

Helping Employees Return to Work through Temporary Transitional Employment

Transitional Employment Ideas Listed by Type and Industry

Montana's insurance carrier of choice and industry leader in service.



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Providing Temporary Transitional Employment

Temporary partial disability (TPD) benefits are paid to an employee who is temporarily able to work in some capacity, but unable to earn his/her pre-injury wage. The amount cannot exceed the established TTD rate.

Temporary partial disability may be available to supplement the injured employee's income during the transitional duty assignment.

If the injured employee is offered a transitional duty assignment, within his/her abilities, with the same employer at the same pay, refusal to accept and perform the transitional duty assignment may result in termination of wage-loss benefits.

Temporary partial disability (TPD) benefits:

- Are the difference between the injured employee's average weekly wage at the time of injury, subject to the maximum of 40 hours a week, and the actual wages the injured employee earns in the modified or alternative employment
- May not exceed the injured employee's temporary total disability rate
- Are limited to 26 weeks prior to MMI with an extension available from the insurer



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Temporary Transitional Employment (TTE) is a key component of most successful Return to Work programs. Returning employees to meaningful, medically appropriate work can facilitate healing, reduce fraud, help retain employees, lower medical and indemnity costs, and control workers' compensation premiums. But often, employers wonder where to begin when creating such positions.

To help, Montana State Fund has developed the following lists of TTE ideas. Each list is organized by industry and includes a variety of tasks and positions common to that industry. The lists also offer guidelines for determining which tasks are best suited by injury. While the lists are industry-specific, we encourage you to review several lists, as they may generate additional ideas.

We have also included a Community Service list. Returning an injured employee to meaningful work for a local nonprofit organization is a unique way to provide community service and ensure your employee gets the health benefits of returning to work. It's appropriate when transitional work at your company isn't an option. Special circumstances can apply, so we recommend consulting your insurance agent or accountant before pursuing this option.

We hope you find these lists helpful in creating Temporary Transitional Employment in your workplace and making your Return to Work program a success. If you have questions, please contact your MSF claims examiner, safety management consultant or case manager. You'll also find excellent TTE information through the Job Accommodation Network, a service of the U.S. Department of Labor (www.jan.wvu.edu or 800-526-7234).



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AGRICULTURE – TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity			Comment	In-house expertise
	Back	LE	UE		
Industry-specific					
Driver	P	P	Y		
Grocery shopper	P	P	Y		
Heavy equipment inspector	P	P	Y		
Label pipes/conduit/breaker boxes	Y	Y	Y		
Mechanic's assistant	P	P	Y		
Vehicle inspector	P	P	Y		
General Industry					
Attend vendor-provided specialty or recurring training (CDL, CPR, animal behavior)	Y	Y	Y	Sit or stand based on comfort	
Create Job Safety Analysis (JSA)	Y	P	Y		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Light maintenance (dragging gravel lot, planting, watering)	N	P	P		
Mail/fax delivery for small packages	P	P	Y		
MSDS book updater/organizer	Y	Y	Y	Sit or stand based on comfort	
Portable power tool inspector/ inventory taker	Y	P	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Y	Y	Y	Sit or stand based on comfort	
Review, evaluate and recommend safety training videos for staff training	Y	Y	Y	Sit or stand based on comfort	
Rotate/replace/update/clean warning signs/posters	Y	Y	Y		
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Site housekeeping (pick up debris, organize equipment)	P	P	Y		
Tool room attendant/sharpener or tool and property engraver	Y	Y	N	Sit or stand based on comfort	
Translate important documents into commonly used foreign languages	Y	Y	Y		
Vehicle/equipment washer	P	P	P		
Videotape operator for record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

AUTO DEALERS/MECHANICAL SHOPS - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Comparison shopper (are suppliers providing best product/prices, what prices/services are competitors offering)	Y	Y	Y	Sit or stand based on comfort	
Counter attendant	P	P	Y	Sit or stand based on comfort	
Customer opinion surveyor (via telephone)	Y	Y	Y	Sit or stand based on comfort	
Customer shuttle driver	P	P	P		
Light maintenance (dragging gravel lot, planting, watering, driving snowplow, salting ice)	P	P	P		
Parts counter assistant	Y	P	Y	Sit or stand based on comfort	
Portable power tool inspector/inventory taker	Y	Y	P		
Research industry trends	Y	Y	Y		
Showroom reception	Y	Y	Y	Sit or stand based on comfort	
Trade show booth person	P	P	P	Sit or stand based on comfort	
Vehicle test driver	P	P	Y		
Vehicle/equipment washer	P	P	P		
General Industry					
Attend vendor-provided specialty or recurring training (certifications, CPR, etc.)	Y	Y	Y	Sit or stand based on comfort	
Cross trainer/mentor	Y	Y	Y		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Foreign language translator (translate policies/practices/posters to other common language)	Y	Y	N		
Mail/fax delivery for small packages	P	P	Y		
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Parking lot inspector/maintenance	P	P	Y		
Quality control inspector	Y	Y	Y		
Review and update safety programs (accident prevention program, evacuation maps, etc.)	P	P	Y	Sit or stand based on comfort	
Review, evaluate and recommend safety training videos for staff training	Y	Y	Y	Sit or stand based on comfort	
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Tool room attendant/sharpener or tool and property engraver	P	Y	N	Sit or stand based on comfort	
Videotape record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

CLERICAL/ADMINISTRATIVE - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Conduct ergonomic assessments	P	Y	Y		
Inventory (adequate office chairs, ergonomic workstation set-up)	Y	Y	Y		
Mail/fax delivery for small packages	Y	Y	Y		
Photocopy attendant	Y	Y	P		
Reception	Y	Y	Y	Sit or stand based on comfort	
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Special filing projects (archive)	Y	Y	P		
Special research projects (industry trends)	Y	Y	P	Sit or stand based on comfort	
General Industry					
Attend vendor-provided specialty or recurring training (OSHA, DOL, State Fund, MBIA, etc.)	Y	Y	Y	Sit or stand based on comfort	
Comparison shopper (suppliers providing best product/prices, what prices/services are competitors offering?)	Y	Y	Y	Sit or stand based on comfort	
Cross trainer/mentor	Y	Y	Y		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Foreign language translator (translate policies/practices/posters to other common language)	Y	Y	N	Sit or stand based on comfort	
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Review and evaluate safety training videos, recommend those to use for staff training	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Y	Y	Y	Sit or stand based on comfort	
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Vehicle/equipment washer and take for off-site service (oil change, tire rotation, etc.)	P	P	P		
Videotape operator for record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

CONSTRUCTION - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Comparison shopper (are suppliers providing best product/prices, what are competitors' prices/services)	Y	Y	Y	Sit or stand based on comfort	
Designer assistant	Y	Y	P		
Fall-protection equipment inspector	Y	Y	Y		
Gate attendant/site security	Y	Y	Y	Sit or stand based on comfort	
Heavy-equipment inspector	P	P	Y		
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Power tool inspector/inventory taker/minor maintenance	Y	Y	P		
Pre-shift prep (arrive prior to shift start, have all tools and equipment out and ready to go)	P	P	P		
Quality control inspector	Y	Y	Y		
Site clean-up (put tools away, clear debris)	P	N	P		
Site housekeeping (magnet sweep, pick up debris, organize job trailer/tool trailer)	N	P	P		
Superintendent/manager assistant	P	P	P		
Take company vehicles to service shop (oil change, tire rotation, etc.)	P	P	Y		
Tool sharpener or tool and property engraver	P	Y	N	Sit or stand based on comfort	
Traffic flagger (if certified, qualified)	P	P	P		
Vehicle/equipment washer	P	P	P		
Water tank truck driver	P	P	Y		
General Industry					
Attend vendor-provided specialty or recurring training (OSHA, DOL, State Fund, MBIA, etc.)	Y	Y	Y	Sit or stand based on comfort	
Cross trainer/mentor	Y	Y	Y		
Customer opinion surveyor (via telephone)	Y	Y	Y	Sit or stand based on comfort	
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Foreign language translator (translate policies/practices/posters to other common language)	Y	Y	N	Sit or stand based on comfort	
Mail/fax delivery for small packages	P	P	Y		
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Review and evaluate safety training videos, recommend those to use for staff training	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Y	Y	Y	Sit or stand based on comfort	
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Small-sign painter	Y	Y	P		
Special research projects (industry trends)	Y	Y	Y	Sit or stand based on comfort	
Trade show booth person	P	P	P	Sit or stand based on comfort	
Videotape operator for record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

COMMUNITY SERVICE - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

The Community Service list is intended to give you ideas of possible community service organizations in your area where an injured employee could work and provide a valuable service if temporary transitional tasks at your workplace that meet medical restrictions can not be identified. Unless specific legal/accounting criteria are met, the injured worker remains your employee, you continue to pay the worker's wage, and you coordinate the services, hours, and limitations of the employee's service to the organization. Often work on behalf of the organization can be performed at your regular work location. **Important Note!** If an employee is injured while performing service for a community service organization under this arrangement, it will generally be compensable by your workers' compensation coverage. For exceptions, please consult your agent, lawyer, or accountant. Some organizations may also require background checks.

Task Options for Injured Employees		Injury: LE=Lower Extremity; UE=Upper Extremity				Comment	In-house expertise
		Back	LE	UE			
Industry-specific							
Red Cross	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Intake volunteer at blood drive locations	Y	Y	Y	Sit or stand based on comfort		
	Juice and cookie post-donation volunteer	Y	Y	Y	Sit or stand based on comfort		
	Providing training	Y	Y	Y	Sit or stand based on comfort		
	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
Humane Society	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Animal walker	P	P	Y	Sit or stand based on comfort		
General Industry							
Salvation Army and Goodwill <i>(No loading/unloading donations, lifting, or moving furniture)</i>	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Sorting donations	P	Y	P	Sit or stand based on comfort		
	Providing training	Y	Y	Y	Sit or stand based on comfort		
	Local driving	P	P	P			
	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
Hospital and Nursing Homes	Reading to patients/writing for patients	Y	Y	Y	Sit or stand based on comfort		
	Flower/gift delivery	Y	Y	Y	Sit or stand based on comfort		
	Small package delivery	Y	Y	Y	Sit or stand based on comfort		
Habitat for Humanity <i>(No physical work on buildings)</i>	Solicit donors via telephone	Y	Y	Y	Sit or stand based on comfort		
	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
	Providing training	Y	Y	Y	Sit or stand based on comfort		
Homeless Shelter	Stuffing envelopes	Y	Y	P	Sit or stand based on comfort		
	Providing training	Y	Y	Y	May require background checks		
YMCA <i>(no exercise or weight-lifting activity)</i>	Making/serving meals	Y	Y	P			
	Stuffing envelopes	Y	Y	Y			
Local Schools	Guest speaker (topic/class specific)	Y	P	Y			
	Teacher's aid	P	P	Y			
	Playground monitor	P	P	Y			

Y=Yes; P=Possible; N=No

DISTRIBUTOR – TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				Comment	In-house expertise
	Back	LE	UE	Comment		
Industry-specific						
Comparison shopper (Are suppliers providing best product/prices, competitors' prices/services)	Y	Y	Y	Y	Sit or stand based on comfort	
Customer opinion surveyor (via telephone)	Y	Y	Y	Y	Sit or stand based on comfort	
Driver's assistant	P	N	P	P		
Forklift pre-shift inspector	Y	Y	Y	Y		
Housekeeping	P	P	Y	Y		
MSDS book updater/organizer	Y	Y	P	P	Sit or stand based on comfort	
Outside maintenance (dragging gravel lot, planting, watering)	Y	Y	Y	Y	Sit or stand based on comfort	
Pallet and high stack rack inspector	Y	Y	Y	Y		
Performing customer site safety evaluation/recommendations	P	P	Y	Y		
Power tool inspector/inventory taker/minor maintenance	Y	Y	P	P		
Pre-shift prep (all tools and equipment out prior to shift)	P	P	P	P		
Production assistant	Y	Y	Y	Y		
Quality control inspector (pick accuracy, safe practices)	Y	Y	Y	Y		
Safety striper/painter (pedestrian aisles, loading docks)	P	P	P	P		
Small-sign painter	Y	Y	P	P		
Specialty event representative	Y	Y	Y	Y	Sit or stand based on comfort	
Superintendent/manager assistant	P	P	P	P		
Tool sharpener or tool and property engraver	P	Y	N	N	Sit or stand based on comfort	
Trade show booth person	P	P	P	P	Sit or stand based on comfort	
Vehicle/equipment washer	P	P	P	P		
General Industry						
Attend vendor-provided specialty or recurring training (OSHA, DOL, State Fund, CDL)	Y	Y	Y	Y	Sit or stand based on comfort	
Conduct ergonomic assessments	P	Y	Y	Y		
Cross trainer/mentor	Y	Y	Y	Y		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Y		
Foreign language translator (translate policies/practices)	Y	Y	N	N	Sit or stand based on comfort	
Label pipes/conduit/breaker boxes	Y	Y	Y	Y		
Mail/fax delivery for small packages	P	P	Y	Y		
Research laws/regulations pertaining to industry	Y	Y	Y	Y		
Review and evaluate safety training videos, recommend those to use for training	Y	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention, evacuation maps, etc.)	Y	Y	Y	Y	Sit or stand based on comfort	
Rotate/replace/update/clean warning signs or posters	Y	Y	Y	Y		
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y	Y	Sit or stand based on comfort	
Safety program trainer	Y	Y	Y	Y		
Special research projects (industry trends)	Y	Y	Y	Y	Sit or stand based on comfort	
Take company vehicles to shop for service (oil change, tire rotation, etc.)	P	P	Y	Y	Sit or stand based on comfort	
Vehicle inspector	Y	Y	Y	Y		
Videotape operator for record of property or process	Y	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y	Y		

Y=Yes; P=Possible; N=No

DRIVERS – TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Attend specialty or recurring training (DOT, Motor Carrier, etc.)	Y	Y	Y	Sit or stand based on comfort	
Audit driver logs	Y	Y	Y		
Dispatch	Y	Y	Y		
Driver supervisor	P	P	P		
Driver training	Y	P	P		
Light maintenance (dragging gravel lot, planting, watering)	N	P	P		
LOCAL driver	P	P	Y		
Mechanic's assistant	P	P	Y		
MSDS book updater/organizer	Y	Y	Y	Sit or stand based on comfort	
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Special research projects (industry trends)	Y	Y	Y	Sit or stand based on comfort	
Vehicle inspector	Y	Y	Y		
Vehicle/equipment washer	P	P	P		
Warehouse duties	Y	Y	Y		
General Industry					
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y		
Foreign language translator (translate policies/practices/posters to other common languages)	Y	Y	Y		
Label pipes/conduit/breaker boxes	Y	Y	Y		
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Y	Y	Y	Sit or stand based on comfort	
Review, evaluate and recommend safety training videos for staff training	P	P	Y		
Rotate/replace/update/clean warning signs or posters	Y	Y	Y		
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y	Sit or stand based on comfort	
Safety program trainer	Y	Y	Y		
Site housekeeping (pick up debris, organize equipment)	Y	Y	Y	Sit or stand based on comfort	
Videotape record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

GROCERY - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity			Comment	In-house expertise
	Back	LE	UE		
Industry-specific					
Break down boxes	P	P	P		
Comparison shopper (are suppliers providing best product/prices, what prices/services are competitors offering)	Y	Y	Y	Sit or stand based on comfort	
Conduct ergonomic assessments	P	Y	Y		
Customer greeter and coupon provider	P	Y	Y	Sit or stand based on comfort	
Customer opinion surveyor (via telephone)	Y	Y	Y	Sit or stand based on comfort	
Customer service rover	P	P	Y		
Face shelves, remove dated products	P	P	P		
Knife sharpener	Y	Y	P	Sit or stand based on comfort	
Paint/stripe (pedestrian walkways, loading dock edges, steps)	N	P	P		
Pallet and high stack rack inspector	P	P	Y	Sit or stand based on comfort	
Parking lot inspector/litter clean up	P	P	Y		
Prepare and serve samples to customers	P	Y	Y	Sit or stand based on comfort	
Specialty/catering event representative	Y	Y	Y	Sit or stand based on comfort	
Trade show booth person	P	P	P	Sit or stand based on comfort	
General Industry					
Attend vendor-provided specialty or recurring training (OSHA, DOL, State Fund, etc.)	Y	Y	Y	Sit or stand based on comfort	
Cross trainer/mentor	Y	Y	Y		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Foreign language translator (translate policies/practices/posters to other common language)	Y	Y	N	Sit or stand based on comfort	
Housekeeping (storage areas)	N	P	P		
Label pipes/conduit/breaker boxes	Y	Y	Y		
Mail/fax delivery for small packages	P	P	Y		
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Y	Y	Y	Sit or stand based on comfort	
Review, evaluate and recommend safety videos for training	Y	Y	Y	Sit or stand based on comfort	
Rotate/replace/update/clean warning signs or posters	Y	Y	Y		
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Special research projects (industry trends)	Y	Y	Y	Sit or stand based on comfort	
Vehicle/equipment washer and service (oil change, tire rotation, etc.)	P	P	P		
Videotape record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

HUMAN SERVICES/PATIENT CARE – TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Admissions/front desk/reception	Y	Y	Y	Sit or stand based on comfort	
Client grocery shopper	P	P	Y		
Client socializer (visit, read, letter writer)	Y	Y	Y		
Community events liaison	P	P	Y		
Conduct ergonomic assessments	Y	Y	Y		
Flower/small package delivery	P	P	Y		
In-home safety audit/recommendations	P	P	Y		
Kitchen/food services	P	P	P		
Fold laundry	N	Y	P		
Pre-release wing (highly independent clients/patients)	P	P	P		
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Special filing projects (archives)	P	Y	N		
Special research projects (industry trends)	Y	Y	Y	Sit or stand based on comfort	
General Industry					
Attend vendor-provided specialty or recurring training (OSHA, DOL, MANDT, State Fund)	Y	Y	Y	Sit or stand based on comfort	
Cross trainer/mentor	Y	Y	Y		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Foreign language translator (translate policies/practices/posters to other common language)	Y	Y	N	Sit or stand based on comfort	
Label pipes/conduit/breaker boxes	P	P	Y		
Mail/fax delivery for small packages	P	P	Y		
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Review and evaluate safety videos, recommend those to use for training	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention, evacuation maps)	Y	Y	Y	Sit or stand based on comfort	
Rotate/replace/update/clean warning signs or posters	Y	Y	Y		
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Vehicle/equipment washer and take for off-site service (oil change, tire rotation, etc.)	P	P	P		
Videotape record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

LOGGING - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Chain saw and hand power tool sharpener/light maintenance	Y	Y	Y		
Gate attendant/site security	Y	Y	Y	Sit or stand based on comfort	
Operate/calibrate site scales	P	Y	Y		
Tag/mark trees	N	P	Y		
Load inspector/quality inspector	P	P	Y		
Log quality grader	P	P	Y		
Road grader operator or water truck operator	P	P	P		
Personal Protection Equipment (PPE) inspector	Y	Y	Y		
Power tool inspector/inventory taker/ID engraver	Y	Y	P		
Pre-shift prep (have all tools and equip. out and ready to go)	P	P	P		
Quality Control Inspector (moisture, shape, size, weight)	Y	Y	Y		
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Special research projects (industry trends/tools/equip.)	Y	Y	Y	Sit or stand based on comfort	
Superintendent/manager assistant	P	P	P		
Traffic flagger (if certified, qualified)	P	P	P		
Attend Forest Service or community hearings	P	Y	Y		
Office services for MLA (envelope stuffing, calling members, etc.)	Y	Y	P		
General Industry					
Attend training (trade-specific, CDL, CPR-1st Aid, fire agency)	Y	Y	Y	Sit or stand based on comfort	
Comparison shopper (suppliers/buyers, product/prices)	Y	Y	Y	Sit or stand based on comfort	
Cross trainer/mentor	Y	Y	Y		
Develop safety training schedule, identify & schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Review and evaluate safety training videos/conduct safety training	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention program, evacuation maps etc.)	Y	Y	Y	Sit or stand based on comfort	
Safety inspector extension cords, first aid kits, BBP kits, emergency exit routes etc; (emergency numbers posted).	Y	Y	Y		
Take company vehicles to shop for service (oil change, tires rotated etc.)	P	P	Y		
Trade show booth person	P	P	P	Sit or stand based on comfort	
Community service (see community service ideas page)	Y	Y	Y	Sit or stand based on comfort	

Y=Yes; P=Possible; N=No

MANUFACTURING - TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Cardboard box or product packaging builder	Y	Y	P		
Comparison shopper (are suppliers providing best product/prices, what prices/services are competitors offering)	Y	Y	Y	Sit or stand based on comfort	
Customer opinion surveyor (via telephone)	Y	Y	Y	Sit or stand based on comfort	
Designer assistant	Y	Y	P		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Foreign language translator (translate policies/practices/posters to other common language)	Y	Y	N	Sit or stand based on comfort	
Label pipes/conduit/breaker boxes	Y	Y	Y		
Machine guard inspector/painter	Y	Y	Y		
Machine operator that includes light/no-material handling	P	P	Y		
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Paint room attendant	Y	Y	Y	Sit or stand based on comfort	
Painter/stenciler (building support posts, curbs/barriers, machine guards, floor striping, small signs)	P	Y	Y		
Pallet and high stack rack inspector	Y	Y	Y		
Parts runner	P	P	Y		
Power tool inspector/inventory taker/minor maintenance	Y	Y	P		
Pre-shift prep (arrive prior to shift start, have all tools and equipment out and ready to go)	P	P	P		
Production assistant	Y	Y	Y		
Quality control inspector	Y	Y	Y		
Small parts deburring operator	Y	Y	P		
Superintendent/manager assistant	P	P	P		
Tool sharpener or tool and property engraver	P	Y	N	Sit or stand based on comfort	
Trade show booth person	P	P	P	Sit or stand based on comfort	
Vehicle/equipment washer	P	P	P		
General Industry					
Attend vendor-provided specialty or recurring training (OSHA, DOL, State Fund, MBIA, etc.)	Y	Y	Y	Sit or stand based on comfort	
Conduct ergonomic assessments	Y	Y	Y		
Cross trainer/mentor	Y	Y	Y		
Mail/fax delivery for small packages	P	P	Y		
Outside maintenance (dragging gravel lot, weeding, planting, watering)	Y	Y	Y	Sit or stand based on comfort	
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Review and evaluate safety training videos, recommend those to use for staff training	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Y	Y	Y	Sit or stand based on comfort	
Rotate/replace/update/clean warning signs/posters	Y	Y	Y		
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Special research projects (industry trends)	Y	Y	Y	Sit or stand based on comfort	
Take company vehicles to shop for service (oil change, tires rotation, etc.)	P	P	Y		
Videotape record of property or process	Y	Y	Y		
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No

SAWMILL/LUMBER/POST AND POLE – TEMPORARY TRANSITIONAL EMPLOYMENT IDEAS

Task Options for Injured Employees	Injury: LE=Lower Extremity; UE=Upper Extremity				In-house expertise
	Back	LE	UE	Comment	
Industry-specific					
Fire safety inspector (extinguishers, dry pipe sprinkler valves, fire pumps, sprinkler lines/heads and cleaning sawdust from junction boxes, motor control centers, breaker boxes, and conduit, clean hydraulic power units)	P	P	Y		
Gate attendant/site security	Y	Y	Y	Sit or stand based on comfort	
In-feed guider for machines with light or no-material handling, such as planer feed table or dryer feed)	P	P	P		
Label pipes/conduit/breaker boxes	Y	Y	Y		
Lumber grader (with auto product flipper table)	Y	Y	Y		
Millwright assistant	Y	Y	Y		
Night watchman	P	P	Y		
Painter/stenciler (building support posts, curbs/barriers, machine guards, floor striping, small signs)	P	P	Y		
Parts runner	P	P	Y		
Personal Protection Equipment (PPE) inspector	Y	Y	Y		
Power tool inspector/inventory taker/minor maintenance	Y	Y	P		
Pre-shift prep (arrive prior to shift start, have all tools and equipment out and ready to go)	P	P	P		
Product packaging labeler	Y	Y	Y		
Quality control inspector (moisture content, product shape, size, weight)	Y	Y	Y		
Research laws/regulations pertaining to industry	Y	Y	Y	Sit or stand based on comfort	
Sling sorter	P	P	P		
Special research projects (industry trends)	Y	Y	Y	Sit or stand based on comfort	
Superintendent/manager assistant	P	P	P		
Tool sharpener or tool and property engraver	P	Y	N	Sit or stand based on comfort	
Traffic flagger (if certified, qualified)	P	P	P		
Vehicle/equipment washer	P	P	P		
Videotape record of property or process	Y	Y	Y		
General Industry					
Attend vendor-provided specialty or recurring training (OSHA, DOL, State Fund)	Y	Y	Y	Sit or stand based on comfort	
Comparison shopper (are suppliers providing best product/prices, what prices/services are competitors offering)	Y	Y	Y	Sit or stand based on comfort	
Cross trainer/mentor	Y	Y	Y		
Develop safety training schedule, identify and schedule topics/trainers	Y	Y	Y	Sit or stand based on comfort	
Foreign language translator (translate policies/practices/posters to other common language)	Y	Y	N	Sit or stand based on comfort	
Mail/fax delivery for small packages	P	P	Y		
MSDS book updater/organizer	Y	Y	P	Sit or stand based on comfort	
Review and evaluate safety training videos, recommend those to use for staff training	Y	Y	Y	Sit or stand based on comfort	
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Y	Y	Y	Sit or stand based on comfort	
Rotate/replace/update/clean warning signs/posters	Y	Y	Y		
Safety inspector (extension cords, first aid kits, BBP kits, emergency exit routes, emergency numbers posted, etc.)	Y	Y	Y		
Safety program trainer	Y	Y	Y	Sit or stand based on comfort	
Take company vehicles to shop for service (oil change, tire rotation, etc.)	P	P	Y		
Trade show booth person	P	P	P	Sit or stand based on comfort	
Community service (see community service ideas page)	Y	Y	Y		

Y=Yes; P=Possible; N=No