

Off-Site Transitional Placement for Injured Workers

Focus On Intervention provides temporary transitional employment with non-profit agencies if the employer is unable to accommodate the employee's temporary work restrictions.

Benefits of Focus Link

- Reduces or eliminates temporary disability payments.
- Decreases medical expenses due to a faster recovery time.
- Fosters a supportive employment relationship thru continuation of wages.
- Damage to the employee's self-esteem and financial status are minimized.
- Increases awareness of safe work practices and injury prevention.
- Transitional employment can have the effect of acting as a work hardening program in lieu of a costly work hardening therapy program.

Our Process

- Focus On Intervention Transitional Coordinator receives referral information from the assigned Employer representative once the employee is released to temporary transitional employment.
- Medical information and physician restrictions are carefully reviewed and discussed with the potential non-profit agency representative.
- Focus On Intervention Transitional Coordinator secures an appropriate placement at a non-profit agency that meets the work restrictions as outlined by the physician.
- Every effort is made to identify a suitable location within "a reasonable commuting distance" (generally estimated at within 20 miles) from the employee's home or work location.
- Focus On Intervention completes a job description of the volunteer position.
- Focus On Intervention coordinates the volunteer assignment with the agency and sends an action email to the Claims Professional with all pertinent details.
- Focus on Intervention contacts the Employer representative by phone and/or e-mail advising of placement details at the non-profit agency.

- Focus On Intervention Coordinators will inform the employee of their non-profit work assignment with specifics such as name and location of assignment as well as start date and hours. The employee is also served (mail/email with proof of service) the Offer of Temporary Modified Duty detailing his off-site transitional placement.
- Focus On Intervention provides the non-profit agency with a Weekly Time Sheet to complete for the volunteer for submittal to the employer for payment of hours worked.
- Focus On Intervention contacts the volunteer agency on the first day of the assignment, and throughout the assignment period to confirm the workers participation and compliance.
- The employer and the Claims Professional receives an email from Focus On Intervention after each contact with an update status.

What are typical assignments offered to the worker?

- General office work
- Filing
- Answering phones
- Greeting visitors
- Shredding, copy work, organizing paperwork, putting together folders
- Working at a store sales counter
- Processing donations
- Sorting

What are some of the Organizations contacted for placement?

- American Red Cross
- Food Bank
- YMCA
- Habitat for Humanity
- Homeless shelters
- Donation sites

**Have Questions?
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OFF SITE TRANSITIONAL PLACEMENT FOR INJURED WORKERS

Off-Site Transitional Placement for Injured Workers Frequently Asked Questions

What is an Off-Site Transitional Placement Program?

Focus on Intervention's Modified Duty Off-Site Program (Focus Link) provides light duty assignments to injured employees at local nonprofit agencies when the pre-injury employer cannot accommodate the employee's temporary light duty restrictions.

Why use an Off-Site Transitional Placement Program?

There are many benefits to returning injured employees back to work as soon as possible. Studies have shown that injured workers who remain productive and continue to work during their rehabilitation heal faster and return to work more quickly. This, in turn, reduces an employer's cost and duration of lost-time. Also, adoption of Early Return to Work Programs often reduces premiums for worker's compensation insurance.

How does Focus Link work?

Through partnerships with thousands of nonprofit organizations, Focus on Intervention's Return to Work Specialist is able to match the injured worker's location, skill set, and physical limitations to an appropriate temporary assignment at a local nonprofit agency (typically within 20 miles of the worker's home). Once an assignment is secured with the nonprofit agency, the injured worker is then given a start date and sent a job offer letter. Typically, the assignment can begin immediately.



Which injured workers qualify for an Off-Site Transitional Placement Program?

Our philosophy is that any employee with light duty restrictions is a candidate for our placement program. Generally the best candidates for this program are workers that you would like to return to your employment ranks as soon as possible with an expected recovery time of 90 days or less.

What if an injured worker refuses to work?

Continued Temporary Disability payments are contingent upon an injured worker accepting a modified job role, when one is available. If an injured worker refuses or doesn't completely fulfill a modified job role, either at your facility or through a Modified Duty Off-Site Program, you can halt all Temporary Disability payments to the injured worker.

How long are injured workers typically in an Off-Site Transitional Placement Program?

Assignments at nonprofit agencies are typically 60 days or less. Duration will vary, however, based on the healing progress of the worker – when the worker is healed, he or she is ready to return to the previous job.

What if the injured worker doesn't report to the nonprofit agency to work?

If an injured worker is going to be absent or leave early from the nonprofit assignment, he or she must contact your Human Resources department (not the nonprofit's) as noted in the Job Offer letter. If the injured worker doesn't contact you and/or doesn't report for the assignment for 2 consecutive days without notice, the nonprofit may permanently terminate the assignment.

What if the injured worker is not happy with the nonprofit assignment?

If the injured worker is not happy with their assignment, they can contact your Human Resources department, so they can work with Focus on Intervention to explore other available assignments. Additionally, if the injured worker knows of a nonprofit they'd like to volunteer with, Focus on Intervention can assess the feasibility.

What if the injured worker needs to visit their doctor during the nonprofit assignment?

Coordination of the injured worker's medical care, insurance, and payroll continues to be handled by your company throughout the duration of the nonprofit assignment. Hence, your company's typical process for worker's compensation activities may remain intact.

What if an injured worker obtains an additional injury while participating in an Off-Site Transitional Placement Program?

If an injured worker obtains an additional injury (or further aggravates the existing injury), they must immediately contact each of the following, in this order: 1.) the manager onsite at the nonprofit, 2.) your Human Resources Department, and their Return to Work Coordinator.

What if the employer decides to terminate the Off-Site Transitional Placement Program?

As the employer you can terminate the placement at any time particularly if you are able to accommodate after a lessening in light duty restrictions. There is no set time period commitment, but we do recommend a 30-day trial period.