

Presentation Title	Place in Schedule
Early Intervention Methods: The Bridge to Total Worker Health	Poster Session <i>Day 2 – Wednesday – May 9th, 2018</i> <i>8:30am-9:30am</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>(a) a statement of the problem or challenge being addressed: A gap exists between proactive injury prevention methods such as behavior-based safety or planned hazard inspections and reactive methods such as accident investigation and medical case management. The latter only attempts to minimize the severity (in terms of employee health and organization loss) impact of an injury event. The former is a long-term strategy that is not agile in adapting to the constant waves of change that roll through industrial organizations in the 21st century. A second aspect of the technology-based economy of today is the requirement for hyper-efficient use of labor to complete industrial activities. The manufacturing sector has dealt with this requirement for labor efficiency with Lean Methods as pioneered by Toyota. The On-site Early Intervention process has a design that includes the most effective elements of the Lean and Agile management processes but focuses on healthy worker outcomes while supporting the business objectives of the organization.</p> <p>(b) methods, approach, tools, instruments, or procedures, where applicable: A new tool has recently emerged that gives business leaders and their workers significantly increased control of the injury prevention process. The use of Certified Early Intervention Specialists in the work environment provides an agile process that seeks out and addresses potential injury causing situations or injuries in the earliest stages of development. These are specially adapted healthcare providers, known as Certified Early Intervention Specialists (CEIS), who have successfully developed a skill-set that combines knowledge from both the traditional Athletic Training and Occupational Health & Safety professional communities, among others. Athletic Trainers are members of the Sports Medicine community who specialize in preventing,</p>	<p>Chet Brandon, Certified Safety Professional, Certified Hazardous Materials Manager <i>ATI Worksite Solutions</i></p>

recognizing, managing and rehabilitation of injuries. The clinical foundations of Certified Early Intervention Specialists borrow heavily from athletic training concepts which are developed from scientific, evidence-based methods focused on the prevention and care of active individuals. Athletic training curricula include study in biomechanics, medical evaluation, physiology and orthopedic assessment. CEIS' blend techniques and approaches from the fields of: Occupation Health and Safety, Ergonomics, Nursing, Psychology, Emergency Response and Workers Compensation Management to perform real-time intervention of potential occupational and non-occupational injuries in the preemergence or early development stages. It is this unique performance of intervention actions at the employees' workstation with a one on one encounters that makes the technique uniquely successful. Currently, leading employers from the Aerospace, Automotive, Glass, Pharmaceutical, Food and Utilities industries are utilizing Certified Early Intervention Specialists and achieving significantly improved outcomes.

(c) a description of the program or intervention, where applicable:

Several key steps have been identified to effectively implement an Early Intervention Process in the work setting. This first is obtaining management commitment to support the process actively which includes the willingness to allow new methods on the work floor. Another important action is the clear and open communication with the employees regarding what the process is, why it's being initiated and what the expected outcomes are. Establishing employee trust early and adequately is a critical factor in program success. And finally, Implementing and executing the process in a disciplined an objective, professional manner consistent with healthcare management standards will ensure maximum positive impact on the injury results of the site.

(d) a description of subjects, participants or audience, as appropriate:

The speaker, and his organization, has considerable experience applying early intervention methods in

the work environments such as industrial sites, logistics and distribution, services, and health care. The speaker's organization currently has over 250 CEIS' working with approximately 300,000 client employees to provide early intervention and workplace well-being services. These methods are focused on teaching workplace leaders to enable healthier work environments via early intervention methods, including supporting the early reporting culture, and delivering early intervention services directly to employees of these organizations.

(e) the outcomes, analyses, and/or results:

A published case study will be discussed that validates the reported benefits of the On-site Early Intervention Process. A global manufacturer of container glass products implemented the process and carefully recorded the results. An analysis was performed that determined a 92% decrease in workers compensation direct spend over all the test sites after 12 months of process operation (Denman & Stout, 2014).

(f) practical/theoretical implications, and conclusions, as appropriate:

In this presentation the speaker will have conducted a deep-dive into robust and cost-effective early injury intervention methods that have recently become available. It has been established that the business environment of the 21st century requires agile solutions to meet the rapidly changing needs of employees in organizations effected by disruptive innovation. Research has validated that early injury intervention methods, when conducted by a Certified Early Intervention Specialist, are uniquely capable of elevating injury prevention performance and serving as a catalyst for enhanced well-being of employees both at work and home. The steps to implementation require minimal resources for organizations with a commitment to improving early injury intervention activities in their operations.

Evidence was presented that a significant financial payback exists for the business organizations and a personal health and wellness payback is delivered to the organization's employees.

Reference:

Denman, Sheila & Stout, Chris E. (2014, Q1). Return on Investment of Worksite-Based Intervention: An Empirical Examination. *World at Work Journal*, p 32-36.