

## II. KEY MEASURE ANALYSIS

Agency Mission: To serve and protect Oregon’s consumers and workers while supporting a positive business climate in the state.

<b>KPM #11</b>	<b>REEMPLOYMENT FOR INJURED WORKERS</b> Difference in percentage of eligible workers who return to work using return-to-work programs from those who do not use return-to-work programs.	<b>Measure since: 1999</b>
<b>Goal</b>	DCBS Goal #2: Regulate in a manner that supports a positive business climate.	
<b>Oregon Context</b>	Oregon Benchmark #9: Oregon’s national rank in the cost of doing business.	
<b>Data source</b>	Information Management Division, Research & Analysis Section utilizing Employment Department quarterly payroll data files.	
<b>Owner</b>	Jerry Rutherford, Manager, Reemployment Assistance Unit, Workers’ Compensation Division, 503-947-7575 Rand Schledorn, Manager, Rehabilitation Review Unit, Workers’ Compensation Division, 503-947-7764	

### 1. OUR STRATEGY

Restore injured workers physically and economically to a self-sufficient, employed status as quickly and to the greatest extent possible.

### 2. ABOUT THE TARGETS

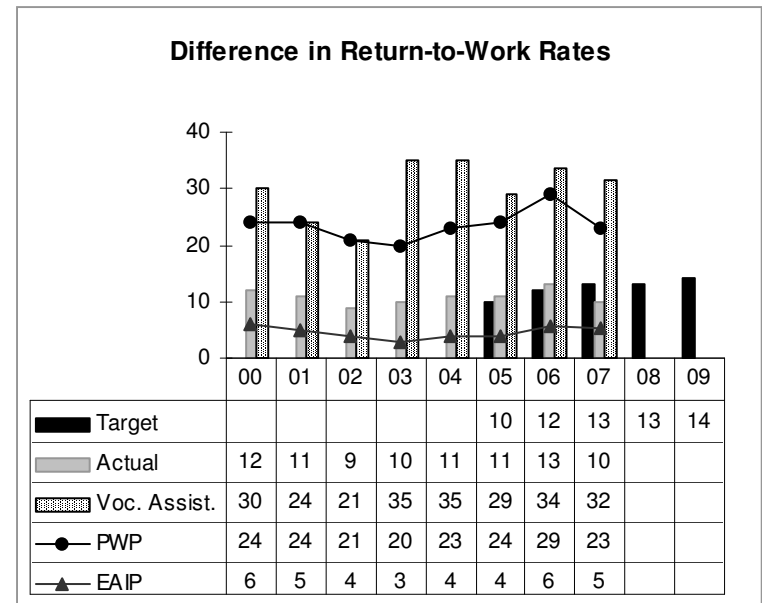
This measure comprises data from three return-to-work programs: the Vocational Assistance Program, the Preferred Worker Program, and the Employer-at-Injury Program. The data represents employment levels attained by injured workers 13 quarters after the date of injury who were using these program benefits compared to those who don’t use any of these benefits. A higher number is desired because that would indicate eligible workers who use the return-to-work programs obtain and retain employment at a higher level compared to eligible workers who do not use the programs. To set targets, we consider current return-to-work activities and legislative and program activities during the years of injury and when the worker entered the return-to-work program because the data represents employment attained by eligible injured workers 13 quarters after the date of injury.

### 3. HOW WE ARE DOING

Data consistently shows that injured workers who use return-to-work programs return to work and maintain employment at a higher rate than workers who do not use these programs. In 2006, there was a 13 percentage-point difference in eligible workers using the return-to-work programs compared to those who did not, the highest in 10 years. Much of that was driven by the high use of the Preferred Worker Program, which saw a record-high 29.1 percentage-point employment difference in 2006. The overall percentage point difference dropped back to 10 in 2007.

### 4. HOW WE COMPARE

Oregon’s return-to-work programs are nationally recognized and unique to Oregon. Many other jurisdictions have sought to introduce these programs in their jurisdictions due to the successes in Oregon.



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### **5. FACTORS AFFECTING RESULTS**

Influences of the Oregon economy or changes in business practices may impact this measure by reducing or increasing opportunities for job openings. Another factor that affects results is changes in laws, rules, or WCD initiatives during the various times employees and employers trigger the use of these programs. Finally, the number of participants in these programs can skew the results of this measure. For example, participation in the Employer-At-Injury Program is much higher than the other two programs, so its relatively low differential has a significant impact on the overall measure.

### **6. WHAT NEEDS TO BE DONE**

WCD will continue to provide education and outreach that promotes use of the reemployment assistance programs, and dispute resolution services for vocational assistance matters. In addition, WCD will continue efforts to better serve injured workers through increased partnerships with vocational providers, providing injured worker services through Oregon Vocational Rehabilitation Services, and promoting the Web-based Job Match Program.

### **7. ABOUT THE DATA**

This measure demonstrates a percentage outcome difference between eligible injured workers who use the return-to-work programs and eligible workers who do not use them. Outcomes are expressed as a percentage of each group that obtained employment and were still employed 13 quarters after the date of injury (3 1/4 years after injury). Additional return-to-work statistics and reports can be found at <http://www4.cbs.state.or.us/ex/imd/external/>.