

F I N A L R E P O R T

V I N L A N D N A T I O N A L C E N T E R
I N J U R E D W O R K E R P I L O T P R O J E C T

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THE PURPOSE:

Funded by the State of Minnesota, this joint project of the Workers' Compensation Section, Division of Jobs and Training, and the Vinland National Center, was designed to test whether an innovative and intensive residential program could be effective in returning chronically unemployed injured workers to gainful employment. The program received \$200,000 for a one year demonstration period and was designed to serve up to 40 injured workers as well as to provide follow-up and outcome research.

The success of the project was to be measured in economic terms, as well as the additional personal gains of participants in productivity, family well-being and community participation.

BACKGROUND:

In 1986, there were 6,313 injured workers who received Workers' Compensation Rehabilitation Services of whom 29 percent did not return to work at a rehabilitation cost of \$6,411,588. This cost represents only a portion of the total costs to society associated with injured worker's unemployment. Many of those in this 29 percent category who could be employed have fallen into a pattern of inactivity, isolation and discouragement. For this group, traditional rehabilitation approaches have not been enough.

In addition to the above-mentioned injured workers who received Workers' Compensation benefits and rehabilitation services, there were 5,474 injured workers whose claim was denied by the insurer. Approximately 400 of these workers became the responsibility of the Workers' Compensation Section, Division of Rehabilitation Services, Department of Jobs and Training. It was assumed that there is an equal percentage of workers in this group for whom traditional rehabilitation services are not effective.

THE PROGRAM:

The program provided innovative rehabilitation services to injured workers who had not responded positively to traditional rehabilitation efforts; whose prime obstacles to employment was attitude and motivation as well as physical limitations; and who, without intervention, would have continued to be a serious financial burden on state resources.

Injured workers participated in a three week intensive life experience at the Vinland National Center. The philosophy of Vinland encourages each participant to take risks and experience success, to expand the boundaries of their capabilities, and to broaden their outlook toward return to work possibilities. As in an Outward Bound program, participants work with the support of Vinland staff, to recover a sense of being in charge of their own lives, to build the physical capabilities and mental energies necessary to accomplish viable vocational goals.

SERVICES:

Services provided as a part of the ongoing vocational plan included counseling, job analysis, analysis of transferable skills, labor market survey, vocational testing, job seeking skills training, job development, job placement, follow-up, on-the-job training and conferences.

The Qualified Rehabilitation Consultants (QRCs) of the Workers' Compensation Program utilize the following Vinland services in evaluating and assisting the injured worker in planning to return to work:

- * Adaptive Living Skills
- * Health Promotion Education
- * Medical Self Care
- * Endurance Training
- * Enhanced Employment Orientation
- * Motivational Training
- * Self Concept Strengthening

Vinland is staffed by vocational counselors, recreation therapists, adaptive physical education instructors, healthsports instructors and physical therapists. All injured workers had a recommendation to participate from their treating physician along with a prescriptive plan to be implemented by the Vinland staff.

Injured workers had an opportunity to visit Vinland prior to becoming a full-time participant. To the extent possible, family members and others concerned with the injured worker's future were involved to support the injured worker's experience at Vinland.

PROJECT OUTCOMES:

Project Objectives were established as a part of the initial contact. Attachment A delineates these objectives and their actual date of accomplishment. As can be seen by the attachment, all objectives were accomplished with only slight variances from the quarter projected.

EMPLOYMENT OUTCOME:

Twenty-nine injured workers participated in the program as well as twelve persons with disabilities referred from the Department of Rehabilitation Services. In terms of employment and employment related outcomes the results are as follows:

<u>Before Vinland</u>		<u>After Vinland</u>	
<u>Status</u>	<u>Number</u>	<u>Status</u>	<u>Number</u>
Employed	0	Employed	12
In training/school	0	In training/school	4
Actively seeking work	0	Actively seeking work	5
Inactive	29	Not released by treating physician to return to work	6
		Inactive	2
Injured Workers	29	Injured Workers	29

It would be anticipated that a percentage of the persons now seeking employment and waiting for their physician's release will become employed.

The type of jobs served and the length of time to return to work are found in Attachment B.

CHARACTERISTICS OF PERSONS SERVED:

- Usually male, often blue-collar or manual laborer. Limited life experiences and great difficulty identifying job options other than the type of jobs done before the work injury.
- Believes he has nothing to offer an employer. Discouraged and poor self-image.
- Very motivated to work and provide for self and family once he believes there is hope of becoming reemployed.
- Often in severe chronic pain which has not responded to traditional medical management. Feels isolated from family and others. Responds well to stress management techniques, increase in paced physical activities, and counseling.

Details of the characteristics of the 29 injured workers served are found in Attachment C.

WEAKNESSES:

Lack of steady referrals. Originally the project was designed to serve 40 injured workers referred from the Workers' Compensation Unit, Jobs and Training; due to a lack of referrals the project was opened to referrals from the DRS core program - in all 41 persons were served under the project. The lack of anticipated referrals appears to be related to two factors: the difficulty in motivating the unmotivated client to start a program and the decrease in the number of referrals from the Department of Labor and Industry of Denials of Primary Liability to the DRS, Worker Compensation Unit.

Injured workers leave Vinland enthusiastic about seeking work and when appropriate, needing placement assistance from the DRS-WC Program. The DRS-WC Program has very limited case-service dollars from which to purchase the services of a Placement Vendor and when these services cannot be arranged by the DRS QRC, the injured worker easily becomes discouraged, quickly returning to his previously inactive lifestyle. This became a particular problem as the limited case-service dollars were exhausted.

STRENGTHS:

With 41% of workers employed and an additional 14% in employment related training, the employment outcomes far exceeded the task force's expectations, which were that 10-20% of these workers would become employed.

The flexible client-centered approach of the project was an important contributor to the project's success. While all participants were injured workers, each came with his own history and needs. For example, one participant demonstrated an interest and skill in jewelry design which no one else in the group shared. Arrangements were made for this person to tour a vocational school, talk to the course instructor, and receive information about modification that could be made to accommodate his physical restrictions. When another participant in a different session displayed an aptitude for graphics design, it was arranged for a graphics artist to meet with her, show her a portfolio, discuss the labor market conditions and training requirements for this field, and to make suggestions as to immediate steps that could be taken to prepare for entry into the graphics field. "Customized programming" is also evident in other curriculum areas. Although each person was encouraged to participate in fitness-oriented activities, ability levels, physical restrictions, and preprogram fitness and health status vary widely. Consequently each person's fitness plan is individualized in terms of the specific activities included, their level of difficulty, the pacing, and expectations of progress. A wellness contract is written cooperatively with each participant which defines their personal fitness and exercise commitments.

Our approach to follow-up is similarly very flexible and client-centered. In addition to the regularly scheduled contacts at defined intervals to assess each person's status in meeting goals and achieving employment, we are responsive to each person's unique and often unpredictable needs for contact, support, guidance, and intervention. Accordingly former participants have returned to Vinland to repeat certain parts of the program, talk with one of the consultants whose message especially touched them, meet with a vocational counselor to further career exploration or resume work, or simply to help out as a volunteer. A more structural, premeditated, less "open-ended" approach would not give us the latitude needed to deal with the post-discharge obstacles that participants often encounter.

The positive working relationships between the DRS-WC Program and the Vinland staff. There was good communication at all levels with the task force which met bimonthly and resolved difficulties before they became obstacles. For example, an ongoing and priority concern was the development of outreach strategies. From the beginning the Task Force and DRS administrative staff were helpful in providing practical recommendations as to how to perform more effective marketing and outreach to generate referrals and were involved at times in the implementation of those recommendations. Their suggestions included such things as a consumer-oriented marketing approach and were instrumental in maintaining an adequate level of referrals. The Task Force was also involved in programmatic issues and provided input which enabled us to restructure parts of the curriculum, in particular the fitness/reconditioning component, so that it was more sensitive to the needs and ability levels of our participants. In addition, because of feedback relayed through Task Force members, an abbreviated "drop in" exposure to Vinland was developed as an option for clients who were reluctant to make a full three-week commitment or whose needs could best be met through a shorter, more focused stay. It has been our experience that input from the Task Force members, who have been involved from the conception of the program and with all aspects from intake\screening through follow-up, has been invaluable in helping us design a service that effectively meets the needs of the people served.

THE FUTURE:

Based on the employment outcomes to date, funding for the injured worker program has been continued at the same level, \$200,000 per year, for two years though a continued appropriate by the State of Minnesota to the Department of Jobs and Training. In addition, \$100,000 per year for two years was appropriated to the Department of Veterans Affairs to serve disabled veterans; many, if not all of these disabled veterans will be served in the

Employment Program. The Employment Program will continue to accept referrals from private insurers, State Services for the Blind, and private individuals.

As mentioned earlier, 12 persons with disabilities were included in the Employment Program offered to the 29 injured workers. This mix was very positive; people learned from each other and often left with a feeling that their disability was not so incapacitating after all. Vinland plans to continue this approach of mixing persons with disabilities.

Additional programmatic issues which will be addressed in the next year include: in conjunction with task force, develop a plan to ensure that post-Vinland services maintain the program momentum; increased outreach activity to maintain a steady base of referrals; possible expansion of the vocational component to include job development and job placement; continued efforts to individualize vocational services; assist the DRS-WC Program in being able to provide sufficient job placement services; and establishing community support groups for post-Vinland participants.

Attachment A

VINLAND NATIONAL CENTER CONTRACT
Injured Workers'

PROJECT OBJECTIVES

	<u>1st</u> <u>Qtr.</u>	<u>2nd</u> <u>Qtr.</u>	<u>3rd</u> <u>Qtr.</u>	<u>4th</u> <u>Qtr.</u>	<u>Post</u> <u>Project</u>
1. Establishing an advisory committee consisting of DRS/WSU Director, Supervisor and counselors	X*				
a) Define program components	X*				
b) Develop job description for vocational coordinator	*	X			
c) Define criteria for participants	X				
d) Establish outcomes		X			
e) Evaluate outcomes		*	*	X*	*
2. Recruit and hire vocational coordinator	X*				
3. Vocational coordinator reports to DRS/WSU field supervisor	X	X*	X*	X*	
4. Evaluate vocational coordinator's performance in conjunction with field supervisor		X	*	X	
5. Serve 40 participants in a 3 week residential program which provides: adaptive living skills, health-sports, physical restoration, endurance training, enhanced employment, orientation	X*	X*	X*	X*	
6. Submit to participant's referring counselor a report of program results and implementation for vocational planning	X	X	X	X	
7. Conduct evaluation of outcomes			X	X	*
8. Submit a written report to DRS summarizing outcome data, program strengths, weaknesses and future recommendations				X	*

X = Projected accomplishment quarter

* = Actual quarter accomplished

Attachment B

VINLAND NATIONAL CENTER
INJURED WORKER PROGRAM

BEFORE VINLAND		AFTER VINLAND	
Job Title	Length of Time Out of Work	Job Title	Length of Time Returned to Work
Furniture Mover	3-1/2 Years	Driver	2 Months
Warehouse Worker	1-1/2 Years	Assembler	4 Months
Heavy Equipment Operator	1-1/2 Years	Maintenance/Janitorial	1-1/2 Months
Warehouse Worker	3 Years	Security Guard	3-1/2 Months
Machine Operator	1 Year	Machine Operator (selective)	1 Month
Dietary Aide	10 Months	Hostess (Food Service)	5 Months
Laborer	5 Months	Clerk	7 Months
Certified Nurses Aide	5 Months	Inspection	5 Months
Laborer	2 Years, 7 Months	Home Health Aide	2 Months
Janitor	1 Month	Cabinet Finisher/Painter	2 Months
Bartender	1 Year	Editor's Assistant	2 Months
Production Supervisor	8 Months	Route Driver	4 Months

Attachment C

Demonstration Project -

Employment Program

(July 1, 1988 through June 30, 1989)
(injured workers only)

Participant # 1

- 38 year old male.
- injured neck and back as a furniture mover (5-25-85) 3-1/2 years before coming to Vinland.
- injury resulted in chronic pain and lifting restrictions.
- was earning \$13.00 an hour.
- carrier denied liability because of confusion on the injury date.
- prior to coming into program, client found out he had a severe learning disability.
- came into program extremely depressed (tested) and left with no signs of depression and extremely motivated to pursue work.
- secured employment as a driver (11-23/88) within 2 months of leaving program; started at \$4.50 an hour; was given a raise within 2 months, earning \$5.50 an hour; still working one year later.
- also enrolled in a program after leaving Vinland to upgrade reading skills; was still in classes one year later and had upgraded his reading 3-4 grade levels.
- was in litigation for about 4 1/2 years before winning and settling case.

Participant # 2

- 43 year old male.
- injured back as a heavy equipment operator (12-24-85) 1-1/2 years before coming to Vinland.
- injury resulted in chronic pain, physical restrictions, and depression; client also had a severe learning disability.
- was earning \$18.00 an hour.
- carrier denied liability because of question as to the cause of injury.
- with no compensation, wife worked two jobs and family lost home that client built.
- secured employment in janitorial and maintenance (3-1-89) within 3 1/2 months of leaving Vinland; started at \$5.00 an hour.

Participant # 3

- 37 year old male.
- injured knee as a warehouse worker (5-10-82), 6-1/2 years before coming to Vinland; a previous injury in 1971 resulted in a hearing loss.
- second injury resulted in lifting restrictions, requiring him to make a job change.
- was earning \$8.00 an hour.
- client reported to have received temporary disability benefits for approximately 6-8 months.
- came into program depressed and with low self esteem; left program with less depression (tested) and motivated to seek work.
- secured employment as a security guard (4-26-89), within 3 months of leaving Vinland; started at \$4.25 an hour; secured a new position in medical records (8/89) earning \$5.50 an hour.

Participant # 4

- 41 year old female.
- injured back as a dietary aide (5/88) 10 months before coming to Vinland.
- injury resulted in chronic pain and physical restrictions.
- was earning slightly more than minimum wage.
- carrier denied liability because forms were not adequately completed.
- secured employment as a hostess (4-27-89), 5 months after leaving Vinland, earning \$4.00 an hour plus tips.

Participant # 5

- 35 year old male.
- injured back working in a warehouse (3-12-87) 18 months before coming to Vinland.
- injury resulted in severe chronic pain as well as 15 pound lifting restrictions and an inability to push, pull, bend, stoop, or crawl.
- was earning approximately \$7.00 an hour.
- carrier denied primary liability because of a previous injury.
- within 4 months of leaving Vinland (1/89), client began home-based employment doing assembly work, earning subminimum wages.

Participant # 6

- 42 year old female.
- injured back as a turkey farm laborer (8-16-88) 5 months before coming to Vinland.
- injury resulted in chronic pain in neck, arm, and chest with lifting restrictions.
- was earning \$4.85 an hour, after 9 years on the job.
- carrier accepted liability and individual received temporary total disability benefits.
- secured employment as a clerk (9-5-89) 7 months after leaving program (within 1 month of being released to work by treating physician).

Participant # 7

- 29 year old male.
- injured back as a machine operator (1980) 8 years before coming to Vinland.
- carrier accepted liability; individual returned to same job; injury was aggravated 7 years (4/87) later when he coughed at home; no benefits were received; returned to work 6/87 but was laid off 9-10-87 as the plant moved to another state.
- secured employment within 2 months of leaving Vinland (2-17-89) as a knitting machine operator.
- earning approximately \$7.00 an hour and enjoying job.

Participant # 8

- 41 year old male.
- injured back as a nurse's aid (5/88) 5 months before coming to Vinland.
- earned \$6.58 an hour.
- injury resulted in lifting restrictions; pre-existing disabilities also limited client vocationally.
- secured employment doing inspection work (6-22-89) within 2 months of leaving Vinland.

Participant # 9

- 46 year old female.
- injured back as a laborer (9-24-86) almost 3 years before coming to Vinland.
- earned \$5.65 an hour.
- injury resulted in severe headaches, nausea, and back pain.
- carrier accepted liability but benefits were discontinued because insurance company went bankrupt.
- secured employment 6-13-89 as a personal care attendant earning \$4.00 an hour (within 2 months of leaving Vinland).

Participant # 10

- 23 year old male.
- injured back as a laborer (10-5-87) approximately 1 1/2 years before coming to Vinland.
- received temporary disability benefits; was out of work for 2 months and began working as a custodian, earning \$1118 a month.
- left job prior to this program (6/89) because physical demands were not within compliance of physician's restrictions.
- returned to work as a woodworking finisher and painter (8-21-89).

Participant # 11

- 27 year old female.
- injured shoulder and arm working as a bartender (7-21-88) about one year before coming to Vinland.
- earned approximately \$7.00 an hour.
- injury resulted in total incapacity of arm and hand as well as chronic pain.
- secured employment as a editor's assistant (9-5-89) within 2 months of leaving Vinland.
- earning \$6.25 an hour.

Participant # 12

- 45 year old male.
- developed chronic obstructive pulmonary disease (11-30-87); worked in a highly dusty and chemically toxic environment.
- carrier denied liability because client was a smoker, thus questioning the cause of the condition.
- test results indicated low self-esteem when entering program but high self esteem when leaving program; spouse indicted the program did a "world of good" for him.
- immediately enrolled in college to work towards degree (something he previously thought he could not do); was still in college 1 year later and maintaining a "B" average.

Participant # 13

- 40 year old female.
- injured back while lifting a patient as a nurse's aide (8-19-89) almost 2 years before coming to Vinland.
- worked as a nurse's aide for 20 years.
- referral information indicated that other vocational limitations included emotional problems characterized by low self-esteem and depression as well as a learning disability.
- worked with a private Qualified Rehabilitation Consultant (QRC) for a few months.
- rehabilitation services through QRC were then discontinued because a medical report indicated there were no objective findings that this individual had a significant back injury and that her inability to return to work were for reasons other than her back injury; services from Division of Rehabilitation Services (DRS) then began.
- during Vinland program, individual identified a training program she was strongly interested in pursuing; program was researched and found to be a good match with her interests, skills, and personality; Instructor was willing to work around her disability; started school 2 months after leaving Vinland and was still in school and doing well 3 months later.

Participant # 14

- 51 year old male.
- injured neck and back as an iron worker (10-28-87) almost 2 years before coming to Vinland.
- temporary total disability benefits were received until the insurance company went bankrupt.
- client also had a hearing loss, severe learning disability, and depression.
- left program stating he felt more positive and motivated to set and work towards goal of returning to work.
- enrolled in classes to upgrade reading with plans to job seek following school; doing volunteer work at Vinland as well.

Participant # 15

- 40 year old female.
- injured back as a nurse's aide (8-31-87) about 1 year before coming to Vinland; was earning \$4.89 an hour.
- carrier denied liability because the condition was gradual and uncertain as to cause and onset.
- client never completed high school and exhibited poor self-esteem through negative talk of self.
- left program with a more positive attitude and secured employment approximately 1 month later as a licensing clerk, earning \$4.00 an hour; held this temporary job for 6 months and again began seeking work; is still actively seeking work.

Participant # 16

- 32 year old female
- injured back as a nurse's aide (6-14-84) approximately 2 years before coming to Vinland.
- carrier denied liability because of question whether the injury was work related.
- client reported feeling unemployable because of physical restrictions, limited transferable skills, and residence in an economically depressed area.
- secured employment as a day care assistant in December of 1988, within 3 months of leaving Vinland; earned \$4.00 an hour; quit job because she stated she could not afford day care.
- settled and won worker's compensation case approximately 6 months after leaving Vinland (3/89).
- is still seeking employment.

Participant # 17

- 31 year old male.
- injured back as a dockworker (5/85) approximately 3 1/2 year before coming to Vinland.
- earned \$6.25 an hour; received temporary total disability for a few months and attempted to return to work on 2 different occasions, each lasting approximately 3 months; had to quit both jobs because of physical demands and aggravation to back.
- case went to court immediately after Vinland program; a settlement was received which he claimed was just enough to pay off the bills; no more benefits were received.
- is presently working on home-based employment arranged through his DRS counselor.

Participant # 18

- 35 year old male.
- injured back when working in carryout for a grocery store (1-27-82), 6 1/2 years before coming to Vinland.
- injury resulted in lifting restrictions; referral information also noted he was later diagnosed (3/89) as having Adjustment Disorder with Depressed mood.
- was earning slightly more than minimum wage.
- carrier accepted liability and client received temporary disability benefits.
- client returned to work in 1983 and held 4 different jobs before becoming unemployed in February of 1988.
- was still experiencing problems with back injury and depression when coming to Vinland.
- is actively seeking work.

Participant # 19

- 31 year old male.
- developed carpal tunnel syndrome (5-1-86) after working for 5 years in production and manufacturing.
- received temporary disability benefits; returned to job but duties aggravated his injury; physician recommended he quit job in September of 1988, 8 months before coming to Vinland; received no more benefits; now in litigation.
- was earning \$5.40 an hour.
- injury resulted in chronic pain in hands, wrists, and arms with restrictions from repetitive grasping or wrist and hand movements.
- previous testing concluded he had the potential ability to do many jobs but did not have the transferable skills sufficient to get him directly into employment.
- secured a position as a route driver (9-11-89), 4 months after leaving program, earning approximately \$10.00 an hour.

Participant # 20

- 36 year old male.
- injured back as a turkey farm laborer (6-24-88), 5 months before coming to Vinland.
- earned \$5.75 an hour.
- injury resulted in lifting restrictions and an inability to return to a job related to any previous experience.
- no disability benefits were received because employer did not have insurance; still in litigation.
- client came to program not wanting to make any changes in his life; was drinking heavily and was very inactive; left program and admitting himself to chemical dependency treatment and began living a completely healthy lifestyle (exercise, diet); referring counselor indicated program was "great for him".

Participant # 21

- 58 year old male.
- injured back working as a laborer (4-6-86) approximately 2 1/2 years before coming to Vinland.
- was earning \$6.00 an hour.
- injury resulted in severe neck and back pain with physical restrictions limiting him from working in any positions he previously held.
- client finished the 8th grade and had a difficult time reading and writing.
- carrier denied liability because he was laid off at the time his back injury began to cause him difficulty.
- when client came to Vinland, he was in the process of applying for social security disability benefits.
- client still has not been released to work by his treating physician.

Participant # 22

- 38 year old male.
- injured lower back as a railroad worker (10-30-86) about 2 years before coming to Vinland.
- injury resulted in a degenerative disc disease restricting him from lifting more than 10 pounds and causing chronic pain and a need to be constantly moving around.
- carrier denied liability because of indefinite injury date.
- after program, surgery was performed on back and complications resulted requiring additional surgery.
- individual has still not been released to work by treating physician.

Participant # 23

- 49 year old female.
- injured neck and back as a turkey farm laborer in 1980, and again 9-25-87 as a nurse's aide, almost 1 1/2 years before coming to Vinland.
- injury resulted in chronic pain and lifting restrictions.
- was earning approximately \$5.00 an hour.
- carrier denied liability both times because of some questions as to the cause of injury.
- physician still has not released her to work.

Participant # 24

- 43 year old male.
- injured back as a window cleaner (12/87) approximately 1 year before coming to Vinland.
- was earning \$13.50 an hour.
- carrier denied liability; client was still receiving benefits when attending Vinland; client was not, and is still not, released by doctor to return to work.
- client is also on medication for anxiety condition.

Participant # 25

- 46 year male
- injured back in 1979 when involved in a motor vehicle accident while working as a driver.
- carrier accepted liability; client was out of work for 18 months; he returned to work and re-injured his back in 1983 while lifting cabinets.
- in 1984 he underwent surgery.
- returned to job 9/85 with job modifications but was unable to perform job duties with physical restrictions.
- still has not been released to work by treating physician.
- while at Vinland, developed ideas for home-based employment.

Participant # 26

- 31 year old male.
- injured back as a lighting technician (12/87) about 1 1/2 years before coming to Vinland.
- was in a motor vehicle accident 5-4-87 which resulted in further problems including headaches and pain in his neck, back, and shoulder. Problems with vision, concentration, and memory also resulted.
- carrier denied liability because of question as to whether injury was work related; still in litigation.
- presently doing volunteer work while waiting to get into a vocational program for nondestructive metal testing.

Participant # 27

- 42 year old male.
- injured back as a machinist (12-23-85) approximately 3 1/2 years before coming to Vinland.
- earned approximately \$6.00 an hour.
- injury resulted in severe chronic pain and extremely limited mobility; client needs help dressing and getting in and out of bed.
- client settled with insurance company for 5 years.
- treating physician still has not released patient for "gainful employment".

Participant # 28

- 41 year old male.
- injured back carrying lumber for a wood products company (6-6-86) approximately 1 1/2 years before coming to Vinland.
- injury resulted in 10 pound lifting restrictions and extremely limited use of arms and hands.
- carrier denied liability because of question as to cause of injury.
- client also had an injury to his hand from a gun shot wound as well as difficulty reading and writing.
- upon leaving Vinland, client unsuccessfully looked for work; referring counselor closed case and client cannot be reached.

Participant # 29

- 40 year old male.
- injured neck and back as a property maintenance worker (7-1-82), 6 years and 4 months before coming to Vinland.
- earned approximately \$8.00 an hour.
- injury resulted in chronic pain and extremely limited physical restrictions.
- carrier denied liability because of question as to the cause of injury; was in litigation and settled approximately 2 months after leaving Vinland (1/89).
- client still looking for work but having difficulty because of physical restrictions.