



# Transitional work placement



*The return to work process can present distinct challenges for employers and injured employees. Our transitional work placement program offers several benefits and helps drive the best possible results.*

The longer an injured employee is off work, the greater the likelihood he won't return. Research shows that 50% of employees do not return to work after 12 weeks off, and this number increases with time: Nearly 98% of injured employees never return to work after the one-year mark. Early intervention and return to work programs are essential to ensuring a positive outcome. When a physician releases an injured employee to modified duty, employers must accommodate the request or find an alternative solution to facilitate return to work. Transitional work placement can provide the answer.

## What is the transitional work placement solution?

The program provides injured employees with temporary work at a not-for-profit organization in their community. The injured employee is able to contribute to society in a meaningful way, working within their restrictions as they recover. The employer is able to see a reduction in overall lost time, medical costs and recovery time associated with the claim.

## Giving nonprofits an extra set of hands

Keeping employees active in the workforce as they're recovering from an injury can make all the difference in getting them back to work full duty. By temporarily placing employees with area nonprofits until they can return to their original job, we keep them engaged and productive during the healing process, while also fostering a return to work mindset. And it gives nonprofits an extra set of hands to help with their many causes.

## A safe, early return to work makes all the difference

A return to work expert can identify opportunities for placement and will oversee the transitional duty process. Certified in vocational rehabilitation and disability management, these experts are well qualified to develop opportunities for a safe return to work.

### Our transitional work program results

**33%** reduction in medical incurred with modified duty

**60%** reduction in indemnity incurred with modified duty

**58%** reduction in expense incurred with modified duty

**90%** success rate returning employees to full duty or ending temporary total disability

**97%** acceptance rate of injured worker job placement

**36 days** average placement length

**99.4%** of injured workers are placed in less than two days on average



## Program benefits

For employees, the benefits include:

- Staying productive and active during recovery
- Focusing on functional progression, rather than limitations
- Avoiding motivational challenges to return to work

For employers, the program helps:

- Reduce temporary disability and lost-time days
- Expedite claim resolution
- Contain costs and decrease propensity for malingering
- Retain productive, valuable employees

## A success story

A package-delivery company had limited opportunities to accommodate restrictions for their injured delivery drivers. After choosing our transitional return to work placement program to help reduce their temporary total disability, the company saw an increase in employees returning to work – in just the first month, 100% of those referred to the program returned to work.

Our experts helped place 65% of these employees in a temporary modified position at a not-for-profit organization within their community; the remaining 35% preferred to pursue full-duty releases after consulting with their providers and determining their injuries were not as debilitating as originally thought.

## About Careworks

At the heart of any organization are its people. When one of your employees is out of work for an illness or injury, Careworks is there, ready to help on their return to health, work and productivity. By providing the right care and coordination solutions — from clinical case management to networks and support — along with the best treatment and cost oversight, we're driving better outcomes for your injured workers. And that means better outcomes for you.

To learn more about our managed care solutions, visit [CAREWORKS.COM](https://www.careworks.com)