



**Minnesota**  
**RETAIN** | Retaining Employment and Talent After Injury/Illness Network

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### Overview

- About RETAIN
- How injuries affect the workplace
- Eligibility
- Process
- How RETAIN will work for you
- How can you help
- Acknowledgements



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### About RETAIN

- What is RETAIN?
  - NO-COST federally funded grant program to help you strengthen and retain your workforce
  - Assists with keeping your employees at work or returning employees to work faster\* in the event of injury or illness
  - Partners with Healthcare Organizations to provide early intervention strategies to bolster employee supports on the job to reduce turnover
  - Focus on driving retention and minimizing costs of lost time and expenses
- Who operates RETAIN in MN?
  - DEED
  - Mayo Clinic
  - HealthPartners
  - Workforce Development Inc.
  - Goodwill Easter-Seals



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## MN RETAIN Program Goals

- Keep people at work
- Find work accommodations for ill/injured individuals
- Reduce long-term work disability



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## How do injuries and illness affect your organization?

- Time away from work
- High cost from work related injuries
- Cost related to replace workers
- Administrative overhead
- Insurance cost increases
- Increased regulatory oversight
- Loss of competitive ability
- Erosion of company image



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## Total Cost of Work-Related Injuries

According to the National Safety Council

**Costs:**

- total in 2021: **\$167.0 billion**
- per worker: **\$1,080**
- per medically consulted injury: **\$42,000**
- per death: **\$1,340,000**

**Days lost:**

- Total in 2021: **103,000,000**
- Due to injuries in 2021: **70 million**
- Due to previous injuries : **33 million**

[Work Injury Costs - Injury Facts \(nsc.org\)](https://www.nsc.org/work-injury-costs)



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### Eligibility Criteria

- > 18-years-old
- MN Resident
- Works in MN
- Employed at the time of enrollment
- Within 6 months of last day of work
- Unable to work for a least 4 weeks or anticipated to be out of work >4 weeks
- Meets one of the following:
  - Diagnosis of a work related or personal injury or illness that impacts employment
  - Invasive procedure (e.g., surgery) anticipated within the next 4-weeks that impacts employment
- Documentation of work restrictions (i.e., written note/form documentation in electronic medical record prior to enrollment)



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### Process for Employers

- Identify your ill/injured employees
  - **Any** injury or illness; work-related **and** non-work related
- An individual can be referred by their HR team directly to our RETAIN Team or they can contact the program individually (mnretain.com)
- Our Team will follow up within 24 hours and begin the eligibility review and enrollment process



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### How will RETAIN work for YOU?

- Employer Reasonable Accommodation Fund ( ERAF)
- Self-referral process for employees
- Return-To-Work Case Manager works with your team
- Offers clinical expertise to provide workplace accommodation or restriction recommendations
- Employment and Training Services when needed:
  - Career exploration and upskilling
  - Credentialed and non-credentialed training
  - On-the-job training
  - Referral for other workforce development resources



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### How Can You Help?

- **Strengthen partnerships with MN RETAIN.** We want to establish connections to organizations that understand the value of Return to work/stay at work services.
- **Spread the news!** We want to serve as many eligible individuals as possible. Please share information about MN RETAIN with your managers, HR partners, and employees. We can provide promotional materials upon request.
- **Connect us to your networks.**

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### Acknowledgements



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**Thank you!**

For more information please contact:

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