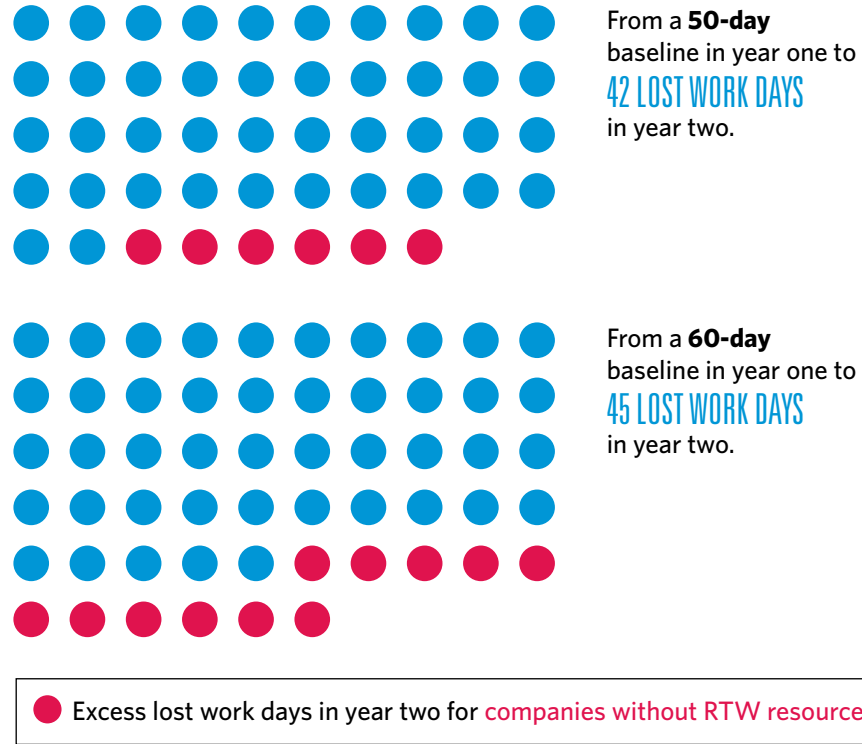


# The Value of Return-to-Work Programs\*

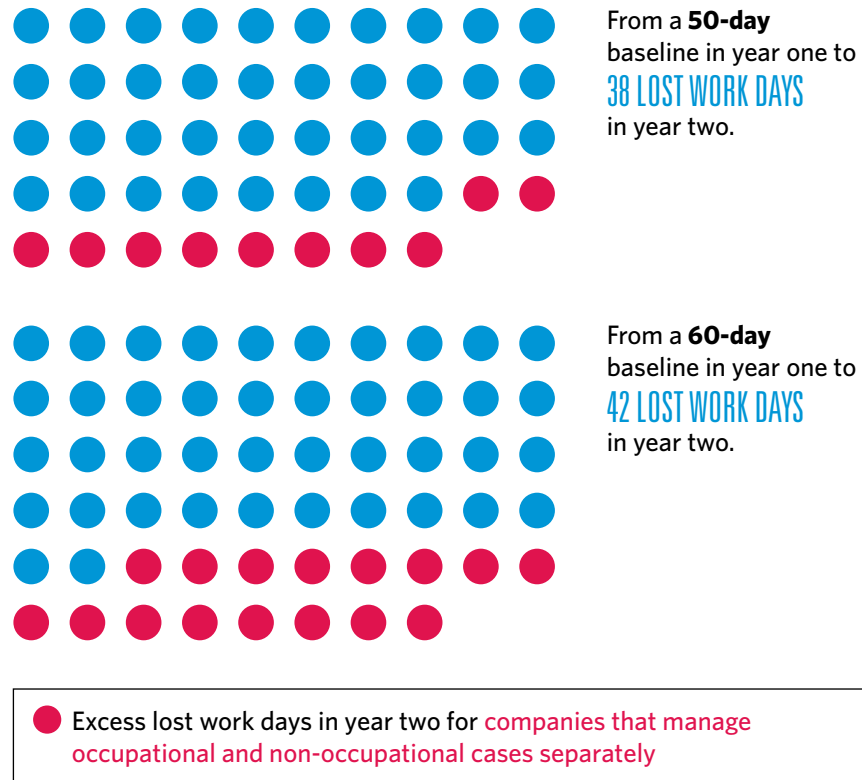
## THE GOOD NEWS

**Return-to Work (RTW) programs help employers avoid persistently long disability claim durations.** Companies that struggle with long disability claim durations in one year also tend to have long durations in the next year. RTW resources disrupt the persistence in year-over-year claim durations—especially for companies starting from a high baseline.

**Companies with RTW programs saw bigger declines in their year-over-year disability durations:**



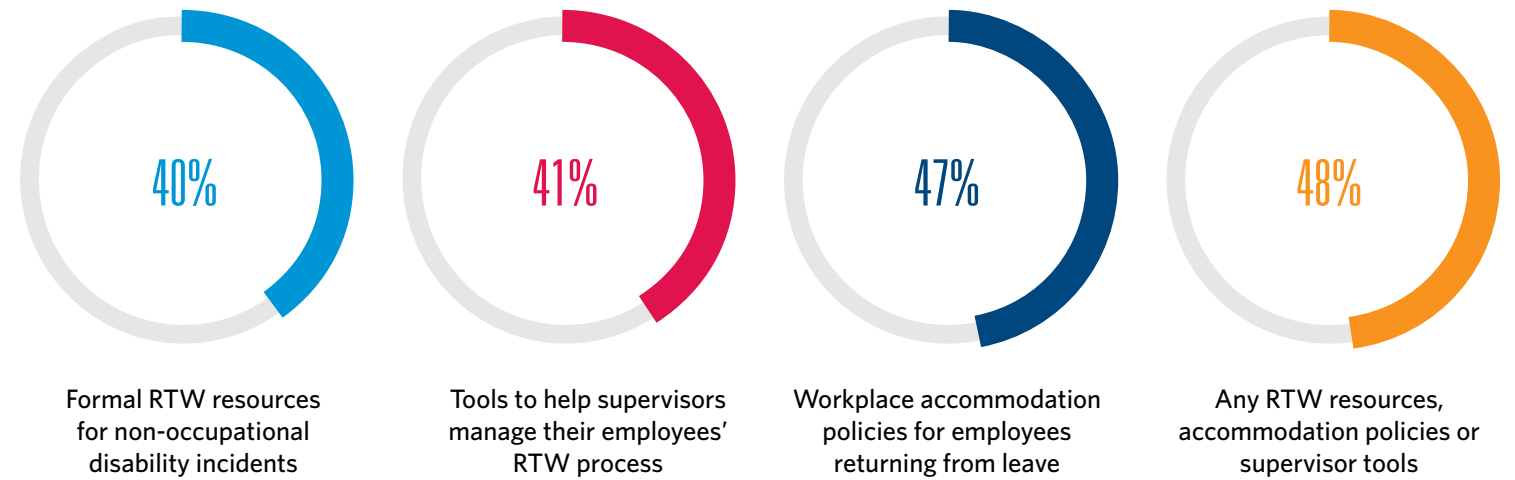
**Managing occupational and non-occupational cases jointly according the same RTW rules also breaks the cycle of long disability claims.**



## THE BAD NEWS

**Many employers are missing out on the benefits of RTW programs.** In spite of the clear advantages for managing disability durations, half of 256 employers surveyed had no RTW resources. Most employers with RTW programs lacked resources directly focused on managing non-occupational disability cases.

PERCENTAGE OF COMPANIES WITH...



## MAKE THE BUSINESS CASE FOR RTW PROGRAMS



### KNOW WHERE YOU STAND

Work with your supplier partners to develop a clear picture of disability's impact on your business. How many employees take disability leave and for how long? And how does this impact your company's ability to deliver its goods and services?



### DESIGN TARGETED RTW APPROACHES

Pay attention to disability leave patterns in different parts of the company. Work with key managers and supervisors to understand which positions and critical tasks are good candidates for RTW accommodations.



### GET BUY-IN FROM TOP TO BOTTOM

Industry benchmarks\*\* demonstrate the range of disability experiences among your peers—and how much room there is for improvement. Financial and opportunity costs can help make the case for top leaders, while lost work time benchmarks can drive home the operational benefits of RTW for department heads and supervisors.

\* Integrated Benefits Institute, The Value of Disability Return-to-Work Programs, September 2016  
 <<https://ibiweb.org/research-resources/detail/the-value-of-disability-return-to-work-programs>>  
 \*\* Integrated Benefits Institute, IBI Health and Productivity Benchmarking <<https://ibiweb.org/tools/benchmarking>>