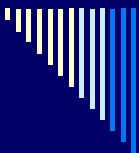


Arthritis Work Disability: Epidemiology and Evidence-Based Employment Retention

Enhancing Activity and Participation Among People with Arthritis
(ENACT)

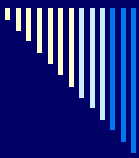
Julie Keysor, PT, PhD, Director
Saralynn Allaire, ScD, CRC-R, Associate Director
NARRTC 34th Annual Conference
April 26, 2012



Arthritis: Diseases and Conditions that Affect Joints (Rheumatic diseases/conditions)

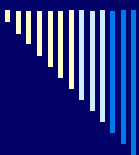
- Osteoarthritis
- Rheumatoid arthritis
- Psoriatic arthritis
- Ankylosing spondylitis
- Lupus erythematosus
- Scleroderma

Other rheumatic conditions like
fibromyalgia



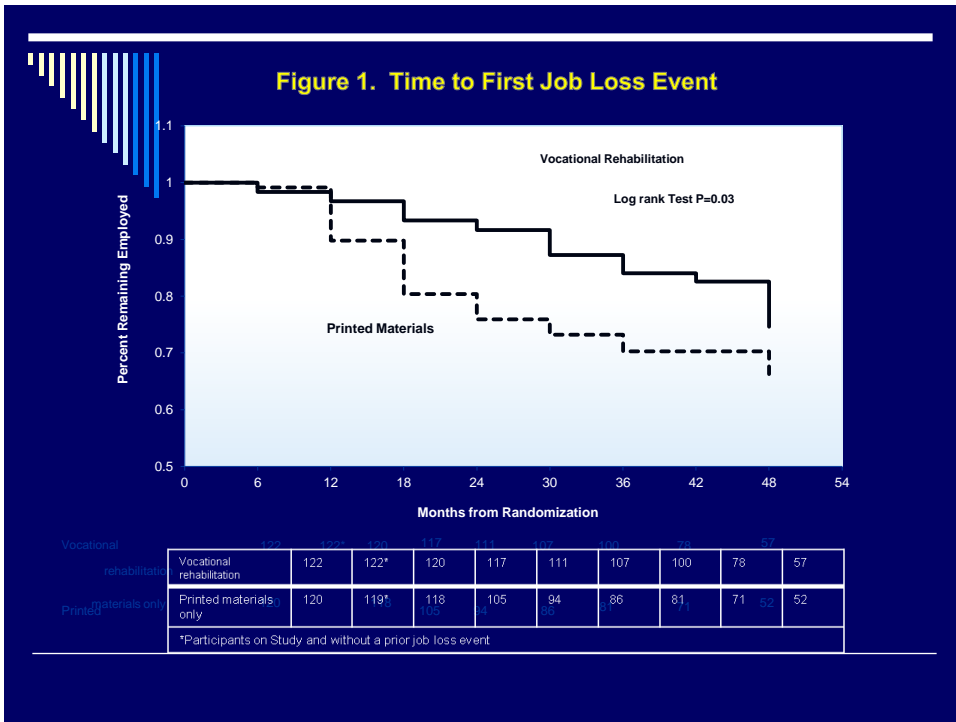
Rheumatic Conditions: Major Causes of Work Limitation

- **More than 50% of people with arthritis in the US are employment aged, 18-64 years** (Hootman, 2006 [2003 NHIS data])
 - **30% have limitation in ability to work** (Theis [2002 NHIS data], 2007)
- Rheumatoid arthritis
 - Of those employed at disease onset, ~ 30% no longer work at 10 years disease duration (Allaire, 2007)
 - Lupus erythematosus and similar illnesses also have substantial rates of complete work disability
- Fibromyalgia: 23-31% of subjects stop working prematurely (Wolfe, 1997; White, 1999)



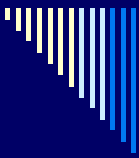
Job Retention Vocational Rehabilitation (VR) Intervention Prevents Arthritis Work Disability (Allaire, 2003)

- RCT; 242 employed participants with a rheumatic condition at risk for job loss
- Job retention VR intervention **delivered in two 1.5 hour meetings with a rehabilitation counselor**
 - Assessment of work problems and development of solutions for problems (e.g., job accommodations)
 - Promotion of belief can work if problems addressed
 - Provision of information about rights, e.g., ADA
 - Discussion of disclosure issues
 - Planning for future job/career change or advancement



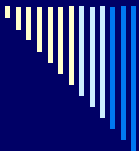
Translating Results into Practice: Limited Access to Rehabilitation Counseling Services

- Available mainly through public VR program
 - Program mandated to give priority to those who are most severely disabled
 - Most persons with arthritis mildly/moderately disabled
 - Most VR consumers are unemployed
 - Intervention at the preventive level is effective and requires relatively little time



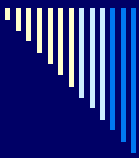
Could Important Components of Job Retention VR Intervention Be Delivered by Other Professionals?

- Persons with arthritis have greater access to physical and occupational therapists (PTs/OTs)
- Helping people maintain roles is within PT/OT professional scope of practice
- **Role appears plausible**
 - **Assess individuals' health-related work problems and assist in generating solutions for problems (e.g., job accommodations)**
- **Provide resource information and referral**



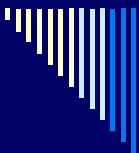
Use Work Barrier Assessment Tool: Work Experience Survey (WES) (Roessler, 1995)

- Uses/teaches the problem solving approach to reduce health-related barriers to work
 - Barriers identified from comprehensive checklists
 - Barriers prioritized
 - Solutions for 3 most bothersome barriers generated
- WES adapted for more comprehensive and efficient use with persons with rheumatic conditions – **Work Experience Survey for Persons with Rheumatic Conditions (WES-RC)** (Allaire & Keysor, 2009)



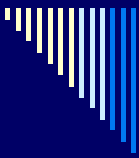
Pilot Study to Explore (Allaire, Baker & Keysor, 2009)

- Feasibility of WES-RC use by PTs/OTs
- Therapists' perceptions regarding use of the instrument for their patients



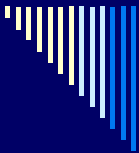
Pilot Study

- 10 therapists
 - 6 PTs
 - 4 OTs
- Administered WES-RC to 20 employed persons with rheumatic conditions and work limitations



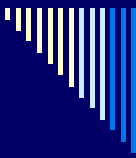
Pilot Study: Results Summary

- Therapists had favorable perceptions of the WES-RC
- They had no difficulty with barrier identification
- **BUT** sometimes had difficulty generating solutions
- Need: Improvement in therapists' abilities to assist with solution generation



Solution Handbook Developed

- Available literature
- Expert opinion: PTs/OTs recruited from the Association of Rheumatology Health Professionals



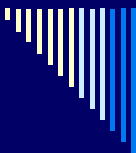
Effect of Solution Handbook Use on Quality of Solution Generation (Allaire,

Baker, Keysor, et al., 2010)

- Most PT/OT study participants able to generate helpful solutions for physical activity work barriers

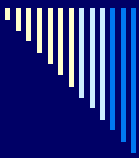
For other content areas:

- Significantly larger proportions of PTs/OTs given the solution handbook developed helpful solutions than those without access to it
 - Cognitive work barrier, 86% vs. 45%
 - Vocational direction barrier, 82% vs. 35%



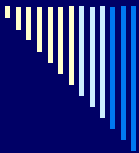
ENACT Study: Test Efficacy of Therapist Delivered WES-RC Based Intervention

- Randomized controlled trial
- Intervention provided by PTs/OTs to persons with rheumatic conditions at risk for work loss
 - Use WES-RC to identify and solve work barriers
 - Provide employment and disability-related information and resources
 - Provide written action plan
 - Follow-up on actions taken and revise plan as needed



ENACT Study: Test Efficacy of Therapist Delivered WES-RC Based Intervention

- PTs/OTs in community practice recruited
- Intervention being delivered to persons
 - Chronic rheumatic condition
 - Employed \geq 10 hours/ week
 - Age 23-63 years
 - Not on disability leave
 - Plan to work at least 2 more years



Questions and Comments

Center for Enhancing Activity
& Participation among Persons with Arthritis (ENACT)
www.bu.edu/enact

The NIDRR Arthritis Rehabilitation and Training Center

NIDRR PR/Award #H133B100003

