

Retain Valued Employees

Retaining valued employees is critical, especially during today's workforce shortage. This is also true when returning employees to work after an injury or illness that did not result in a Worker's Compensation claim. The cost of finding new employees is typically greater than returning employees to work, even if in a different capacity. With early coordination of support and services, along with training, these individuals can continue to play a critical role in your organization.

BENEFITS OF RETAINWORKS

RETAINWORKS provides direct savings to you, the employer, while helping an injured or ill employee avoid long-term unemployment and disability. This is also designed to reduce the costs associated with the loss of productivity, long-term absence, and turnover. Other employer benefits include:

- Increased efficiencies stemming from workplace accommodations and productivity enhancements.
- Savings associated with talent retention rather than hiring a replacement.
- Enhanced employee morale and a positive corporate image as a supportive and inclusive employer.
- Satisfaction from retaining your valuable employee(s) and helping them maintain financial and personal stability.
- May reduce workers' compensation costs and lower insurance premiums.

On average, it can cost up to one-third of a new hires' annual salary to replace an existing employee. Additionally, it can take up to 13 months for a new employee to become efficient at their job.

PARTICIPATE IN RETAINWORKS

If you want employees to have access to **RETAINWORKS** in the event they become ill or injured and need support getting back to work, **RETAINWORKS** may be a good fit. Eligible employers should:

- Currently pay workers' compensation premiums.
- Employ eligible individuals who live or work in Kansas.
- Employ eligible individuals facing doctor prescribed physical restrictions or those experiencing issues with their mental health that are impairing their ability to work.





Learn More

If you would like more information on **RETAINWORKS**, please contact:

Info Below

RETAINWORKS

Is a Team Effort!

Everyone wins when employers work collaboratively with their employees who are injured or ill, health care providers, and the **RETAINWORKS** network of stay-at-work or return-to-work experts and resources. You will have access to:

- **A Nurse Navigator** to help your employee through the recovery and rehabilitation process.
- **A Workforce Coordinator** to assist you and your employee in setting work goals and succeeding on the job once they return.
- **An Employment Coordinator** to help you implement any workplace accommodations your employee may need to effectively transition back to work.

In addition, participating employers will have premier access to a pool of recovering job candidates participating in **RETAINWORKS**. These trained individuals are ready to work and deliver for your business. They can often be trained to do a job exactly the way you want it done. With on-the-job Training (OJT), employers get 50% of trainees' wages reimbursed during the training period.

Visit our
website for
more info:
retainworks.org



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This document does not necessarily reflect the views or policies of the U.S. Department of Labor or the Social Security Administration, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

Equal Opportunity Employer/Program - Auxiliary aids and services are available upon request to individuals with disabilities. Any individual with a disability may request accommodations by contacting the Program Manager at 316 293-6856, TDD: 711 or 1-800-766-3777, retainworks@ks.gov.

RETAIN WORKS

Retaining
Employment
and Talent After
Injury/Illness
Network

Retain Injured Employees and Reduce Expenses



 **KANSASWORKS**

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