

Retaining Employment and Talent after Injury/Illness Network RETAIN Kentucky

Kentucky Department for Libraries and Archives - July 15, 2021
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Do you want to...

- Stay at your current job?
- Return to your current job?
- Find a different job?

If you answered yes...

RETAIN Kentucky can help!

RETAIN Kentucky

A program for eligible individuals to stay at work or return to work following an illness or injury that is not work related.



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Am I Eligible for RETAIN Services?

✓ Do you have an injury or illness that is not work related?

Do you live, work or get healthcare in Bourbon, Bullitt, Clark, Fayette, Henry, Jefferson, Jessamine, Madison, Oldham, Scott, Shelby, Spencer, Trimble, or Woodford counties (Phase 1 through September 30th 2021)?

Do you live in Kentucky (Phase 2 effective October 2021)?

Are you employed or have been in the past 12 months?

Have you not applied for or are you not receiving federal disability benefits including Social Security Disability Insurance and Supplemental Security Income?



If you answered yes to the previous questions, you are eligible for the RETAIN Program.

RETAIN Referral Process: Referral is easy!

Let's Talk

- Call 859.562.3251
- Email RETAIN@uky.edu

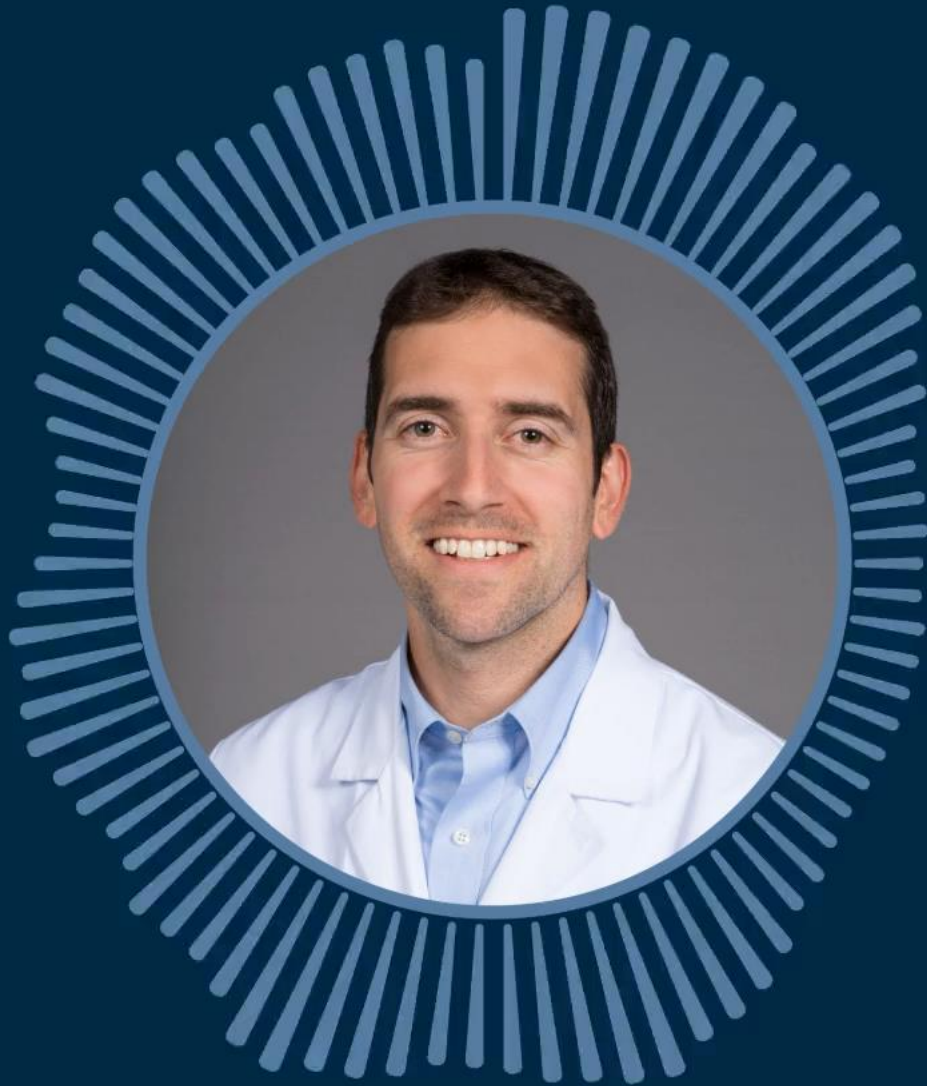
Or visit: kyretain.org

Questions:
Shirley.Kron@uky.edu

How can RETAIN help you?

Return to Functional Abilities

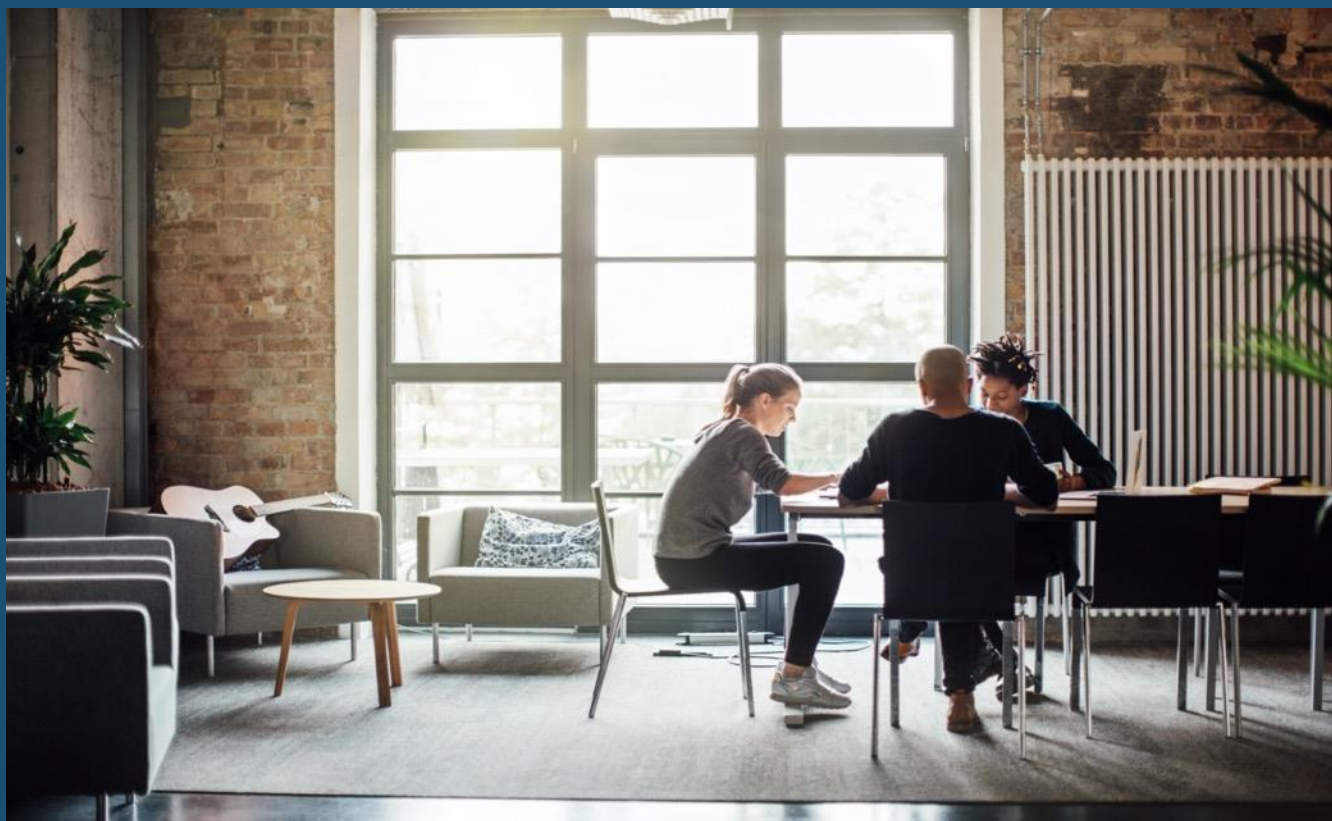
- Work
- School
- Home
- Social Interaction
- Provides guidance and practical help
- Learn Self Advocacy
- Help you develop your own step-by-step return to functional recovery



Matthew D. Adamkin, M.D.

*From A Sustainable Approach to Empower People in
Self-Advocacy Strategies in Healthcare and
Employment | June 21, 2021*

**Who will I
work with at
RETAIN?**



RETAIN Team

RETAIN
Intake
Coordinator

Peer Mentor

Work
Support
Specialist

Return to
Work
Coordinator

RETAIN Steps

- Intake - Let's talk
- Peer Mentoring - Someone who understands my situation
- RTW Plan Support and Recommendations - Guidance specific to me
- Communication - Clear answers -Teamwork
- Accommodations - Work Solutions
- Comparable Benefits - Forms and paperwork are complete
- Stay at Work Services - Adjustments
- Return to Work Services - Safe to go back
- Job Retention Services - Keeps me working
- Resources for Social Needs - Life worries
 - Food
 - Rent/Mortgage
 - Transportation
 - Childcare/Eldercare

Intake

- Medical, psychological, vocational, educational, military and personal history gathered by RTWC.
- Current and future medical needs are also gathered
- Identification of social determinants for the participant's return to work.
- Medical or Psychological Release
- Determine disability status and its impact on work and daily activities as well as use of mobility aids and transportation needs.

Peer Support

- Provide support related to disability in the workplace.
- Peer mentors have expertise, experience, and resource networks.
- Peer mentors are not therapists.
- RETAIN Kentucky participants are eligible to receive peer mentoring services

RTW Plan Support and Recommendations

- Return to Work Coordinator develops a Return to Work (RTW) Plan with the participant
 - identifying the individual's Specific Employment Outcome as well as the return-to-work goal date and
 - return to work services needed for the participant to stay at work (SAW) or return to work.
- Social determinants that may create barriers to the participant's SAW/RTW are identified

Social Determinant Barriers

- Provide networks to get assistance with
 - Shelter/rent
 - Food
 - Transportation
 - Clothing
 - Childcare/eldercare
 - additional healthcare needs
 - mental health services

Communications

The preferred mode of communication is developed with the participant to include weekly contact via phone. This includes social determinants, the participant's medical, psychological, and vocational status, and any updates to the work release.

Accommodations

- Provide Support, guidance and assistance with accommodations in the Stay at Work and Return to Work process.
- May include identification and implementation of SAW/RTW accommodations, communication with the employer related to accommodations, and resources for potential accommodations.
- Individual accommodation assessment may be completed by RETAIN Kentucky Assistive Technology Director.

Comparable Benefits

- Family Medical Leave Act/FMLA,
- Short or Long-Term Disability (STD/LTD) compensation
- Employee Assistance Programs

Stay at Work

- RETAIN RTW Coordinator will work with the participant, healthcare provider and employer to identify SAW/RTW strategies.
 - A job description
 - Communication
 - Office of Vocational Rehabilitation
 - Natural Supports

RETAIN Success Story: Nate



Return to Work

- No job to return to-
 - OVR
 - Interest Testing
 - Transferable Skills Analysis
 - Career Counseling
 - Resume Development
 - JSST
 - Formal Job Search

Job Retention Services

- Once the participant is at work either in their previous employment position or a new position, they are supported through 6 weeks of retention services by the RTW Coordinator.
- Services are not closed by RETAIN and follow up with participants can occur on an ongoing basis even after active services are completed.

RETAIN Kentucky Media

Find us on YouTube:

[RETAIN Kentucky Media](#)

Thank you!

Call 859.562.3251

Email RETAIN@uky.edu

Or visit

kyretain.org

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