W C fund to optimize medical and employment outcomes for workers with compensable conditions.
- Health services coordinators who provide support to patients and expertise to their patients (and to their employers).
- Washington state labor agency estimates a savings of \$3175 per claim and 20% fewer days away from work for workers served by COHE providers compared to non-COHE providers.

Best practices: accurate billing codes

8 states competed to participate in the first phase of the grant. The first phase lasted 2.5 years. Phase two reduced the number of programs to five. Second phase programs must address sustainability as part of their plan.

### RETAIN Stay at work/return to work

Assist individuals with an illness or injury that prevents them from working, returning to work or staying at work. RETAIN state models accomplish this through **early intervention strategies** and coordination between **employers, healthcare** and **employment-service professionals**.



**About RETAIN**

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	<ul style="list-style-type: none"> <li>• RETAIN = Retaining employment and talent after injury/illness network</li> <li>• DOL - Office of disability employment policy (ODEP)</li> <li>• Joint initiative             <ul style="list-style-type: none"> <li>• DOL - employment and training administration</li> <li>• Social Security Administration</li> <li>• American Institute for research- programmatic technical assistance provider</li> </ul> </li> <li>• Mathematica - Independent evaluator</li> <li>• Focused on building state capacity in SAW/RTW strategies across eight states</li> <li>• Explores ways to help people who become ill or injured during their working years to remain in the labor force</li> </ul> <p><b>Considerations for OTs</b></p> <ul style="list-style-type: none"> <li>• Program participant/patient support             <ul style="list-style-type: none"> <li>• Referral source for RTW programs</li> <li>• Transitional work support</li> <li>• Ergonomic/vocational assessments</li> </ul> </li> <li>• Employer support, services and/or education</li> <li>• Interprofessional/cross- disciplinary practices and partnerships</li> <li>• Health care providers             <ul style="list-style-type: none"> <li>• Burnout and pipeline needs</li> <li>• Change mindset, dispel myths</li> </ul> </li> <li>• OTs KSAs!             <ul style="list-style-type: none"> <li>• <i>Knowledge, Skills and Abilities - In federal personnel guidance, KSAs are defined as the factors that identify the better candidates from a group of persons basically qualified for a position.</i></li> </ul> </li> <li>• There is evidence that ots as part of rehabilitation programs increase return to work rates! <i>Occupational therapy and return to work: a systematic literature review ( 2011 )</i>  <a href="https://bmcpublichealth.biomedcentral.com/articles/10.1186/1471-2458-11-615">https://bmcpublichealth.biomedcentral.com/articles/10.1186/1471-2458-11-615</a> </li> </ul>
Q&A	<p>How is a Transitional Employment program different than SAW/RTW?</p> <ul style="list-style-type: none"> <li>- TE does not necessarily support persons who cannot return to their previous employment; SAW/RTW has a TSA component to identify and use transitional skills.</li> </ul> <p>What are the Key Players in SAW/RTW?</p> <ul style="list-style-type: none"> <li>- COHE</li> <li>- Denmark, Australia and Canada</li> </ul>
Next Meeting at the MiOTA Fall Conference	<ul style="list-style-type: none"> <li>• Send in ideas for topics</li> <li>• Oct. 6-8, 2022 in Grand Rapids</li> </ul>



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	Planning for Future WISIS Meetings <ul style="list-style-type: none"><li>• Alternate meeting time</li></ul>	<ul style="list-style-type: none"><li>• Group expressed interest in meeting during lunch hour for our next virtual WISIS meeting (Dec. 7, 2022).</li><li>• Discussion was that you might be able to bring a co-worker to attend and build our group.</li></ul>
	Announcements	June 9 at 8:00 PM EST is the AOTA Annual Business meeting, part 1 of 2. Also voting on the proposed Bylaws revision begins tomorrow, June 9 through 26.
6:03	Adjourn	

The OT staff of the Business Network Division of Michigan Rehabilitation Services (the state of Michigan vocational rehabilitation program) has taken on re-activating the WISIS.

Work is a life role that OTs address in a wide variety of settings and ways. We hope to increase the visibility and impact of OTs dealing with work-related issues and to make Michigan a model of this type of practice. Please join us for a lively conversation.