

# **Strategies to Assist Persons with Kidney Disease with Employment**

presenter

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# Objectives



Participants will be able to

- Explain the **relationship between kidney disease and mental health disorders**
- Identify the **benefits of supporting persons with kidney disease to obtain and maintain employment**
- Identify some of the **barriers that persons with kidney disease face in the workplace**
- **Strategies** for supporting persons with kidney disease to secure and maintain employment



## Did you know that...

- More than **30 million adults** are estimated to have Stage 1-5 chronic kidney which can lead to kidney failure
- In 2010, 13.2% of the U.S. population aged 30 or older had kidney disease, projected to rise to **14.4% in 2020 and to 16.7% in 2030**

# KIDNEY DISEASE AND DEPRESSION

DEPRESSION AND  
DIALYSIS



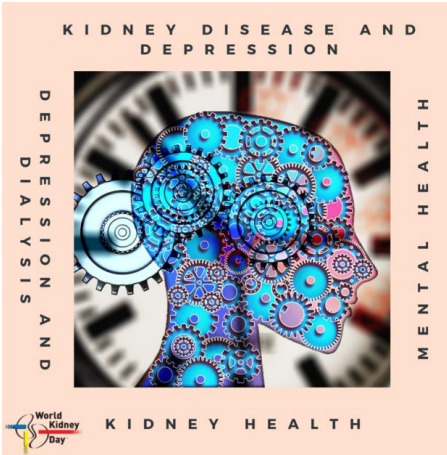
MENTAL HEALTH



## KIDNEY HEALTH



Based upon your experience, **what percentage of the persons you care for/treat have a dual diagnosis - kidney disease and mental illness?**



# A mental disorder or mental illness is a diagnosable illness that:

- Affects a person's thinking, emotional state, and behavior
- Disrupts the person's ability to
  - Work **(LIVE)**
  - Carry out daily activities **(LAUGH)**
  - Engage in satisfying relationships **(LOVE)**

SOURCE: Mental Health First Aid







- Causes feelings of **sadness and/or a loss of interest** in activities once enjoyed
- Symptoms must *last at least 2 weeks* for a diagnosis of depression\*

## **SIGNS and SYMPTOMS**

1. Changes in appetite — weight loss or gain unrelated to dieting
2. Trouble sleeping or sleeping too much
3. Loss of energy or increased fatigue

4. Increase in purposeless physical activity
5. Slowed movements and speech
6. Feeling worthless or guilty
7. Difficulty thinking, concentrating or making decisions
8. Thoughts of death or suicide

SOURCE: American Psychiatric Association





**Depression – Cause or Effect**



- Anxiety disorder is persistent and excessive anxiety and worry
- An umbrella term that includes different conditions:
  - **Panic disorder** – Feeling of terror that strikes at random
  - **Social anxiety disorder** - worry and self-consciousness about everyday social situations
  - **Generalized anxiety disorder** - Excessive, unrealistic worry and tension with little or no reason
  - **Specific phobias** – Ex. fear of heights

SOURCE: American Psychiatric Association



# KIDNEY DISEASE AND DEPRESSION

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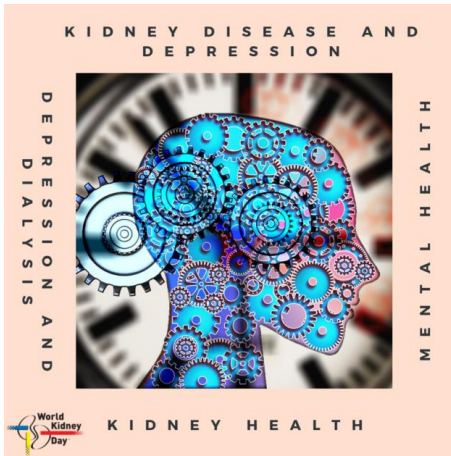


MENTAL HEALTH



KIDNEY HEALTH

**QUESTION:** What are some of the reasons why persons with kidney disease may experience mental health problems?



# Relationship ESRD/Mental Health

## Huge amount of stressors

- Change in diet
- Lifestyle changes - *spend at least 3 days/week in a dialysis center*
- Body and general situation are out of control
- Loneliness and isolation from family and friends
- Financial restrictions
- Increase dependence on others

## Grieving loss of health





## Did you know that...

- Employment rates among persons on dialysis in the United States have been reported to be as **low as 18.9%**
- Working-age individuals receiving dialysis who were classified as disabled increased from **36% in 1992 to 93% in 2012!**





1. What **percentage of the persons with ESRD that you work with are employed?**
2. What are some of the **BENEFITS** to persons with kidney disease who are working - age to keep working or to become employed?



# Benefits of Working for Persons with ESRD

1. Improve health - ensure access to needed preventive care to delay or avoid kidney failure
2. Protect income and quality of life by allowing them to maintain as normal a lifestyle as possible
3. Prevent disability
4. Help employers lower their costs by retaining valued and skilled employees
5. Improves physical and mental health



## **Benefits of Working for Persons with ESRD**

6. Reduce costs to Medicare, Medicaid, federal and state support programs
7. Provide a sense of purpose
8. Provides structure - keeps them busy and challenged
9. Gives them identity and personal achievement
10. Provides socialization and support
11. Reduce financial stress on family unity



## QUESTION:

What are some **BARRIERS** to persons with kidney disease who are working - age to keep working or to become employed?



# Barriers to Employment for Persons with Kidney Disease

- A belief that disability is an attractive option because it will provide sufficient income
- Symptoms – fatigue and other symptoms; physical toll that dialysis treatments can have
- Comorbid diseases such as depression
- Employers lack of knowledge re how they can provide accommodations
- Persons with CKD lack of knowledge about their rights and how to keep a job



# Barriers to Employment for Persons with Kidney Disease

- Disadvantaged socioeconomic status
- Feelings of social isolation
- Transportation issues
- Potential loss of disability and/or medical assistance benefits with employment
- Scheduling conflicts with dialysis
- Assumption by some employers that persons on dialysis are too sick or undependable to work
- Low expectations for employment due to societal perception that persons are unable to work





# Research Findings

## *Root Cause Analysis (RCA)*

- 29 ESRD Network 4 dialysis facilities participated
- Top 3 primary barriers to referral and employment among those individuals who receive dialysis at their facilities were:
  1. Fear of losing benefits
  2. Fear of becoming more ill (while working)
  3. Lack of transportation



# Research Findings

1. Predialysis employment
2. Education level - Higher level of education are associated with significantly higher likelihood of employment
3. Persons' belief about work
4. Supportive significant others
5. Choice of dialysis modality\*
  - Persons receiving home therapies had higher employment rates vs those who receiving in-center hemodialysis



## Research Findings

6. Dialysis facilities...
  - with late evening hemodialysis shifts
  - those that offer training in home hemodialysis had higher percentages of employment
7. Increase depressed mood among unemployed persons who are on dialysis
8. Persons on dialysis who have major depression were almost twice as likely to have an inactive lifestyle
9. Receipt of disability income was also associated with employment status after starting dialysis – *reduce employment rate*



## **QUESTION:**

How do you support persons with kidney disease to secure or maintain employment?



for

# **Supporting Persons with Kidney Disease to Work**



# Strategies for Supporting Persons with Kidney Disease to Work

1. Identifying if they have an underlying mental health problem
  - Signs
  - Symptoms

## RESOURCE:

*Self-assessment tool to ascertain if person may be depressed*

<https://adaa.org/iving-with-anxiety/ask-and-learn/screenings/screening-depression>

If so, support them to get help!





# Strategies for Supporting Persons with Kidney Disease to Work cont.

## 2. Language Matters

- **PATIENT** with Kidney Disease
- **PERSON** with Kidney Disease

## 3. Start the discussion about employment early and keep it going

- Explore their employment goals prediagnosis and their thoughts about employment now that they have been diagnosed.
- **Research** - Belief about work upon receipt of diagnosis has a direct relationship to employment outcome



# Strategies for Supporting Persons with Kidney Disease to Work cont.

## 4. Help persons with Kidney Disease know their rights

### ***Americans with Disabilities Amendment Act (ADAAA), 2009***

- obligates employers with 15 or more employees to make their workplaces accessible to people with disabilities
- requires employers to make “reasonable accommodations” so that a disabled employee can continue to perform the “essential functions” of his or her job

#### RESOURCE:

***Job Accommodation Network (JAN) - <https://askjan.org/>***



There are thousands of other products available

<https://youtu.be/pR4PZYFM-BQ>



WELLNESS RECOVERY ACTION PLAN

*Renewing Your Wellness Your Way*

6. A self-designed prevention and wellness plan that anyone can use to manage their life

**RESOURCE:**

- <https://mentalhealthrecovery.com/wrap-is/>
- <https://copelandcenter.com/wellness-recovery-action-plan-wrap>

# What is **WRAP?**

**Mary Ellen  
Copeland  
Ph.D**



<https://youtu.be/3qtBiPvSdkY>



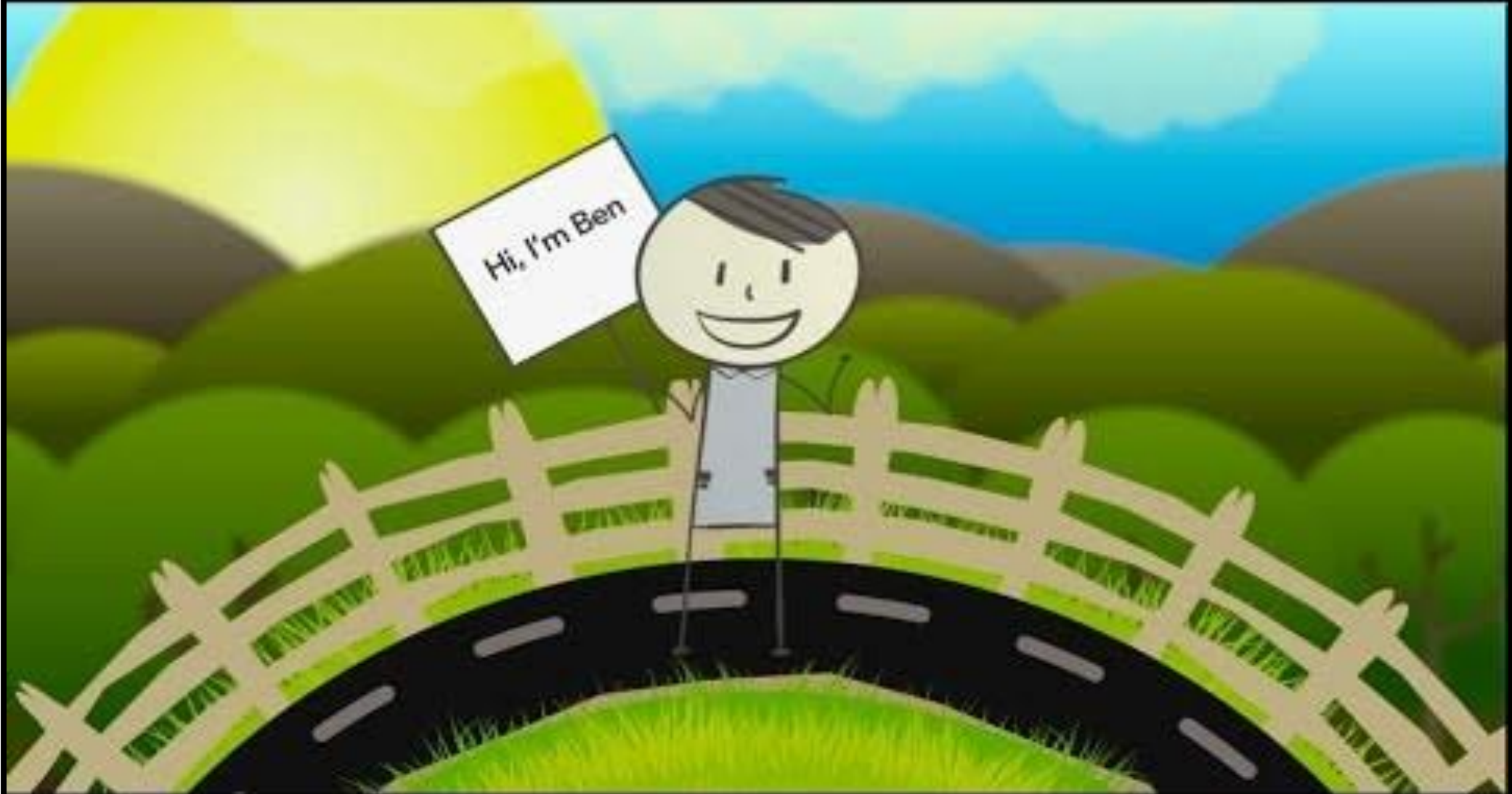
# Employment Resources

## RESOURCE:

- *Vocational Rehabilitation*
- *Department of Labor*
- *Employment Networks - SSA Ticket to Work Program*

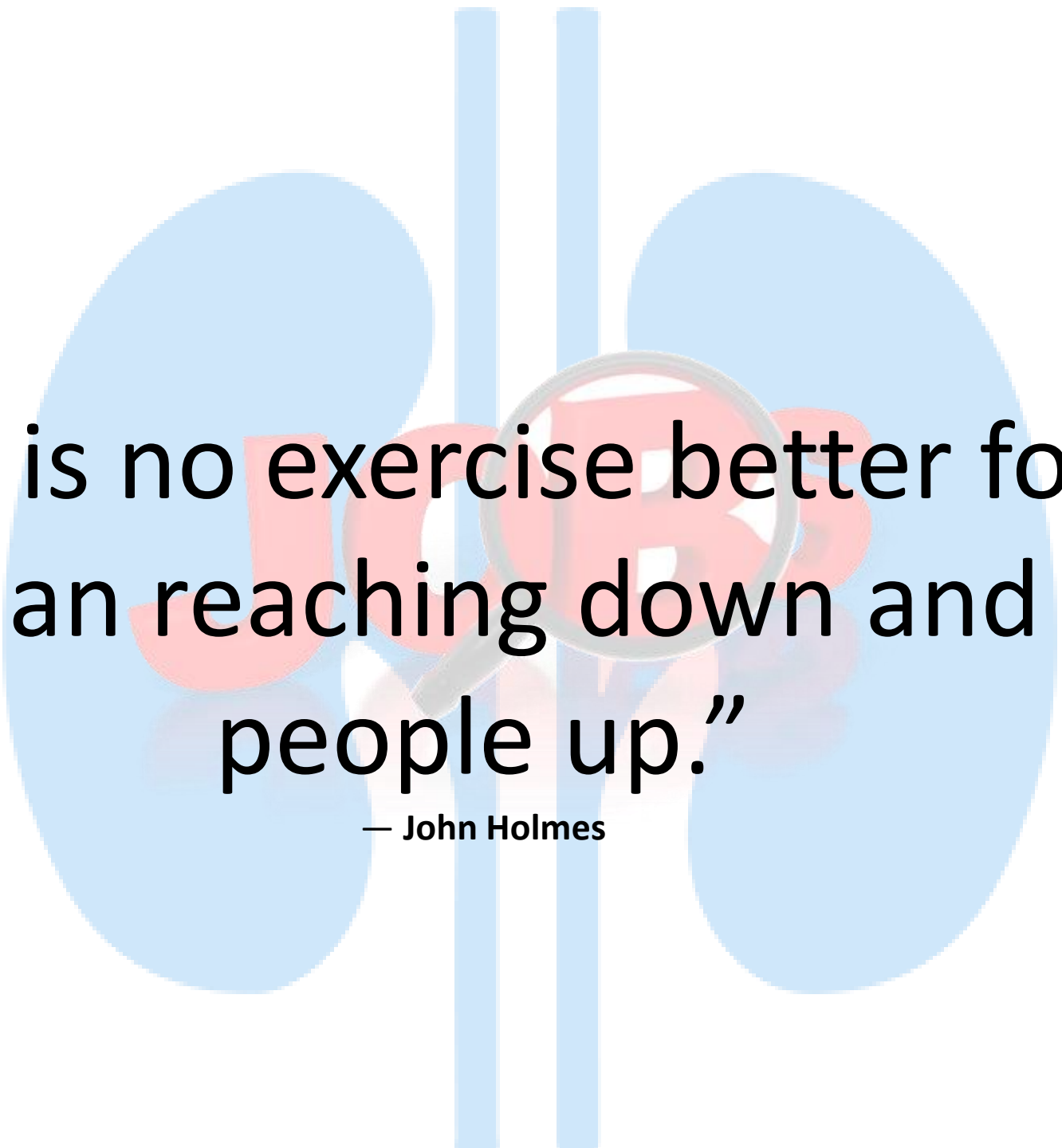
<https://choosework.ssa.gov/findhelp/>





<https://youtu.be/VOq5hf0MsHg>



A stylized background graphic featuring a light blue heart and lungs shape. Overlaid on this is a red heart shape, and a magnifying glass with a grey handle and frame is positioned over the center of the red heart.

“There is no exercise better for the heart than reaching down and lifting people up.”

— John Holmes