

Temporary Transitional Employment – A proven strategy to reduce lost workdays

For employers that have difficulty finding in-house modified duty, we have a proven alternative that allows an injured worker to return to work while they recover.

Temporary Transitional Employment (TTE) places an injured worker in a paid volunteer position at a local non-profit organization that can offer sedentary work while the injured employee is in the recovery process. Rather than recuperating at home, the injured worker is kept active and benefits from the socialization and by continuing with a daily work schedule.

Case Study – Cable Technician

A 36 year-old cable installer sustains a partial tear to their left rotator cuff with limited use of their left arm and driving limitations that the employer could not accommodate. Through the TTE program the Technician was placed in a retirement community full time and transitioned back into their normal job shortly after placement resulting in a reduction of 60 lost time days.

Case Study – Press Operator

A 21 year-old press brake operator from Mississippi sustained a crush injury to their thumb and was limited to one-handed work that was not available with their employer. A TTE position was identified with a local non-profit working full time for three weeks at which time he return to work with the employer saving 52 days of lost time.

Case Study – Rim Line Operator

A Rim Line Operator from Illinois sustained a fractured thumb and had significant restrictions that prevented him from returning to work. A position was identified at the Salvation Army where the employee worked 40 hours a week for three weeks before returning to their employer. TTE saved 58 lost time days.

Case Study – Truck Driver

A 46 year-old truck driver from Illinois sustained a labral tear in his left shoulder. After a surgery repair, he was released to one handed work and was not able to drive a truck. Several TTE positions were identified for him, but he refused to participate and the insurance carrier suspended benefits. After several weeks, the injured worker obtained a full duty release from his doctor and was able to return to driving a truck.

These findings are not isolated or unique. In an impartial study we found that on average employers saved 50 lost time days when comparing actual disability durations against Pressely-Reed disability standards.

All signs point to a difficult business environment in 2009, which can make it challenging for employers to implement successful return to work programs. Temporary Transitional Employment, when used on appropriate cases, is an effective program to allow for an accelerated and safe return to work.



For more information, visit our website: www.cascadedisability.com or call 1-800-834-8011