Defining Best-in-Class for IDAM Programs:

IDAM refers to a holistic, comprehensive approach to managing employee absences including short- and long-term absences as well as disabilities. This strategy integrates various aspects of absence management including regulatory compliance, employee support, stay-at-work and return-to-work programs, and accommodations for disabilities, into a cohesive framework. Key components and goals include:

- **Coordinated management**: Combining the management of absences, such as paid time off, sick leave, disability leave (short- and long-term), family leave, and workers' compensation under a unified strategy. This approach ensures that absences are managed effectively and consistently across the board.

- **Compliance with laws and regulations**: An increasing number of laws impact IDAM including the Americans with Disabilities Act, the Family and Medical Leave Act, as well as state-specific laws. IDAM programs ensure compliance with these laws as well as the fair and equal treatment of employees across the U.S.

- **Early intervention and support**: By identifying and addressing issues early, IDAM supports employees through absences and disabilities, facilitates earlier return to work, and reduces absence duration of absences.

- **Return-to-work**: These programs focus on helping employees return to work after absences due to illness or injury and include workplace accommodations, modifying job duties as needed, and providing support to reintegrate employees in their roles.

- **Data analysis and strategy adjustment**: IDAM involves collecting and analyzing data about employee absences to identify trends, issues, and areas for improvement. A data-driven approach helps organizations adjust strategies to better support employees and manage costs.

- **Employee wellness**: The best IDAM programs include preventive measures such as wellness initiatives that reduce absence occurrence and/or duration by promoting healthy lifestyles and preventing injuries or illnesses.

- **Stakeholder coordination**: Effective IDAM requires coordination among various stakeholders including human resources, healthcare providers, insurance carriers/third party administrators, and employees to ensure effective management and to meet employee needs.