



# PHASE 1 INTERIM REPORT

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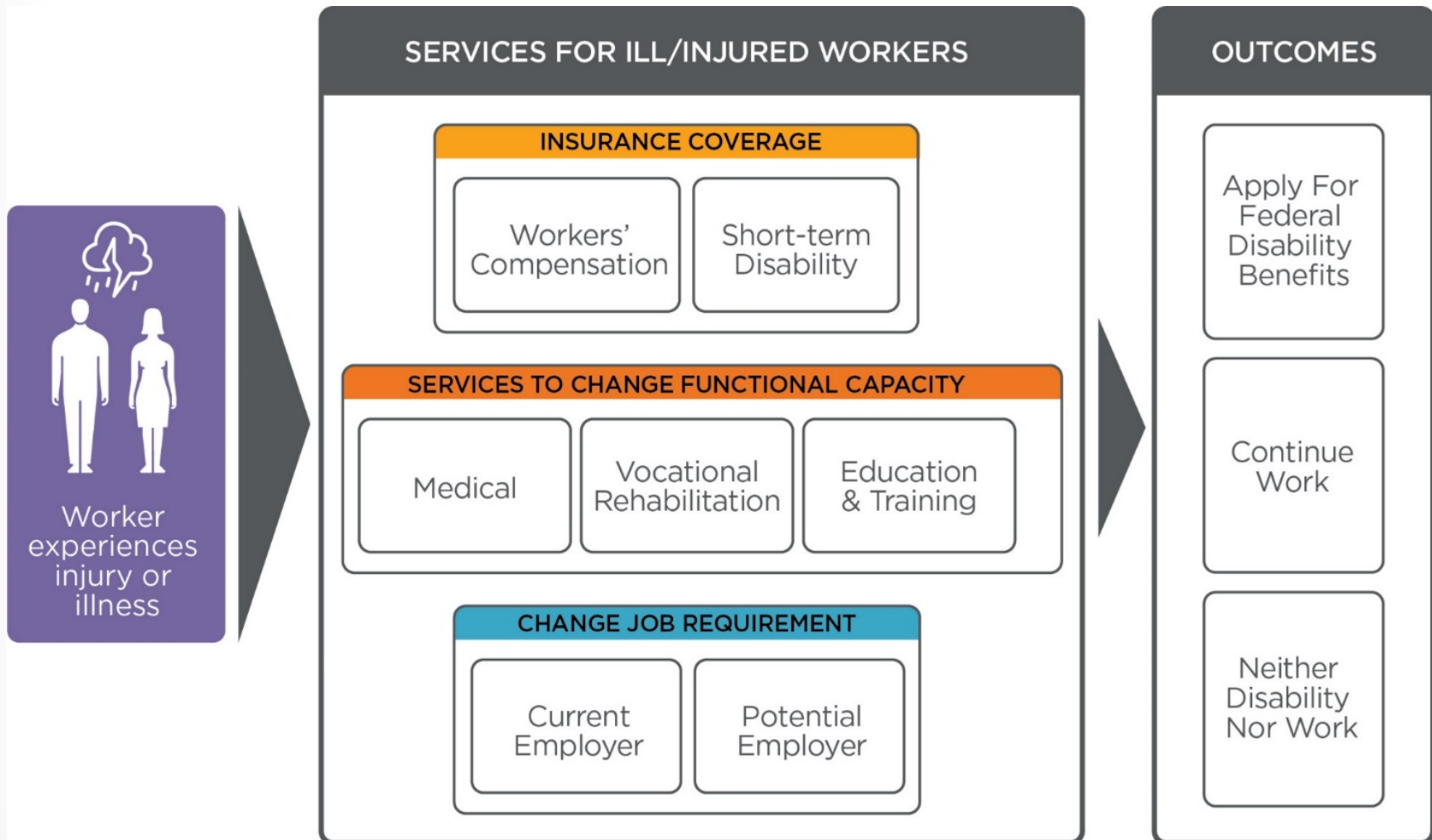
# OFFICE OF DISABILITY EMPLOYMENT POLICY

**Mission:** To develop and influence policy to increase the number and quality of employment opportunities for people with disabilities

- ODEP is the ***only*** non-regulatory federal agency that promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities



# IMPROVING EMPLOYMENT OUTCOMES FOR NEWLY ILL AND INJURED WORKERS IS A KEY POLICY GOAL



# RETAIN

Retaining Employment  
and Talent After  
Injury/Illness Network

- Partners:
  - DOL Office of Disability Employment Policy
  - DOL Employment and Training Administration
  - Social Security Administration
- Federally funded initiative aimed at improving the employment outcomes of workers who become ill or injured
- Develop evidence on the effectiveness of early-intervention SAW/RTW efforts
- Modeled after Washington State's COHEs



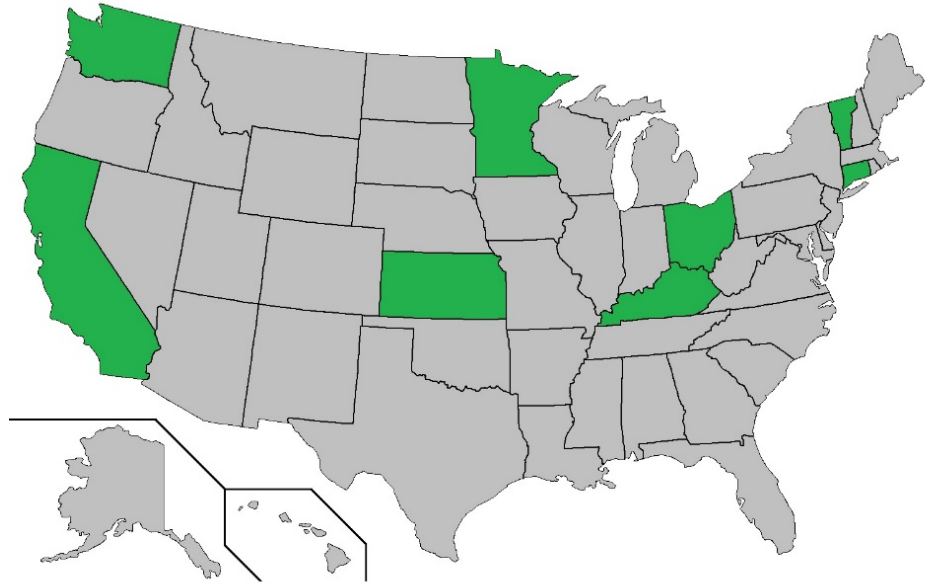
# RETAIN FUNDING AND TIMELINE

- Eight state workforce agencies awarded approximately \$3.5 million each for Phase 1
  - 2.5 years (October 2018 to March 2021)
  - Develop and implement a small SAW/RTW pilot program
- Up to five Phase 1 awardees will be competitively selected to receive up to \$21.6 million each for Phase 2
  - 4 years (April 2021 to March 2025)
  - Implement programs on a larger scale
  - Participate in a formal evaluation



# RETAIN PHASE 1 RECIPIENTS

- California
- Connecticut
- Kansas
- Kentucky
- Minnesota
- Ohio
- Vermont
- Washington



Visit <https://www.dol.gov/agencies/odep/program-areas/employers/saw-rtw/recipients> for more information about each state's proposed project



# TARGET POPULATION

- Employed or, at a minimum, in the labor force at the time of work disability onset
  - Provide services ideally within 12 weeks of work disability onset
- May not include people who have applied for or are receiving SSDI/SSI
- Interest in workers with musculoskeletal conditions



# INTERVENTION STRATEGIES

- Coordinate services and improve communication among stakeholders through an integrated network of partners
  - Active involvement of a Return-to-Work Coordinator
- Train participating health care providers in occupational health best practices
- Provide assistance to employers in implementing accommodations and job modifications
- Provide retraining and rehabilitation services
- Track and monitor progress of participants





# DATA COLLECTION, EVALUATION, AND TECHNICAL ASSISTANCE

- Participant-level data:
  - Demographics, services received, health care provider type, labor market outcomes
- Formal evaluation in Phase 2
  - SSA contracted with Mathematica Policy Research
  - Participants linked to SSA earnings data
  - Random assignment at individual and provider levels
  - Two key outcomes: employed one year after enrollment, SSDI benefit receipt
- Programmatic technical assistance
  - ODEP contracted with American Institutes for Research



# PHASE 1 IMPLEMENTATION CHALLENGES

- Developing partnerships
- Data systems
- Recruitment and enrollment
- COVID-19



# RETAIN PARTNERSHIPS ACROSS STATES



# RETAIN PILOT PROGRAM PARTNERS

STATE	Lead Agency	Health Care Partner	Selected Other
California	Employment Development Department	Concentra	Interwork Institute at San Diego State University
Connecticut	Department of Labor	UConn Health Center	Capital Workforce Partners
Kansas	Department of Commerce	Ascension via Christie	Workforce Alliance of South Central Kansas
Kentucky	Department of Workforce Investment	University of Louisville Hospital	Office of Vocational Rehabilitation
Minnesota	Department of Employment and Economic Development	Mayo Clinic	Workforce Development Inc.
Ohio	Department of Job and Family Services	Mercy Health	Manufacturers' Associations
Vermont	Department of Labor	OneCare Vermont	Dartmouth-Hitchcock Medical Center
Washington	Employment Security Department	CHI Franciscan	Worksource WA

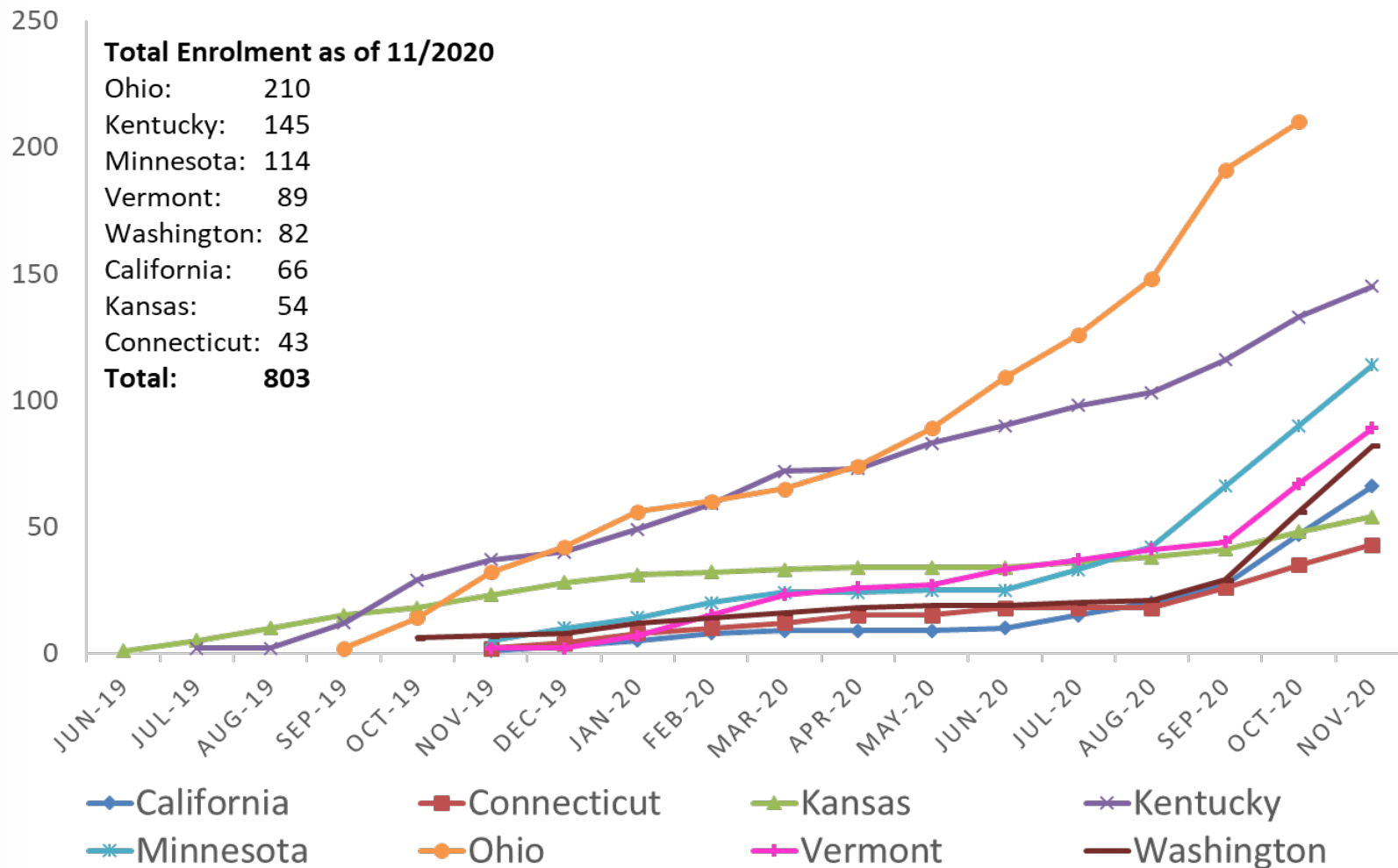


# PROGRAM ELIGIBILITY CRITERIA

State	Injury/Illness Type	Work/Non-Work Related	Employment Status
California	Any injury of illness that affects employment and likely to require 2+ weeks of treatment	Both	Employed or unemployed for less than 12 weeks
Connecticut	MSK	Both	In labor force
Kansas	MSK; Mental health disorders; Chronic diseases	Both	In labor force
Kentucky	MSK; Substance use disorders that are co-existing with other injury/illnesses	Non-work related	Employed or employed in past 12 months
Minnesota	Any injury of illness that affects employment	Non-work related; Up to 10% work-related	In labor force
Ohio	MSK; Cardiovascular disease	Non-work related	Employed
Vermont	MSK	Work-related	Employed or unemployed for less than 12 weeks
Washington	Any injury of illness that affects employment	Non-work related	In labor force



# CUMULATIVE ENROLLMENT BY MONTH AND STATE

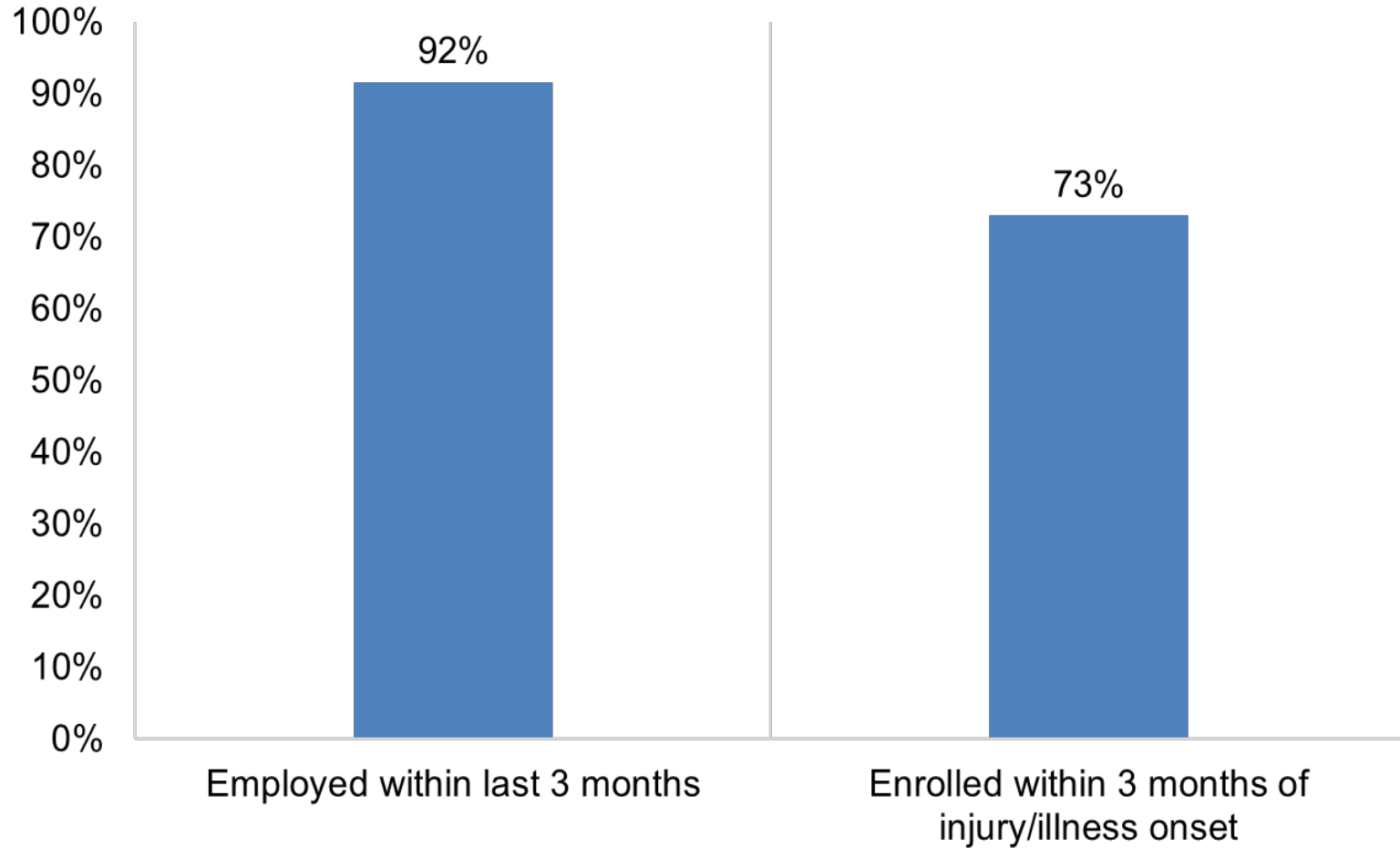


# RETAIN PARTICIPANT BASELINE CHARACTERISTICS

<b>Total Participants as of October 2020</b>	<b>547</b>
Self-reported health fair or poor	26.3
Employed	85.5
Musculoskeletal condition	75.6
Non-work-related injury or illness	79.9
Work-related injury or illness	20.1

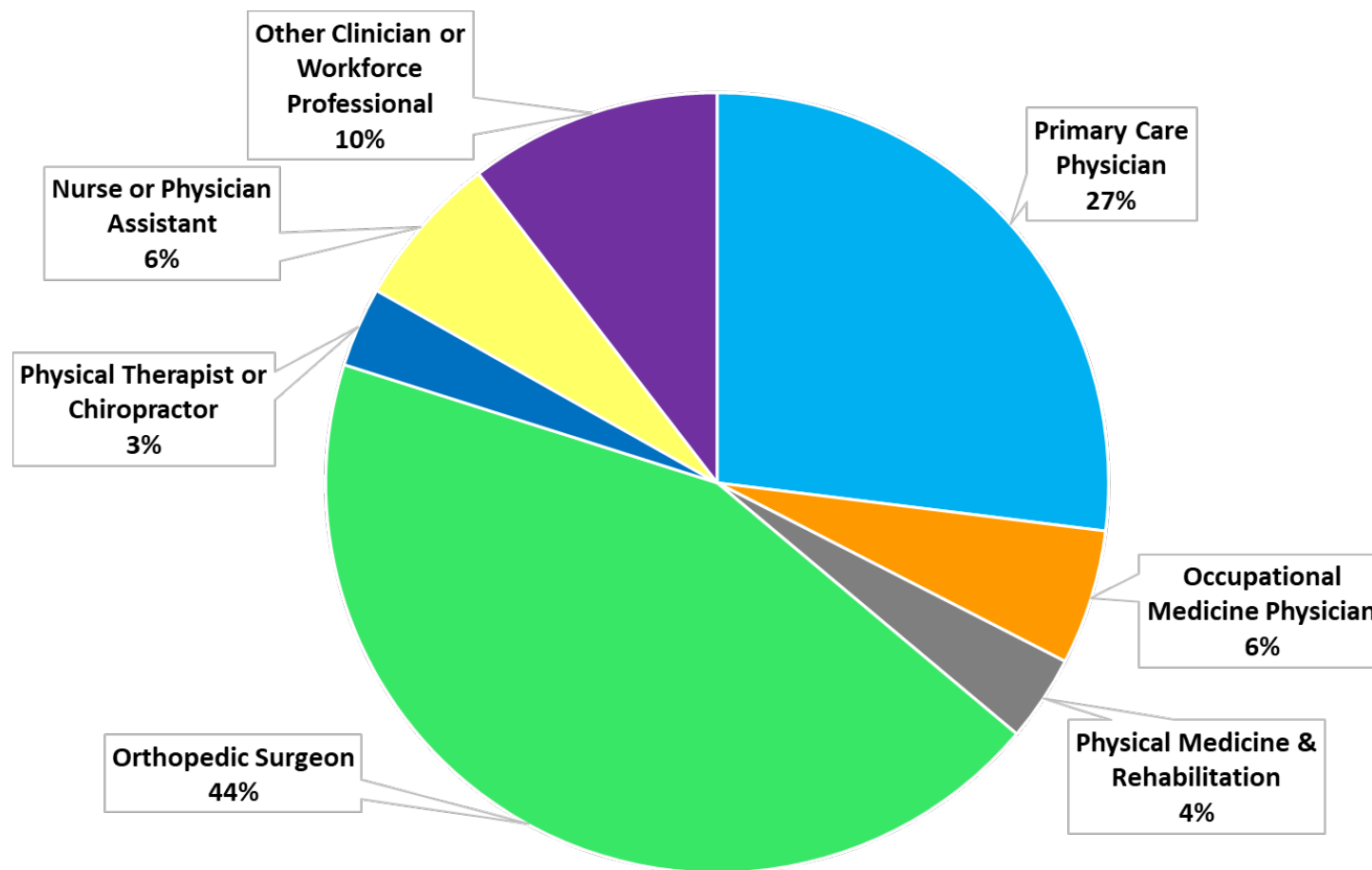


# RETAIN INTERVENTION TIMING





# RETAIN PARTICIPANT PROVIDER TYPES



# NEXT STEPS

- Phase 1 enrollment end date: January 31, 2021
- Phase 2 selection process (anticipated): March, 2021
- Phase 2 start date (anticipated): April, 2021
  - Up to 5 states selected
  - Program expansion
  - Formal evaluation begins
- Interim progress reports

