



Minnesota RETAIN

Retaining
Employment
and Talent After
Injury/Illness
Network

Governor's Workforce Development Board
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Presenters



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- Program Overview & Goals
- Activities & Outcomes
 - Healthcare
 - Workforce Development
 - Industry
 - Community
- Q&A/Brainstorming
- Next Steps



Retaining Employment and Talent after Injury/Illness Network (RETAIN)

- Helps workers stay at or return to work when an injury or illness impacts employment.
- A no-cost early intervention program to improve stay-at-work/return-to-work (SAW/RTW) outcomes.
- Promotes closer coordination among *individuals* and *organizations* who influence workers' decisions to work or not.
- Clinical trial model; intervention and control arms.

Program Goal

Increase employment retention and labor force participation of ill and injured individuals; reduce long-term work disability



Phase I and Statewide Expansion

Phase I

- \$3.5 Million
- 150 people
- Build strategic multi disciplinary partnerships
- Regional focus - Southeastern MN
- Development of new data protocols and systems
- Embedding Return to Work Case Managers (RTWCMs) into the clinical practice

Phase II

- \$19.5 Million - Incrementally awarded
- 3,200 people
 - Randomized to intervention vs. control
- Statewide expansion
 - New partners
- Equity - focus on underserved and underrepresented communities
 - Equity benchmark of 15%

Eligibility

- Be 18-years-old or older
- Live and work in Minnesota
- Employed or active in the labor force
- Has worked at least one day within the last 3 months
- Have an injury/illness that impacts employment



Services Provided

- Facilitate early intervention and coordination
- Review medical conditions to determine impact on essential job functions
- Training in occupational health best practices
- Enhance communication among workers, employers, and health care providers
- Follow-up until successful return to work, obtain permanent restrictions
- Accommodations and job modifications
- Retraining and rehabilitation services

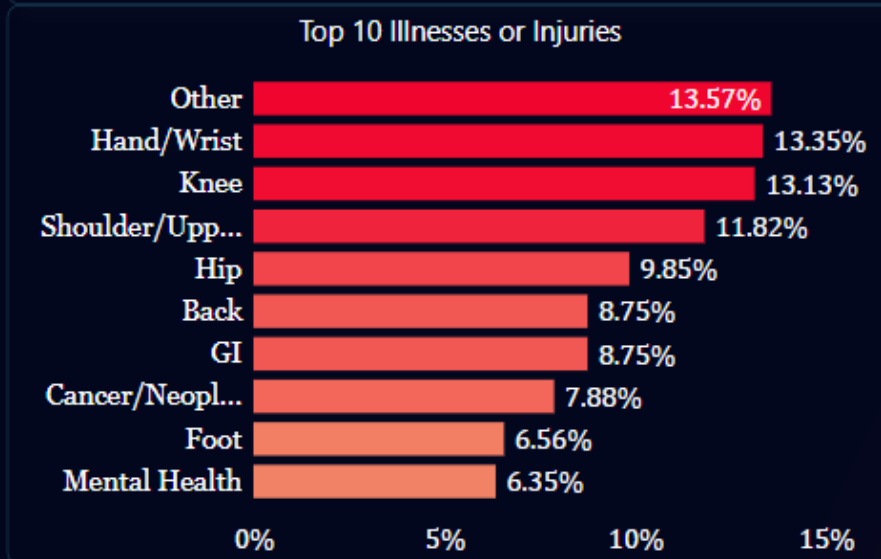
RETAIN

Performance Tracking

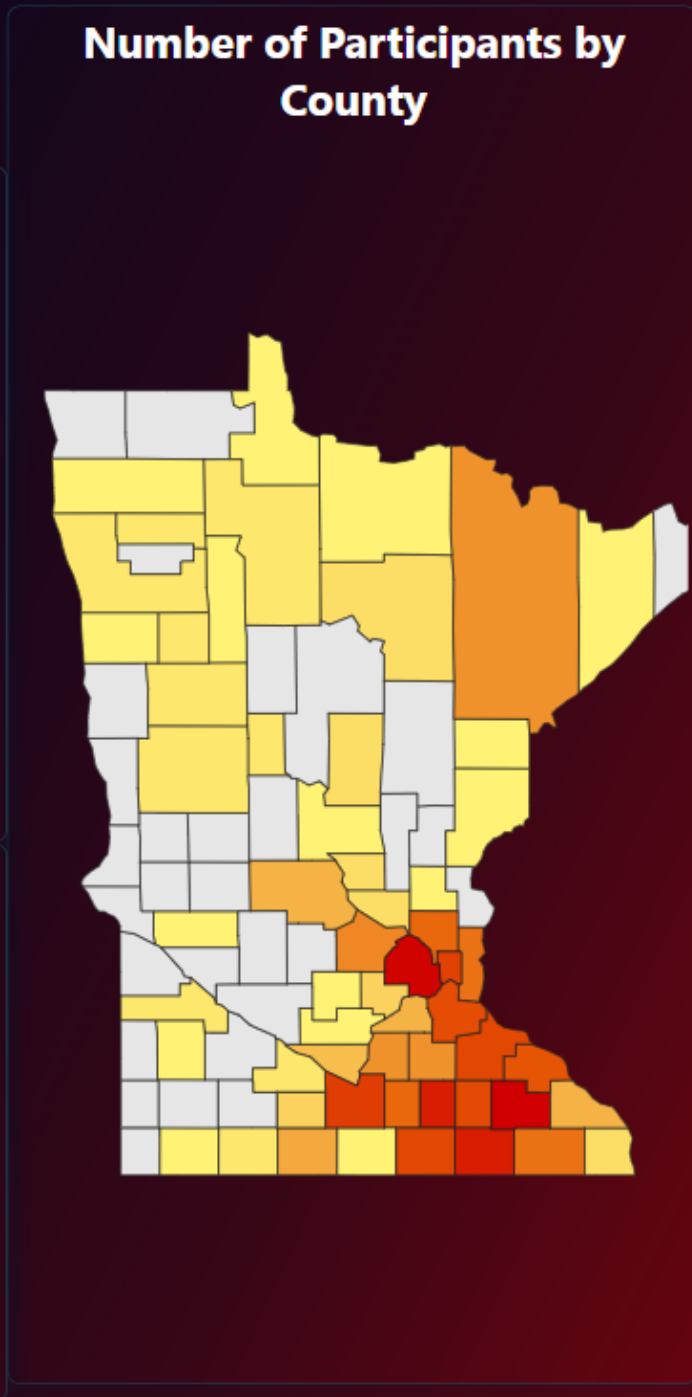
645	320	325	171	474
Total Participant	Control Participant	Treatment Participant	Active Participant	Exited Participant

Top 10 Industry classification of Participants	Count
Health Care	108
Manufacturing	79
Education	65
Other Services	65
Retail Trade or Wholesale Trade	65
Transportation	47
Finance or Real Estate	41
Professional, Management or Administrative	20
Public Administration	10
Information	7
Total	507

Top 10 Counties	Number of Participants
Olmsted	170
Hennepin	49
Mower	39
Steele	39
Blue Earth	27
Ramsey	25
Freeborn	23
Goodhue	23
Dodge	22
Dakota	21
Total	438



Top 5 Referral Source	Count
Management Information System: Health care	593
Self-referral: recommendation from friend, colleague, employer, or insurer	18
Health care provider (RETAIN affiliated)	14
Management Information System: Workforce system	7
Self-referral: social media or press coverage	6
Total	638



RETAIN

Performance Tracking

645

Total Participant

320

Control Participant

325

Treatment Participant

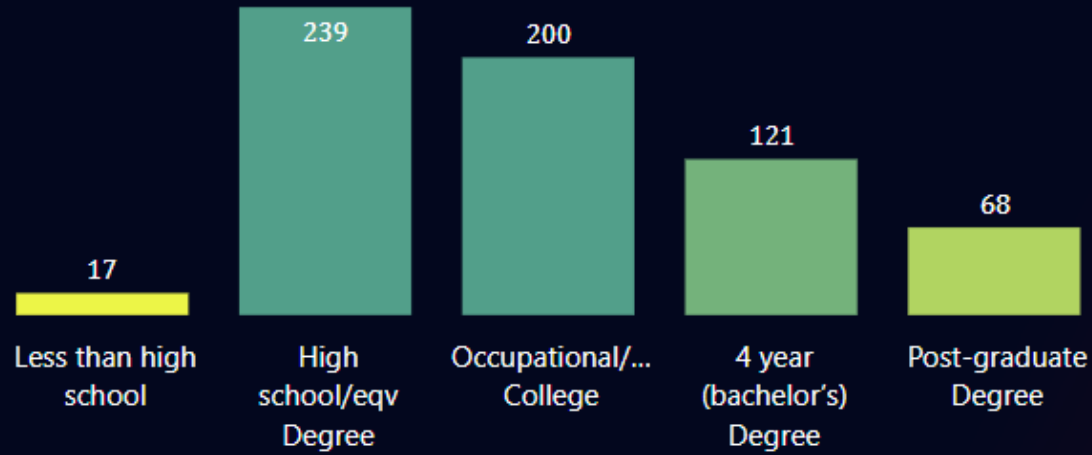
171

Active Participant

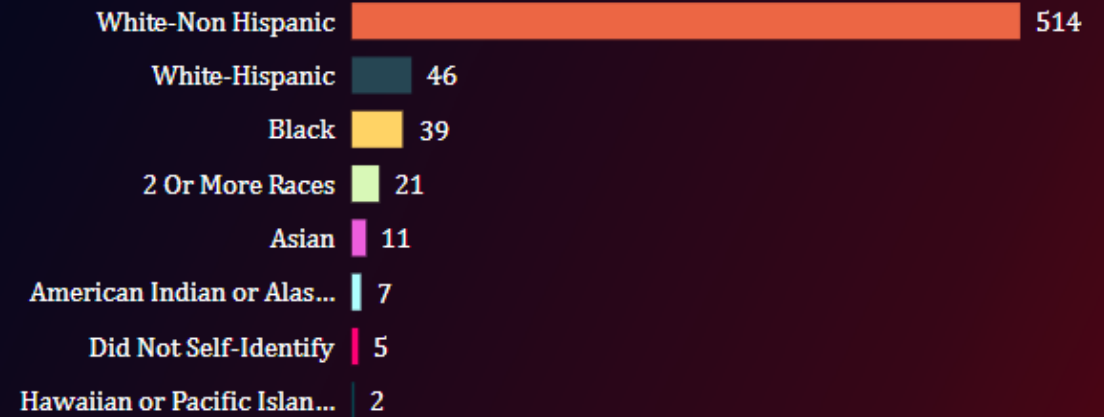
474

Exited Participant

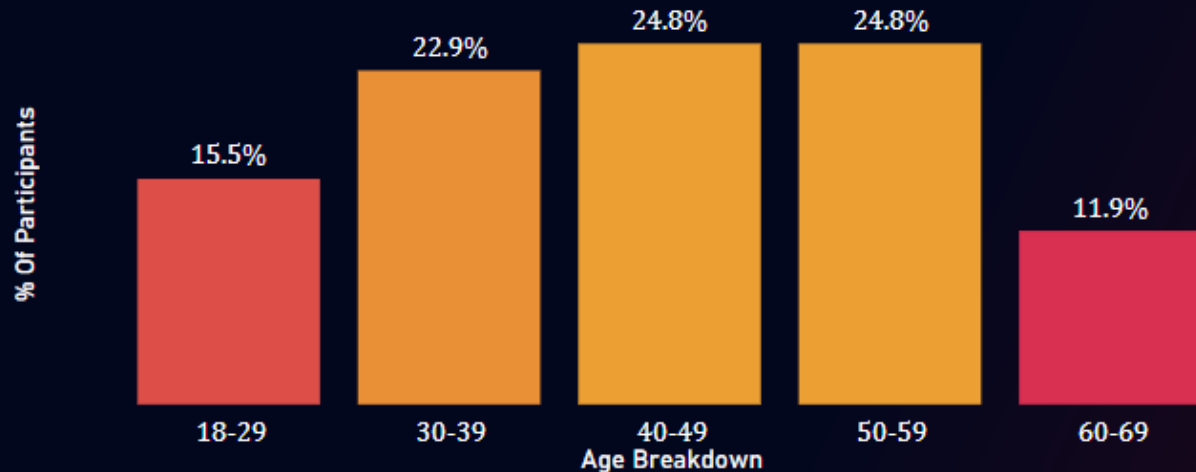
of Participants by Education Level



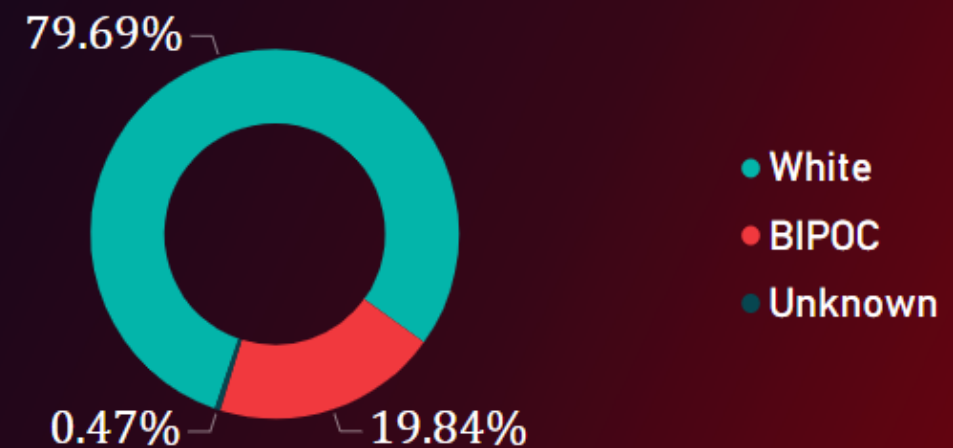
of Participants By Race & Ethnicity



% of Participants By Age Group



% of White Vs BIPOC



Healthcare Partnerships

- Deliver RETAIN services to eligible participants through Return-to-Work Case Managers & educate healthcare providers
- Mayo Clinic – Lead Healthcare Partner
 - Rochester Clinic
 - Fulcrum Healthcare Network
 - *Additional discussions with potential healthcare subrecipients ongoing
- What's working:
 - Use of Electronic Medical Record system to screen for potential participants
 - Strong buy-in from partners on the goals of RETAIN
 - Cohesive healthcare team trained for RETAIN



Workforce Development

- Retraining/rehabilitation for workers who can no longer perform their prior job or find other suitable alternative work.
- Workforce Development, Inc. – Lead Workforce Development Partner
 - Goodwill Easter-Seals
- What's working:
 - Direct referrals from Mayo Clinic– all activities and reporting done through Workforce One, State database system
 - 177 individuals referred for training and/or career services
 - Support services: Helping participants with housing and transportation

Employer Partnerships

- Employer Champion
 - Crest View Senior Communities
- Industries of interest
 - Healthcare; Metal, Wood, Food Manufacturing; Transportation; Agriculture
- Outreach efforts
 - Contacted 181 companies in our industries of interest
 - Connected with 165 companies outside our industries of interest
 - Contacted 208 Chambers of Commerce across MN
- **Challenges:** Employer follow up/engagement
- **Opportunities:** Engaging employer networks

Community Partnerships

- Community Engagement Strategies
 - Meeting the people where they
 - Community Advisory Board(CAB)
 - Utilize faith-based systems and partnerships
- Community Partners
 - Community Based Organizations(CBOs)
 - Community Leaders/Influencers
- Outreach Efforts
 - Exhibited at 40 plus community events
 - Connected with more than 20 BIPOC led organizations
 - Distributed over 5000 RETAIN promotional materials within the community.



Call to Action

- **MN RETAIN is here to help!** MN RETAIN can provide free training to your teams so that your staff and clients can benefit from MN RETAIN. Visit mnretain.com for more information.
- **Spread the news!** We want to serve as many eligible MN workers as possible. What networks/groups should we connect with? We can provide promotional materials translated into multiple languages upon request.
- **Discussion:**
 - Strategies for bringing on additional healthcare partners.
 - Engaging employers/industries; community partners.
 - Increasing awareness of MN RETAIN & self-referrals for RETAIN services

Thank you!



Connect with MN RETAIN:



www.mnretain.com



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healthcare@mnretain.com (providers)
worker@mnretain.com (workers)



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