

# Noontime Knowledge Session

**Safe Return to Work**

**Post COVID-19**

July 30, 2020

Noon-1:00pm



**OneCare Vermont**

[onecarevt.org](http://onecarevt.org)



# WebEx Details

**Please use Mozilla's Firefox or Google's Chrome to access the WebEx application. If you do not have one of these browsers installed, you will need to download one of them.**

## WEBEX DETAILS:

*Please use FireFox or Google Chrome while participating in WebEx*

1. Open FireFox or Google Chrome
2. Enter: [www.webex.com](http://www.webex.com) or click link: <https://onecarevt.webex.com/onecarevt/j.php?MTID=m647a6d8bcd01c3e898fa233d4615c34b>
3. Click on "Join" in the upper right hand corner
4. Enter Meeting Number: 160 736 9130
5. Enter Meeting Password: OCVT
6. Enter Your Name and Enter Your Email Address
7. Call 1-415-655-0001 & 160 736 9130

## Monitoring Form

**Date:** 07/30/2020

**Title of Program:** OneCare Vermont Hour Knowledge Session – Safe Return to Work Post COVID-19

**Where:** via WebEx

**Please list speaker/moderator:**

Norman Ward, MD; Karen Huyck, MD

**Please list all planning committee members:**

Norman Ward, MD; Susan Shane, MD; Jennifer Gordon, LICSW; Emily Martin, RN; Tawnya Safer, BS

**Purpose Statement/Goal of this activity:** Provide a readiness to work overview so learners understand options and why it is important to return to work following COVID-19.

**Learning objectives (do not use “understand”):**

By the end of this activity, the learners should be able to learn the importance of planning for return to work, the resources available through VT RETAIN, to know the best practices for navigating non-COVID return to work issues, to learn best practices for addressing COVID-related return to work issues and to know what to do if you need help with a specific return to work issue

**Does the speaker or any of the planners have anything to disclose?** Yes No

If yes, please list all potential conflicts of interest: If yes, were the potential conflicts resolved: Yes No

**Did this activity receive any commercial support (grants or in-kind)?** Yes No

If yes, please list all organizations and support type:

In support of improving patient care, The Robert Larner College of Medicine at The University of Vermont is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

The University of Vermont designates this live activity for a maximum of 1AMA PRA Category 1 Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

This program has been reviewed and is acceptable for up to 1 Nursing Contact Hours.

As a Jointly Accredited Organization, The Robert Larner College of Medicine at the University of Vermont is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved under this program. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. The University of Vermont maintains responsibility for this course. Social workers completing this course receive 1 continuing education credits.

This activity was planned by and for the healthcare team, and learners will receive 1Interprofessional Continuing Education (IPCE) credit for learning and change.



## **Important Reminder:**

All WebEx Participants will be muted during this session. During the Q&A portion you will be unmuted or you may use the chat box for that portion of the session.



# Welcome

**Norman Ward, MD**  
**Chief Medical Officer**

# Agenda

	Presenter	Time
<b>Noon- 12:05pm</b>	Norman Ward, MD Chief Medical Officer, OneCare Vermont Introduction & Innovation Fund Summary	15 Minutes
<b>12:15pm- 12:45pm</b>	Dr. Karen Huyck, MD, PhD, MPH, FACOEM Medical Director Vermont Retaining Employment and Talent after Injury/Illness Network (RETAIN)	30 Minutes
<b>12:45pm- 1:00pm</b>	Q&A	15 Minutes

## Presenter Bio(s)

Dr. Karen Huyck, MD, PhD, MPH, FACOEM is a board-certified Occupational and Environmental Medicine physician currently serving as the Medical Director of Vermont Retaining Employment and Talent after Injury/Illness Network (RETAIN), a federally-funded program through the Vermont Department of Labor to reduce work disability in the state. She received her MD and PhD from the University of Vermont, and completed her residency, MPH, and post-doctoral fellowship at the Harvard School of Public Health. She is currently an Assistant Professor of Medicine at Geisel School of Medicine at Dartmouth and Dartmouth-Hitchcock in the Section of Occupational and Environmental Medicine. She also is a former American College of Occupational and Environmental Medicine Occupational Physician Scholar and former Howard Hughes Predoctoral Fellow in the Biological Sciences. Prior to returning to the Upper Valley, she worked in diverse occupational medicine settings including as an on-site physician for biotech companies, disability review consultant, impartial medical examiner, and expert witness. Her clinical and research interests include prevention of work disability, functional rehabilitation, management of complex occupational and environmental injuries and illnesses, diagnosis and treatment of musculoskeletal injuries, workplace safety, health, and wellness, gene-environment interaction, and molecular diagnostics.



# Session Objectives

1. To recognize the importance of returning patients safely to work during the pandemic.
2. To appreciate the worker, employer, provider partnership for optimizing work outcomes
3. To recognize provider roles in return to work planning and documentation
4. To learn best practices for proactively screening patients for readiness to work during the pandemic
5. To learn best practices for addressing COVID- and non-COVID- related return to work issues
6. To learn about the resources available through VT RETAIN and how to get help with specific return to work issues

## Accreditation Designation Statement

In support of improving patient care, The Robert Larner College of Medicine at The University of Vermont is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

The University of Vermont designates this live activity for a maximum of 1AMA PRA Category 1 Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

This program has been reviewed and is acceptable for up to 1 Nursing Contact Hours.

As a Jointly Accredited Organization, The Robert Larner College of Medicine at the University of Vermont is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved under this program. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. The University of Vermont maintains responsibility for this course. Social workers completing this course receive 1 continuing education credits.

This activity was planned by and for the healthcare team, and learners will receive 1 Interprofessional Continuing Education (IPCE) credit for learning and change.



## **Important Reminder:**

All WebEx Participants will be muted during this session. During the Q&A portion you will be unmuted or you may use the chat box for that portion of the session.





# Readiness to Work During COVID

Dr. Karen L. Huyck, Medical Director, VT RETAIN



# Disclaimer

Preparation of this presentation was fully funded by the United States Department of Labor in the amount of \$3,295,876.00 under Cooperative Agreement No. 32547-18-75-4-50

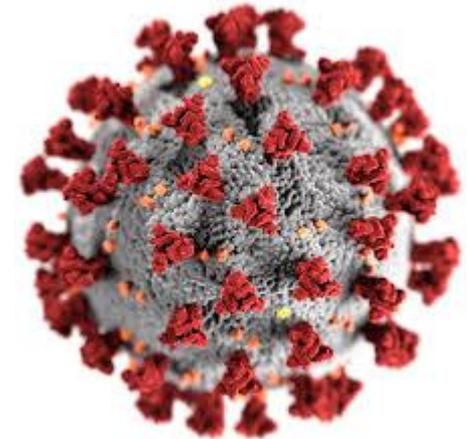
This presentation does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

# Overview



# Readiness to Work: Overview

- What is VT RETAIN?
- Why is planning for return to work important?
- What is my role in return to work planning and documentation?
- How do I identify a health-job mismatch?
- What do I do if I identify a health-job mismatch?
- What if I have questions or need more information?



# In this presentation you will learn...

1. ...the importance of planning for return to work during the pandemic
2. ...the worker, employer, provider partnership for optimizing work outcomes
3. ...best practices for navigating non-COVID return to work issues
4. ...best practices for addressing COVID-related return to work issues
5. ...available resources

# What is VT RETAIN?



# About RETAIN

- Retaining Employment and Talent After Injury/Illness Network (RETAIN)
- Funded by the U.S. Department of Labor (DOL), Office of Disability Employment Policy (ODEP)
- Joint initiative led by ODEP in partnership with DOL's Employment and Training Administration (ETA) and the Social Security Administration (SSA)
- Focused on building state capacity in SAW/RTW strategies across 8 states
- **Explores ways to help people who experience illness or injury remain in the labor force**

VT RETAIN is a state-wide pilot program through the Vermont Department of Labor for **any person who lives or works in Vermont** at risk for work disability (even if not work-related) with any type of health insurance (or no health insurance). VT RETAIN works in collaboration with the Vermont Department of Labor's Workers' Compensation & Safety Division. The program is not associated with workers' compensation insurers.

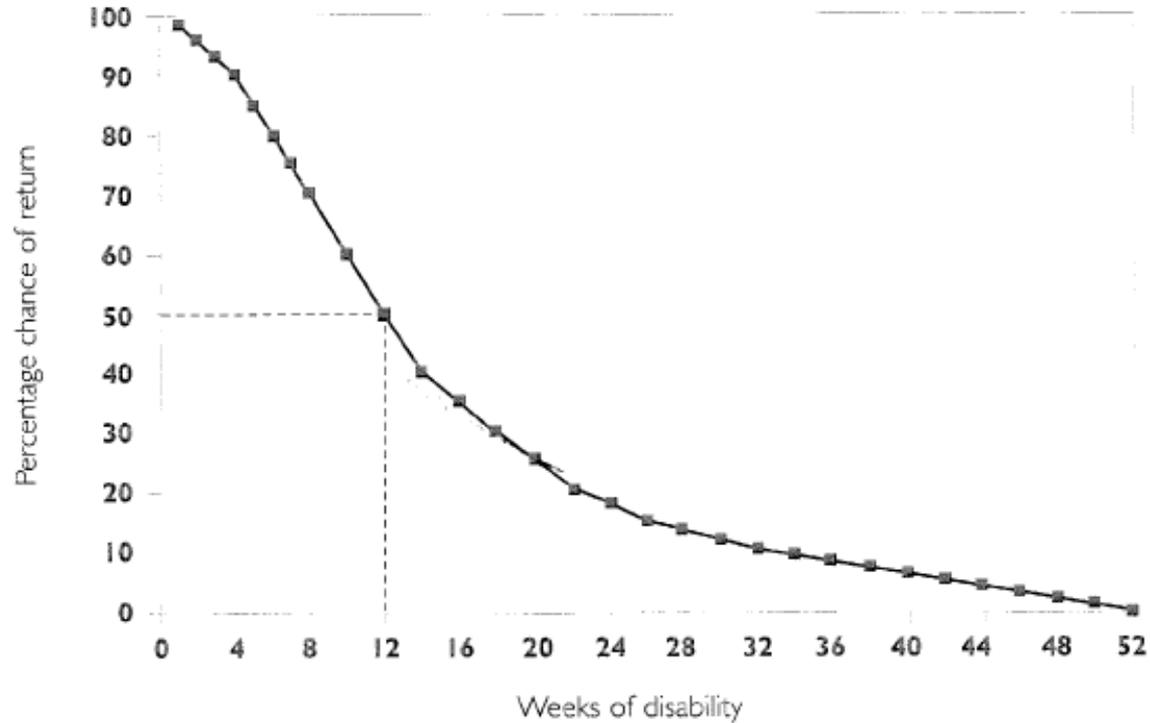


# Why is return-to-work important?



# Return to work – A medical emergency!

Disabled workers off duty 12 weeks have only a 50 percent chance of ever returning to work.



Guilford Group, Ltd 1995

# Health effects of the pandemic beyond infection

## Health issues that may have arisen during the pandemic:

- COVID infection and sequelae of infection
- New non-COVID injuries or illness
- Worsening of existing injuries or illness
- Deconditioning from decreased physical activity
- New mental health conditions
- Worsening of existing mental health conditions
- Increase drug and alcohol use
- Domestic abuse
- Increased caregiver responsibilities
- Unemployment

# Effects of unemployment

**Unemployment** is an independent risk factor for increased physical and mental health conditions among unemployed individuals and their families, including:

- Deconditioning
- Heart disease
- Depression
- Substance use

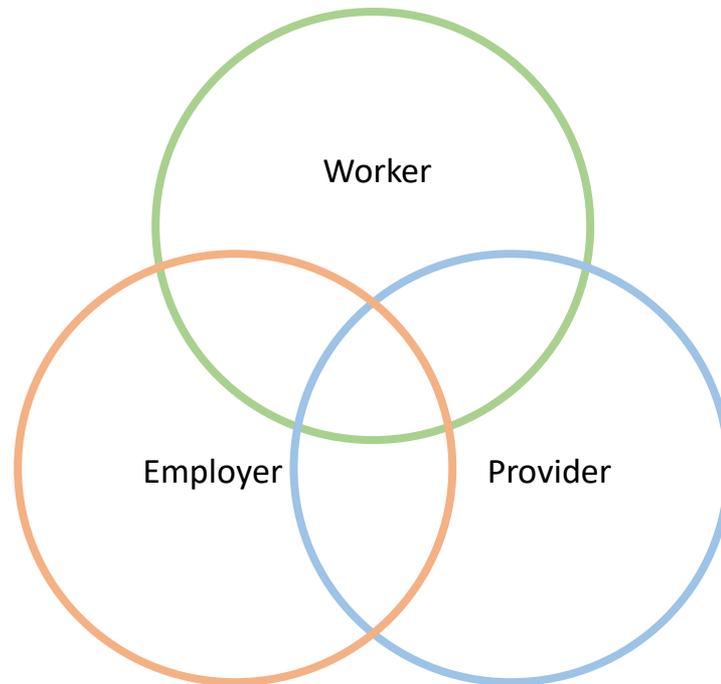
When returning workers back to work after a period of unemployment, it is important to know about these issues. These factors can decrease productivity and increase risk of injury and lost work time.

Mathers CD, Schofield DJ. The health consequences of unemployment: the evidence. *Med J Aust.* 168(4):178-82, 1998.

# What is my role in return-to-work planning?



# Return-to-work interactions



# Universal best practices...

1. Information and guidelines are constantly changing, stay informed
2. Vermont Department of [Labor](#) and [Health](#), [ACCD](#), [CDC](#), [US DOL](#), and [EEOC](#) sites are the best sources of current information
3. Be proactive and follow best practices to optimize work outcomes

# Employer best practices...

1. Follow state reopening training and planning requirements
2. Employers can ask employees if they are experiencing COVID-related symptoms
3. Otherwise, they should not ask about employees' health unless it affects their job performance
4. Employers must maintain confidentiality of any medical information collected and keep it separate from personnel files
5. There are many barriers to return to work right now. Encourage employees to reach out to you. Listen, respond, and create an environment where employees feel safe to raise concerns without fear of discrimination. Stay on the correct side of the law.

# Worker best practices...

1. Understand that working protects health
2. Know your rights and responsibilities
3. Know the physical and cognitive requirements of your job
4. Early action is critical, seek treatment or support quickly
5. Tell your medical provider if you have concerns about your ability to work
6. Engage in your treatment plan
7. Get a work capacity statement or work activity plan as early as possible
8. Talk to your employer about how your health affects your work
9. Understand and adhere to COVID infection control practices

# Provider best practices...

1. Ask about work disability risk factors
2. Encourage work goals
3. Act promptly
4. Be collaborative
5. Communicate clearly
6. Use available resources
7. Educate patients on best infection control practices

# How do I identify a health-job mismatch?

# Health-job screening questions

1. Work questions
2. COVID risk factors
3. Work capacity
4. Psychosocial factors

1. What do you do for work?
2. What is your work status? (e.g., employed and working, employed and furloughed, or unemployed)
3. Do you have contact at work with people known to have COVID-19 or who may have COVID-19?
4. Do you have concerns about being able to do your job safely?
5. Before the pandemic, were you receiving FMLA, ADA, or worker's compensation benefits or did you have any work restrictions or accommodations?
6. Since the pandemic, are you receiving any FMLA, ADA, workers' compensation, CARES Act, Family First Coronavirus Relief Act, unemployment, or other benefits?
7. Have you had COVID-19 or have you been exposed to someone with COVID-19?
8. Are you over 65 years old?
9. Do you have any of these conditions? Diabetes, obesity, or breathing, heart, kidney, liver, or immune problems?
10. Do you live with anyone over 65 years <u>or</u> who has these conditions?
11. Do you feel physically ready to work?
12. Do you feel emotionally ready to work?
13. Do you feel mentally ready to work? (e.g., to think and make decisions needed to do your job)
14. Since January, have you been drinking more alcohol?
15. Since January, have you been using more drugs?
16. What are your family care responsibilities at home?
17. Do you have safe transportation to and from work?
18. Do you feel safe at home?

# Work screening questions

1. What do you do for work?
2. What is your work status? (e.g., employed and working, employed and furloughed, or unemployed)
3. Do you have contact at work with people known to have COVID-19 or who may have COVID-19?
4. Do you have concerns about being able to do your job safely?
5. Before the pandemic, were you receiving FMLA, ADA, or worker's compensation benefits or did you have any work restrictions or accommodations?
6. Since the pandemic, are you receiving any FMLA, ADA, workers' compensation, CARES Act, Family First Coronavirus Relief Act, unemployment, or other benefits?

# COVID screening questions

7. Have you had COVID-19 or have you been exposed to someone with COVID-19?

8. Are you over 65 years old?

9. Do you have any of these conditions? Diabetes, obesity, or breathing, heart, kidney, liver, or immune problems?

10. Do you live with anyone over 65 years or who has these conditions?

# Work capacity screening questions

11. Do you feel physically ready to work?

12. Do you feel emotionally ready to work?

13. Do you feel mentally ready to work? (e.g., to think and make decisions needed to do your job)

# Psychosocial risk factors

14. Since January, have you been drinking more alcohol?

15. Since January, have you been using more drugs?

16. What are your family care responsibilities at home?

17. Do you have safe transportation to and from work?

18. Do you feel safe at home?

# What should I do when I identify a health-job mismatch?



# Positive employment screening questions

What should I do if my patient is furloughed or unemployed?

- Determine work goals
- Support a return-to-work plan based on patient goals
- Facilitate a physical and mental self-care plan while out of work
- Refer to local [Vermont Career Resource Center](#) for employment assistance

**The Vermont Department of Labor Career Resource Centers**  
are offering virtual services during the pandemic

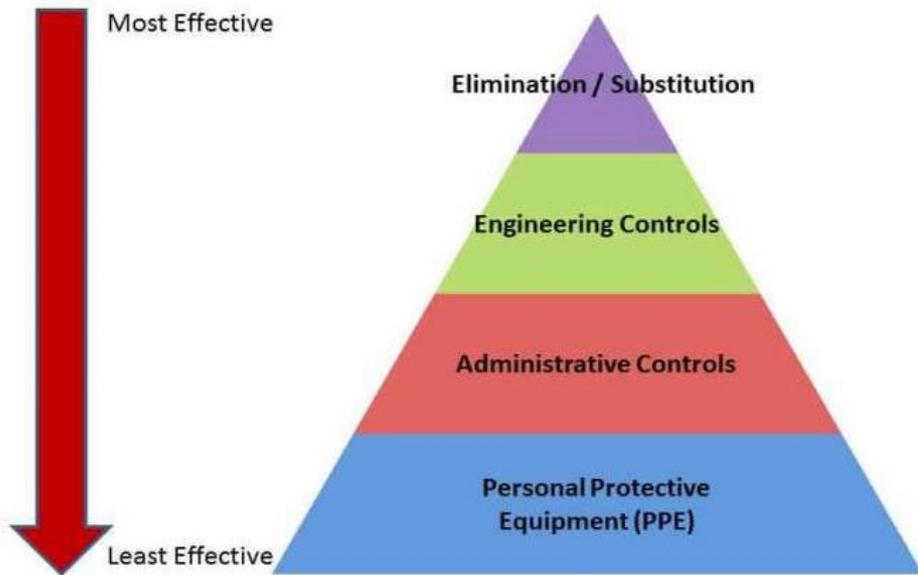
# Positive employment screening questions

What should I do if my patient has contact at work with individuals who have or may have COVID?

- Determine if work can be done remotely
- Ensure employer has implemented state-required [trainings](#) and [restart plan](#)
- Ensure patient has completed training, understands employer restart plan, and knows how to follow best infection control practices
- If medical grade masks are required, employer must pay for them
- Recently passed state legislation allows for front-line workers at elevated risk for COVID exposure and workers who test positive for COVID within 14 days after “documented occupational exposure” to obtain workers’ compensation coverage if they are infected.

Vermont Restart Planning is based on a hazard reduction model

## Hierarchy of Controls



Infection control practices should include:

### Elimination:

- Remote work whenever possible

### Engineering controls

 such as:

- Adequate ventilation and air flow
- Plexiglass barriers, etc.

### Administrative controls

 such as:

- Strict social distancing
- Easy access to hand sanitizers, disinfecting wipes, tissues, and hand washing facilities
- Frequent cleaning and disinfection, especially of common “touchpoints”
- Prohibiting congregating in common areas
- Restrictions on sharing of equipment, tools, supplies, and especially food

Personal protective equipment including masking, eye protection, face shields etc.

# Positive employment screening questions

What should I do if my patient has concerns about being able to do their job safely?

- Ask what obstacles are preventing them from doing their job safely
- Ask what support would help them be able to do their job safely
- Provide letter listing work accommodations if needed
- Employees can call [VOSHA](#) for questions or concerns about infection control or other safety practices at work

**Vermont Occupational Safety and Health Administration (VOSHA)**

5 Green Mountain Drive  
PO Box 488  
Montpelier, VT 05601-0488  
Main Phone: 1-800-287-2765

# Positive employment screening questions

What should I do if my patient is receiving benefits or has prior work restrictions or accommodations?

- Ask if job tasks have changed
- Ask if underlying condition has changed or worsened
- Update work accommodations to match job tasks to capacity
- Provide interim accommodations that allow for progressive return to work
- Update benefits paperwork to protect job and/or wages
- Prescribe medical rehabilitation, ergonomic assessment, and/or vocational rehabilitation to improve match between job tasks and capacity

## Benefits and safety nets for out of work employees

- Accrued sick, vacation, or personal leave time
- Vermont FMLA is Vermont's version of the federal Family Medical Leave Act and protects a person's job when they or a family member is sick
- Short- and long-term disability policies provide wage replacement when out of work for a medical condition
- Unemployment compensation provides wage replacement for furloughed or terminated workers
- CARES Act expands access to unemployment compensation
- Family First Coronavirus Relief Act offers expanded protections and benefits to certain workers

Contact [Vermont Department of Labor](#)  
for questions about unemployment and  
coronavirus relief benefits

# Positive COVID screening questions

What should I do if my patient had COVID or was exposed to someone with COVID?

- Follow CDC and [state](#) guidelines for [healthcare provider](#), [community-related](#), and [travel](#) exposures
- Follow VT Department of Health for “[Duration of Isolation for Adults with COVID](#)” and “[When can employees with COVID-19 return to work?](#)”
- Provide a letter medically clearing for return to work and certifying fitness for duty
- Provide permanent or temporary work accommodations for sequelae of infection
- Provide VT Department of Health information sheets and resources
- Employers can delay an applicant’s start date or withdraw job offer if they have symptoms of COVID or test positive
- Employers can notify co-workers who may have been exposed to a COVID-positive worker for contact tracing and symptom monitoring; they CANNOT require the affected employee disclose their identity

## When can employees with COVID-19 return to work?

### 1. Symptom-based:

- At least 3 days (72 hours) after fever resolves and respiratory symptoms have improved **and**
- At least 10 days after symptoms first appeared

### 2. Time-based strategy (if no symptoms)

- Exclude from work until 10 days have passed since the date of first positive COVID-19 test

## When can close contacts to someone with COVID-19 return to work?

Close contacts should stay home from work for 14 days since the last day they were in contact with the person who tested positive. People in quarantine can contact their primary care provider about getting tested on or after day 7 of their quarantine period if they have had no symptoms. This option is not available to those who work in close congregate settings where there is a high risk of transmitting COVID-19 to vulnerable people, such as assisted living and detention facilities. If the test is negative, they may end quarantine early and go back to work.

A negative test for COVID-19 or a letter from the Department of Health is NOT required to return to work

COVID-19 UVMHC hotline for questions about screening patients for testing: **802-847-2700**

Emergency or urgent patient care assistance from CDC Clinicians: **770-488-7100**

**Report all suspected cases to the Health Department: 802-863-7240**

# Positive COVID screening questions

What should I do if my patient or a family member has risk factors for severe COVID infection?

- Determine if work can be done remotely
- Ensure employer has implemented required state trainings and restart plan
- Ensure patient has done training, understands restart plan, and knows to follow infection control practices
- Provide work accommodations for additional exposure protection such as reassignment to a less populated workspace, additional protective barriers or PPE, designated work clothes, and/or a shift change, etc.
- Employers CANNOT delay an applicant's start date or withdraw a job offer if they are at high risk for severe infection
- Employers CANNOT preclude an employee from returning to work *solely* because they are in the "high risk" category unless a medical provider determines through an individualized medical assessment that their condition poses a "direct threat" to their health that cannot be addressed by a "reasonable accommodation."

# Risk stratification for workers

The level of risk depends on the type of industry, need for contact within 6 feet of others, need for contact with those suspected or positive for SARS-CoV-2 infection, and employer and worker adherence to exposure control practices.

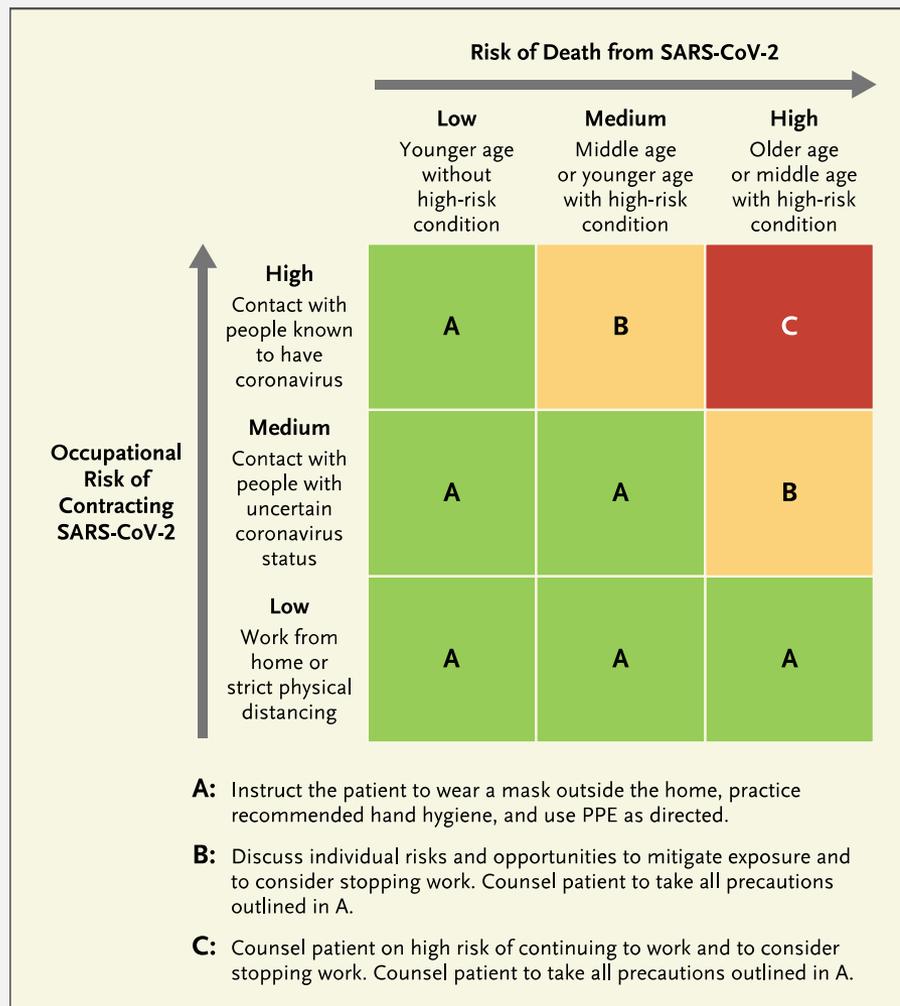
There are several frameworks to help clinicians counsel patients about continuing to work in the midst of the pandemic based on their occupational risk of contracting SARS-CoV-2 and their risk of death if they are infected.

Larochelle MR. "Is It Safe for Me to Go to Work?" Risk Stratification for Workers during the COVID-19 Pandemic. NEJM. 2020.

OSHA Guidance on Preparing Workplaces for COVID-19. Classifying Worker Exposure to SARS-CoV-2.

What to do to protect workers.

<https://www.osha.gov/Publications/OSHA3990.pdf>



Proposed Framework for Counseling Patients about Working during the Pandemic.

# Positive work capacity screening questions

What should I do if my patient does not feel physically ready to work?

- Ask your patient what they do for work, how they do it, and which job activities are difficult or easy
- Address medical diagnosis, treatment, rehabilitation, and reconditioning
- Provide work accommodations such as gradual return to work, lighter tasks, fewer hours, etc.
- Physical and occupational therapy evaluation can help determine safe physical demand
- Follow up frequently until return to full work or plateau
- If the patient can't return to work despite appropriate treatment, rehabilitation, and job accommodations, refer to local [Vermont Career Resource Center](#), [Division of Vocational Rehabilitation](#), and social support resources
- Employers CANNOT ask employees directly about a medical condition unless they pose a direct threat to themselves or to others or are unable to perform the essential duties of the job because of their condition.

# Positive work capacity screening questions

What do I do if my patient does not feel emotionally or mentally or ready to work?

- Respect these concerns and assess for mental health diagnoses and needs
- Follow the recommendations listed for lack of physical readiness and also...
- Provide mental health friendly work accommodations
- Refer patient to stress reduction and mental health resources
- Self-care is not selfish
- Employers CANNOT ask employees directly about mental health conditions unless they pose a direct threat to themselves or to others or are unable to perform the essential duties of the job because of their condition.
- If anxiety about COVID exposure at work reaches the point that you determine that they are unable to work, this may be a compensable work-related stress claim

## TIPS FOR COPING WITH STRESS DURING THE COVID-19 OUTBREAK

Stay connected to others, giving and accepting support

Take mini-breaks

Keep up physical activity

Maintain regular sleep patterns and healthy eating

Limit excessive exposure to distressing media

Practice stress management techniques such as mindfulness and deep breathing

Connect to your sense of purpose

Seek help from a professional if you experience symptoms of significant stress or impairing anxiety

- Encourage use of Employer Assistance Program ([EAP](#)) if available to the worker
- [CDC How to Cope with Job Stress and Build Resilience During the Pandemic](#)
- The [Vermont Department of Mental Health](#) has put together these resources:

**You  
Are  
Not  
Alone**

Available 24/7 – If you need help, text VT to 741741

The National Suicide Prevention Lifeline  
is available 24/7 at 800-273-8255

Dial 2-1-1 to find mental health services in your area

Vermont Peer Support Line – open 24 / 7  
Call or text 833-888-2557

VERMONT  
DEPARTMENT OF MENTAL HEALTH

# Positive psychosocial screening questions

What should I do if my patient has been drinking more alcohol or using drugs?

- Follow same recommendations as for physical and emotional readiness and also...
- Ask for more details about substance use patterns
- Provide substance-use-friendly work accommodations
- Refer to community and local behavioral or substance use resources
- Encourage use of Employer Assistance Program (EAP) if available to the worker
- The Vermont Department of Mental Health has put together these resources:

[VTHelpLink.org](https://vthelp.org) or call 802-565-5465 (LINK)

- Employers CANNOT ask employees directly about substance use unless they pose a direct threat to themselves or to others or are unable to perform the essential duties of the job because of their condition.

# Positive psychosocial screening questions

What do I do if my patient has increased care responsibilities, lack of safe transportation to work, or feels unsafe at home?

**These can be hidden barriers to return to work:**

1. Identify them
2. Respond with resources
3. Complete benefits paperwork to help protect job and wage

[Vermont Agency of Commerce and Community Development Resources for Individuals](#)

[Vermont Department of Health Resources for Communities and Workplaces](#)

[Vermont Domestic Violence Resources](#)

What if I have other questions or need more information?



# What can VT RETAIN do for you?

1. VT RETAIN health-job screener and healthcare provider checklist
2. Phone access to board-certified occupational medicine physicians
3. Help accessing resources and information related to return to work
4. VT RETAIN free return-to-work training modules coming soon!

Call us directly at **802-495-6316** or **888-356-0487**

Email us at **[Karen.Huyck@partner.vermont.gov](mailto:Karen.Huyck@partner.vermont.gov)** or **[Labor.RETAIN@vermont.gov](mailto:Labor.RETAIN@vermont.gov)**

We look forward to supporting you!

# For More Information . . .

## Vermont:

- [Vermont Department of Labor COVID-19 Resources, VOSHA, and Project Work Safe](#)
- [Agency of Commerce and Community Development COVID-19 Recovery Resource Center](#)
- [Vermont Department of Health Resources for Health Care Providers](#)

## Federal:

- [CDC Information for Health Care Professionals about Coronavirus \(COVID-19\)](#)
- [US Department of Labor Coronavirus Resources](#)
- [Job Accommodation Network and COVID](#)
- [Equal Opportunity Commission - Coronavirus and COVID-19](#)
- [Office of Disability Employment Policy COVID Resources](#)





## Questions & Answers

**\*please use chat box for questions**

# UVM CME/CEU

If you are interested in claiming 1.0 Credit for attending this session, please use the following or scan the QR code below.

<http://www.highmarksce.com/uvmmed/index.cfm?do=ip.claimCreditApp&eventID=14772>



---

*In support of improving patient care, The Robert Larner College of Medicine at The University of Vermont is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.*

***The University of Vermont designates this live activity for a maximum of 1 AMA PRA Category 1 Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity. This program has been reviewed and is acceptable for up to 1 Nursing Contact Hours.***

*As a Jointly Accredited Organization, The Robert Larner College of Medicine at the University of Vermont is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved under this program. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. **The University of Vermont maintains responsibility for this course. Social workers completing this course receive 1 social work continuing education credits.***

# Survey Monkey Session Evaluation Link:

<https://www.surveymonkey.com/r/readinesstowork>



## Who to Contact with Questions:

Emily Martin, RN  
Clinical Education Coordinator  
OneCare Vermont  
[emily.martin@onecarevt.org](mailto:emily.martin@onecarevt.org)

Tawnya Safer  
Clinical Program Specialist  
OneCare Vermont  
[tawnya.safer@onecarevt.org](mailto:tawnya.safer@onecarevt.org)

# Thank You!



OneCare Vermont

[onecarevt.org](http://onecarevt.org)

