



THE **GOLD STANDARD** SOLUTION

for Non-Invasive Soft-Tissue and
Musculoskeletal Concerns in the Workplace





Abstract:

Active Release Techniques (ART) offers a powerful solution for soft-tissue and musculoskeletal-related issues through its non-invasive treatment methodologies. In a time marked by the growing prevalence of sedentary lifestyles and notable generational shifts, coupled with ongoing labor shortage and inflation concerns, ART emerges as a comprehensive solution.

This white paper explores the significance of ART in addressing these obstacles, highlighting its effectiveness, efficiency, and potential to bridge the gap in healthcare needs both in and out of the workplace.



Introduction:

As technological advancements propel the world forward, the human body encounters novel challenges. Sedentary lifestyles have led to a vicious cycle of limited physical activity and inadequate support, precipitating the rise of soft-tissue and musculoskeletal issues, both with aging and younger generations. As a result, employers increasingly experience labor shortages, claims, and increased time off site, making it more challenging to meet productivity goals. However, through the application and increased use of ART there's a viable solution that not only treats these conditions effectively but also accommodates the needs of a less active generation that is quickly replacing an older generation on the brink of retirement.

The Rise of Soft-Tissue Musculoskeletal and Nerve Disorders:

Modern lifestyles have undergone a significant transformation, driven by technological advancements and changes in work culture. With the advent of computers, smartphones, and other digital devices, many individuals now spend prolonged hours engaged in sedentary activities. Persistent sitting and repetitive movements place undue stress on the body's soft tissues, including muscles, tendons, ligaments, and nerves. Over time, this can lead to a variety of musculoskeletal and nerve-related problems, ranging from minor discomfort to debilitating issues.

The working-class is particularly vulnerable as they are engaged in physically demanding duties, making them prone to things such as carpal tunnel syndrome, tendonitis, and lower back pain, largely stemming from repetitive movements, inadequate ergonomic standards, and prolonged periods of strenuous labor. As these ailments advance, they can notably impede job performance, resulting in diminished productivity and heightened absenteeism. Additionally, the pain and discomfort linked to these conditions can have profound impacts on both physical and mental well-being, inducing distress and diminishing the overall quality of life for those affected.

Proactively addressing these issues requires comprehensive workplace ergonomics programs, regular health screenings, and access to appropriate medical care. From a healthcare perspective, the growing burden of soft-tissue and nerve-related problems strains resources and infrastructure. Primary care physicians, orthopedic specialists, physical therapists, and other healthcare providers are faced with an increasing caseload of individuals seeking relief.

In addition to increased demands, the economic impact of musculoskeletal disorders is substantial, particularly in the United States. In 2022 alone, there were 62 million reported injuries, with one in five workers in the United States seeking medical assistance for those conditions. This amounted to a staggering \$167 billion in injury-related costs annually, representing a 45% increase year over year. The average per claim cost reached approximately \$42,000 in 2022. Overexertion alone accounted for \$13.3 billion in costs in the United States.

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Addressing the Challenges of a Less Active Generation:

A recent analysis published by Forbes, titled "The Biggest Challenges Companies Face Right Now" draws attention to pivotal insights gleaned from an extensive survey conducted among C-suite executives and middle managers. This comprehensive

study sheds light on critical issues currently confronting businesses across various industries, confirming that a solution that enables employers to maintain a strong and healthy workforce is imperative now more than ever.

1

Labor Shortages and Skills Gaps:

The survey identifies labor shortages and skills gaps as two of the biggest challenges facing companies. This issue is particularly acute in specialized fields where demand for skilled professionals exceeds supply.

2

Talent Retention and Employee Well-being:

Retaining top talent and promoting employee well-being are key priorities for companies. Creating a positive work environment, offering competitive benefits, and supporting employee growth and development are essential for attracting and retaining skilled professionals.

3

Regulatory Compliance:

Navigating complex regulatory landscapes poses challenges for companies, particularly those operating in highly regulated industries. Compliance with industry-specific regulations and staying abreast of evolving legal requirements are critical for avoiding penalties and maintaining business continuity.

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aged 65 or older has
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The Challenge of Labor Shifts:

Over the past three years, the U.S. labor market has undergone a rapid transformation. A notable shift is the evolving demographics of the American workforce, characterized by an aging population. Over the past two decades, there has been a remarkable 117% increase in the number of workers aged 65 or older, and it is projected that the number of workers aged 55 or older will grow three times faster than the number of workers aged 25-54.

The influx of younger workers required to replace aging workers that leave the workplace may necessitate additional training and development initiatives to bridge skill gaps and ensure workforce readiness. Employers may need to invest in recruitment strategies tailored to attract and retain younger talent, while also implementing measures to support the integration of new employees into the workforce.

Additionally, the aging workforce presents unique considerations for employee health and safety practices. Employers may need to implement age-friendly policies and accommodations to address the evolving needs and capabilities of older workers, promoting a culture of inclusivity and well-being.

Slower employment growth is projected in goods-producing sectors, with the construction, manufacturing, and mining sectors seeing the slowest growth—or highest shrink—among them. Changing consumer preferences and increases in the use of technology are expected to lead to declines in employment in the postal service, retail trade, and utilities industries.

This demographic evolution reflects broader societal changes and has profound implications for employment dynamics and business operations. Changing demographics presents both advantages and obstacles for employers. While seasoned workers contribute valuable experience and skills, they may also need assistance and adjustments to manage age-related health issues. On the other hand, younger generations are going to be drawn to and stay with employers who enable a supportive work environment, both mentally and physically.

The Importance of Non-Invasive Treatment:

One strategy to combat these new needs and health-care trends is the employment of non-invasive treatment solutions such as ART. Standard invasive procedures often entail longer recovery times, higher costs, recordables, and increased risks for patients, while non-invasive solutions offer a safer and more

efficient alternative that minimizes downtime. This underscores the need for innovative approaches like ART, that are not only more effective, but also allow employers to avoid increased recordables based on ART's first aid classification by OSHA.



Active Release Techniques:

ART is a cutting-edge, and constantly evolving, treatment methodology designed to address soft-tissue and musculoskeletal issues through targeted manual therapy techniques. Developed by Dr. Michael Leahy, ART combines precise movements with patient-specific protocols to alleviate pain, restore function, and promote healing. By targeting fascial and scar tissue adhesions, nerve entrapments, and dysfunctional muscles, ART aims to optimize tissue mobility and neuromuscular efficiency.

Dr. Leahy's diverse career includes serving as a fighter pilot in the U.S. Air Force before transitioning to pursue chiropractic studies, leading to the creation of ART based on the desire have greater and more effective outcomes for the patients he treats.

Benefits of ART:

- **Efficiency:** ART sessions are typically brief yet highly effective, allowing individuals to experience significant improvements in a relatively short time frame.
- **Customization:** Each ART treatment is tailored to the individual's unique condition, ensuring personalized care and optimal outcomes.
- **Non-Invasive:** Unlike surgical interventions, ART is non-invasive, minimizing the risks associated with invasive procedures and reducing recovery times.
- **Accessibility:** With proper training, ART techniques can be implemented by a wide range of healthcare professionals, helping to address labor shortages and expand access to care.
- **Comprehensive Approach:** ART targets not only the symptoms but also the underlying causes of soft-tissue and nerve issues, promoting long-term healing and prevention.

Conclusion:

The importance of proactive planning, innovation, and adaptability in addressing the challenges noted here is imperative. By adjusting early, employers can avoid labor shortages, recordables, and claims, while maintaining – and potentially improving – overall productivity. ART not only addresses the negative effects of sedentary lifestyles on musculoskeletal health among younger generations, but also plays a crucial role in driving employee retention. Through targeting soft-tissue adhesions, scar tissue, and neuromuscular dysfunction via manual therapy techniques, as well as providing ergonomic solutions, kinesiology taping, and group stretching, ART is a true holistic solution. Because of these diverse treatment options, ART enhances training flexibility, diversifies roles, meets evolving healthcare needs, and improves access to high-quality musculoskeletal care. ART sessions can help alleviate muscle tightness and tension, improve joint mobility and flexibility, and restore proper biomechanics, enhancing overall physical performance.

Unlike invasive procedures or long-term medication use, ART offers a non-invasive and holistic approach to musculoskeletal health that resonates with individuals and employers seeking natural and proactive solutions to their health concerns.



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