

**NIOSH**  
**TOTAL WORKER HEALTH in Action!**  
Advancing worker safety, health, and well-being

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# Director's Buzz

L. CASEY CHOSEWOOD, MD, MPH

This edition focuses on an essential, and increasingly important component of worker well-being: mental health. This edition's *Total Worker Health*<sup>®</sup> *Exclusive* sheds light on the links between working conditions and mental health outcomes and provides valuable resources you can access now for your own team's benefit. We also share a sneak peek into a new initiative to protect health workers' mental health. Over the next two years, this project will unlock a comprehensive set of messages, calls-to-action, strategies, and resources to address a critical need. While the focus will be on health workers initially, almost every workplace will find applicable content.

This issue's *Promising Practice* highlights ways NIOSH works to bring TWH approaches to its own workforce through the HealthiestNIOSH program, protecting and promoting work-related mental and physical health at NIOSH. Hear about how HealthiestNIOSH is giving workers a voice in the design of its programs and practices, a critical defining element of any TWH

intervention. You'll also find important updates from NIOSH, the Centers of Excellence for TWH, and our affiliates. NIOSH and our prolific partners offer hundreds of hours of free content, training, tools, and resources available to you each quarter. If you've not tapped in, you're missing out!

An important update on the upcoming [3<sup>rd</sup> International Symposium to Advance TWH](#). This year's meeting promises to be the most idea-packed and comprehensive ever. The planning panel received a record-breaking 269 abstract submissions, including more than 20 workshop proposals, setting the stage for the most-applied TWH concepts and richest meeting yet. It's not too late to [join the](#)



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[mailing list](#) . You'll be the first to know all the details as soon as they are released. Sign up and you will receive updates on the agenda, registration, and local area information. Registration opens June 27.

(Insider tip: the event is currently planned as a hybrid-symposium, offering in-person and virtual options for attendance. The in-person component is capacity-limited, and it is highly likely that the event will sell-out. Register early to secure your spot.)

We love hearing from you! For the latest TWH news, research, and events, follow us on Twitter at [@NIOSH\\_TWH](#), join our [NIOSH TWH LinkedIn Group](#), or send us an email at [twh@cdc.gov](mailto:twh@cdc.gov).

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## Total Worker Health Exclusive

### Total Worker Health Strategies Support Workplace Mental Health

Like all aspects of our lives, both on- and off-the-job, mental health is a crucial part of worker well-being. To comprehensively support well-being, it is critical for organizations and employers to ensure safe working conditions that protect and promote the overall health of their workers, both physical and mental. Mental health includes a person's psychological, emotional, and social well-being and, because it is a growing challenge for workers and employers, it is a [priority area](#) for the NIOSH *Total Worker Health* (TWH) program.

One major cause of poor work-related mental health is work stress. Harmful physical and emotional responses can happen when the requirements of a job do not match the capabilities, resources, or needs of the worker. Our [long-standing research program](#) in work stress at NIOSH shows that mental health worsens with chronic exposure to occupational stress.

These types of work-related risks can affect worker mental health:

- Heavy workloads like long hours of work, inadequate breaks, and heavy physical or emotional demands
- Unclear or conflicting demands
- Lack of input in decisions and how work is done
- Poor communication
- Lack of support from managers and co-workers
- Job insecurity
- Discrimination, harassment, or mistreatment

### Resources to Support Worker Mental Health

The NIOSH TWH Program encourages employers to increase their focus and invest more to support worker mental health. We recently hosted the webinar, "[How Work Can Impact Mental Health and What Leaders Can Do.](#)" During this event, Dr. Leslie Hammer, from the Oregon Healthy Workforce Center, and Dr. Marie-Anne Rosemberg, from the University of Michigan, presented on current research and promising practices in this area. Their practical approach to change work demands and increase supportive supervision is a meaningful roadmap to immediate improvements.

To assess worker well-being in the workplace, consider using the [NIOSH Worker Well-Being Questionnaire \(NIOSH WellBQ\)](#). This is NIOSH's latest well-being innovation and represents a 5-year, expert-driven, evidence-based effort to better understand well-being in the context of work. It is the only survey instrument with such a comprehensive focus. The 15-minute, 68-item survey provides an integrated assessment of worker well-being across multiple spheres, including individuals' quality of working life, circumstances outside of work, and physical and mental health status. The questionnaire measures "worker" well-being as a holistic construct rather than simply "workplace" or "work-related" well-being. You can find [resources](#)



to help address the issues identified using the results of the NIOSH WellBQ. Examples include resources to improve supervisor and coworker support, tools to build a supportive culture, steps to minimize work-to-personal-life and personal-life-to-work conflicts, and strategies to build workers' engagement and trust of management.



NIOSH also aims to increase awareness of the role of mental health in worker well-being. To support that, we are working to increase research in this field and to promote workplace practices that support mental health. Of the recently funded 10 NIOSH Centers of Excellence for TWH, the Johns Hopkins Psychosocial, Organizational, and Environmental (POE) *Total Worker Health*® Center in Mental Health has an intentional focus on mental health and substance use prevention and treatment among workers. Of many ongoing activities, the Center is developing a valuable Psychosocial, Organizational, Environmental Measurement Tool (POEM) to better understand and respond to needs.

## Addressing Health Worker Mental Health

As part of the American Rescue Plan of 2021, NIOSH received Congressional funding to deliver a national awareness and education campaign to safeguard and improve the mental health and well-being of health workers. Last fall, NIOSH announced a new initiative to address health worker mental health. The goal is to improve the mental health and well-being of the nation's health workforce through prevention, awareness, and intervention— and to build a sustainable infrastructure of healthier and less hazardous work for future generations of health workers.

This initiative seeks to prevent and address a range of adverse mental health outcomes related to these challenges, including the risks for work-related stress, burnout, depression, anxiety, substance use disorders, and suicidal behavior. This will be an interdisciplinary and cross-institute effort, with input from partners across the CDC and beyond, including labor, other federal agencies, private organizations, and academic partners.

So far, NIOSH has taken these steps in support of the initiative:

- Published a request for information about [Interventions to Prevent Work-Related Stress and Support Health Worker Mental Health](#) . The request asked for information on existing and potential occupational safety and health interventions, services, and research in progress focused on approaches to preventing stress and improving the mental health and well-being of health workers. Although the request is closed, the comments can still be viewed.
- Hosted a "[Protecting Health Worker Mental Health: A Call-to-Action Webinar](#)  " that welcomed Dr. Vivek Murthy, Surgeon General of the United States, and other national experts for a special presentation on health worker mental health. Speakers included NIOSH Director, Dr. John Howard, Dr. Lotte Dyrbye, Co-Director of the Mayo Clinic Program on Physician Well-Being, and Liz Royal from the Service Employees International Union National Nurse Alliance. The webinar covered a range of topics, such as what federal agencies are doing to address this challenge and on-the-ground experiences of health workers.

Drop us a note at [twh@cdc.gov](mailto:twh@cdc.gov) if you'd like to follow the progress of this effort or get involved. Stay up to date with this effort on the [NIOSH website](#).

## Promising Practice

### Worker Safety, Health, and Well-being at NIOSH: HealthiestNIOSH Leads by Example

Have you ever wondered how NIOSH implements TWH approaches within its own workforce? After all, a defining element of the TWH approach is to demonstrate leadership commitment to worker safety and health at all levels and to give workers a strong voice in the work challenges and issues they care about most. The HealthiestNIOSH Program, sponsored jointly by the Office for TWH and NIOSH's Human Resources Office, focuses on optimizing the safety, health, and well-being of all those working at NIOSH. HealthiestNIOSH also serves as an applied laboratory for pilot interventions integrating safety and health, helping us to better understand hurdles and barriers of TWH interventions and work design.

### HealthiestNIOSH Aims to Improve the Workplace Environment

HealthiestNIOSH (HN) applies a prevention approach consistent with [traditional](#) and [expanded](#) occupational safety and health principles. HN aims to improve the workplace environment, policies, and programs, and to increase the number of health opportunities available to members of the NIOSH workforce. The program also collaborates with and advises internal and

external partners in industry, labor, professional organizations, and academia.

HN serves workers across all NIOSH campuses, reaching them in seven different states and Washington, DC. Working across time zones has unique challenges, so HN uses virtual tools to engage workers in different areas, both now and prior to the pandemic. When many workers transitioned to a telework status, HN adapted in-person programs and services to reach workers wherever they were. Nimble, responsive, current, and solution-oriented are critical themes inherent in all HN planning and program execution.

### **Pandemic-Responsive Activities to Protect and Promote Mental and Physical Health**

The pandemic **increased awareness** of how important protecting and promoting workers' mental health and psychological well-being is. To address this complex issue, HN sponsored 13 well-being webinars, delivering 300 training hours to NIOSH workers. The webinars highlighted resources to assist workers and addressed important topics surrounding mental health in the workplace. Webinar titles included "Understanding Mental Health and Depression," "Mindful Meditation," and "Parenting During a Pandemic." HN also sent emails with tips, resources, and other information to help workers navigate challenges in work and life. Topics include "Recognizing and Preventing Seasonal Depression," "A Holistic Approach to Mental Well-being," "Benefits of Meditation and Mindfulness," and "Preventing and Managing Stress."




Because mental and physical health are **equally important** components of overall health, HN offered health and well-being coaching and hosted virtual fitness classes and challenges in 2021. Health and well-being coaching engaged workers for six-session commitments. The close relationship between a coach and client facilitates the development of personal, professional, and business goals, as well as a customized plan to achieve those goals. NIOSH also offered more than 40 types of virtual workout classes, hosting 551 classes with certified fitness instructors via Zoom. Over 275 workers participated in three workplace challenges designed to inspire workers to walk 100 miles in 100 days, to get 10,000 steps per day, and to maintain a healthy lifestyle during the holiday season.

### **Giving Workers a Voice**

TWH programs are voluntary and designed using worker participation, giving workers a voice in the conditions of their work and in workplace offerings. HN first conducted an assessment in 2015 that aimed to engage workers, as well as gather feedback on the current programs and amenities available at each NIOSH site. HN has routinely surveyed workers since and, in 2021, HN created and distributed a 31-item assessment focused on topics like well-being, fitness, psychosocial elements, and diversity/inclusion. The assessment was open to all people working at all NIOSH sites. The goal of the assessment was to better understand workers' preferences surrounding safety, health, and well-being, as they relate to past, present, and future offerings. HN will use data collected from the assessment to plan and develop content and to improve and prioritize programming for all NIOSH locations, in-person and virtually.

The TWH approach emphasizes the role that organizations have in shaping worker safety and health outcomes. We fundamentally believe that workplaces should promote and support worker engagement through program design, focusing on improving the quality of job design and supervision and giving workers a chance for regular input. With these strategies, HN helps improve the safety, health, and well-being of the NIOSH workforce, and in turn, helps NIOSH better serve all workers across the nation.

## **Spotlight on Opioids in the Workplace**

*Editor's note: If you or someone you know needs assistance (in English or Spanish) with mental health concerns and/or substance use disorders, prevention, and recovery, please contact SAMHSA's National Helpline at 1-800-662-HELP (4357) or visit <https://www.samhsa.gov/find-help> .*

### **NIOSH Joins Effort to Advance Workplace Supported Recovery Programs**

NIOSH is excited to join the Office of National Drug Control Policy (ONDCP) and the Domestic Policy Council (DPC) in an interagency working group entitled “Recovery-Ready Workplaces,” to identify and drive policy actions that facilitate employment opportunities for people in or seeking recovery from substance use disorders and promote the adoption of recovery-ready workplace policies. Other participating agencies include the Department of Labor, Department of Justice, U.S. Department of Agriculture, and many others.

The priority of this working group is to expand the adoption of recovery-ready workplace policies across the federal, public, and private sectors. The goal is to help American businesses become more productive and profitable, to create healthier and more resilient workplaces by facilitating help-seeking for employed persons with substance use disorder, and to help Americans in recovery return and contribute to the workforce.

### **Impairment Recognition and Response Training for Supervisors**

Workplace impairment can be a complex and challenging issue. It can negatively affect workplace safety, including the safety and well-being of the impaired worker, co-workers, and the public. The National Safety Council (NSC) recently briefed NIOSH on a new one-hour learning course, called [Impairment Recognition and Response Training for Supervisors](#). The training aims to help frontline supervisors, safety professionals, and managers recognize and respond to perceived impairment in the workplace.

## **News from NIOSH**

### **Blog Post: TWH Program Readies NIOSH for Next 50 Years**

As NIOSH commemorates its 50<sup>th</sup> anniversary, the NIOSH TWH Program reflects on its past while focusing on leading the field of occupational safety and health into the future. Learn more on the [NIOSH Science Blog](#).

### **Free Continuing Education Opportunities for TWH Webinars**

Are you a safety professional, physician, pharmacist, veterinarian, or health educator? Do you need continuing education credits? We offer continuing education credits for these and other professions through the TWH webinar series. Learn about important topics like mental health, ageism, and health disparities. Visit the [TWH Webinar Series](#) page to find recordings and learn more about how to get continuing education credits.

### **New Research Agenda From the NIOSH Future of Work Initiative**

The [NIOSH Future of Work Initiative](#) began in 2019 with a vision to prepare the occupational safety and health ecosystem for a safer, healthier, and more productive future. Dr. Sara Tamers, who leads NIOSH’s research portfolio for TWH, also chairs NIOSH’s Future of Work efforts. The [NIOSH Future of Work Initiative Research Agenda](#) sets goals for NIOSH that aim to advance future of work research. The Agenda uses expanded occupational safety and health approaches, reflecting its origins and connections to TWH principles. The Agenda outlines research-focused directions to grow the Initiative. These directions may inform practice, policy, and capacity-building activities, across every NIOSH sector, cross-sector, and core and specialty program. The Agenda frames the most pressing workplace and work issues expected to impact the safety and health of tomorrow’s workforce, across jobs, occupations, and industries using a set of previously developed future of work priority topics and sub-topics.

### **Recording Available for Protecting the Mental Health of Health Workers Webinar**

The [recording is available](#) for the NIOSH-hosted webinar “Protecting Health Worker Mental Health: A Call-to-Action.” The webinar aimed to raise awareness about mental health among the health workforce. It included presentations from the U.S. Surgeon General Dr. Vivek Murthy, Dr. Lotte Dyrbye from the Mayo Clinic, and Elizabeth Royal from the Service Employees International Union. NIOSH Director Dr. John Howard also presented on new NIOSH efforts and NIOSH researcher Dr. Tom Cunningham moderated discussions around current challenges, promising practices, and next steps to address working conditions to safeguard the mental health of health workers.

### **Registration News for the 3<sup>rd</sup> International Symposium to Advance TWH**

Don’t miss updates about the next symposium! This year’s meeting promises to be the most idea-packed and comprehensive ever. The planning panel received a record-breaking number of abstract submissions, with over 260 submissions including more than 20 workshop proposals. [Join the mailing list](#) to receive reminders about important deadlines and updates on the agenda, registration, and local area information. Registration will open June 27. Learn more on the [symposium website](#) (and check the Director’s Buzz for an insider tip!)

## Submit Papers for Special Issue on Technology, Occupational Safety and Health, and Well-being

NIOSH Office of Research Integration and fellow researchers are guest editing a special issue of the *International Journal of Environmental Research and Public Health* (IJERPH) on the *Impact of Technologies on Occupational Health and Well-being* and invite you to contribute. The [special issue is now open](#) for submission online with a deadline of September 30, 2022. If you are interested in submitting a paper, please email Dr. Sarah Felknor at [sbf5@cdc.gov](mailto:sbf5@cdc.gov) no later than **March 31, 2022**, with the authorship, tentative title, and brief description of the topic of your planned paper.

## News From the NIOSH Centers of Excellence for TWH centers

- The **California Labor Laboratory (CALL Center)** will host monthly webinars on the fourth Wednesday of the month between noon and 1 p.m. PT (3-4 p.m. ET). The next webinar is Wednesday, March 23, 2022, and will cover the national scene. Save the date for the first annual conference May 17-18. The theme is precarity in employment and health and more information will be available at <https://calaborlab.ucsf.edu/>.
- Eric Ryan at the **Carolina Center for Total Worker Health® and Well-being** is working on a project to reduce falls and advance fall protection in firefighters. The project aims to better understand and address the costly and disabling problem of slips, trips, and falls among firefighters. Dr. Ammerman, Co-Project Lead for Carolina Center's Outreach and Education Core, launched a Center-affiliated research project to test a nutrition-focused intervention in rural manufacturing worksites, which will provide Mediterranean diet-style food adapted for the Southeast and is supported by blue-tooth enabled behavioral economics nudges toward healthier lifestyle habits. Dr. Linnan, Director of the Carolina Center for TWH and Well-being presented at Ex4OSH in December 2021 on "The Future of Work: Implications for Research and Training of OSH Professionals."
- The **Center for Health, Work & Environment (CHWE)** is seeking proposals for the **TWHPilot Project Awards** to support projects that address both protection from work-related safety and health hazards and promotion of injury and illness prevention. [Applications for the current funding cycle](#) are due **March 31**. CHWE recently embarked on three new research projects: the **Well-Being and Cancer at Work (WeCanWork)** study, which is TWH intervention to improve cancer survivors' well-being and work outcomes by enhancing oncology care team support; the **Mental Health Emergency Preparedness for the School Workforce** study, which is an intervention to increase psychological preparedness for teachers, staff and leadership in pre-K-8 schools during emergencies; and the **Mental Health in Farming Populations** study to assess the mental and behavioral healthcare needs of agricultural workers in the San Luis Valley, Colorado.
- The **Center for the Promotion of Health in the New England Workplace (CPH-NEW)** launched new studies aimed at evaluating TWH implementation and sustainability in [healthcare](#), [education](#), and [correctional](#) settings. In spring 2022, CPH-NEW will kick off a new TWH [employer preparedness training intervention study](#) together with the [Northeast Human Resources Association](#). CPH-NEW continues to provide [education and training](#) opportunities, including our latest e-learning course, [TWH for Occupational Safety and Health Professionals](#).
- The **Center for Work, Health, & Well-being** at the Harvard T.H. Chan School of Public Health works to identify and promote workplace policies, programs, and practices that foster safe and healthy working conditions. The Center's current research projects include the [Boston Hospital Workers Health Study](#). This study's goal is to improve the health of the hospital workforce and reduce within-workforce disparities by identifying the roots of those disparities in the conditions of work. Another project is the [Fulfillment Center Intervention Study](#), which evaluates a participatory, prevention-oriented intervention in warehouse fulfillment centers that aims to change work conditions to reduce risks of poor mental health, improve workers' well-being, and reduce levels of unreported injuries. The Center also recently published an article, [Work And worker health In The Post-Pandemic World: A Public Health Perspective](#).
- The **Healthier Workforce Center of the Midwest (HWC)** is pleased to announce the availability of [community-track pilot project research grant funding](#) up to \$25,000. The Pilot Project Program request for proposals will accept both academic and community applications on a rolling basis until funds are exhausted. The HWC has recently released new [Workplace Matters](#) podcasts; [Gratitude in the Workplace](#), and [Increasing Workplace EAP Utilization](#). Three new video releases include [Burnout](#), [Non-Standard Work](#) (featuring Dr. Lorraine Conroy from the [Center for Healthy Work](#)), and [Mental Health Success at Turner Construction](#). Stay connected with the Healthier Workforce Center on [Twitter](#), [YouTube](#), [LinkedIn](#), [Sound Cloud](#), and [Facebook](#) or subscribe to the monthly [e-bulletin](#) for updates.
- The **Johns Hopkins Psychosocial, Organizational, and Environmental Total Worker Health® Center in Mental Health (POE Center)** houses [The Luv U Project](#) which announced the formation of the new [Carolyn C. Mattingly Award for Mental](#)

Center, houses the [LIV & PROJECT](#), which announced the formation of the new [Carolyn C. Mattingly Award for Mental Health in the Workplace \(Mattingly Award\)](#).  The program's first award submission cycle launched in January 2022. The POE Center also announced funding for three research pilot projects that address (1) industrial livestock worker well-being during COVID-19, (2) veterinarian mental health during COVID-19, and (3) occupational patterns of overdose deaths.

- The [Oregon Healthy Workforce Center \(OHWC\)](#)  released new episodes of [What's Work Got To Do With it](#)  highlighting the non-work stressors and experiences of low-wage essential workers, as well as promoting healing and recovery for veterans. If you missed OHWC's Fall Symposium, find a [summary of the event](#)  and [recordings](#) . Looking ahead, save the date for OHWC's Spring 2022 Symposium, From the Great Resignation to the Great Reconfiguration: Connecting Research and Practice, on Friday, June 3.
- The [University of Illinois at Chicago \(UIC\) Center for Healthy Work](#)  launched a [beta version](#)  of "In a Year's Work™," an educational game that demonstrates how different workers within the same organization experience the social determinants of health. In the game, each player takes on a unique character: the CEO, the HR Manager, or the Warehouse Worker. UIC also recently published the [Healthy Work Collaborative Process Guide](#) , which outlines four steps and critical activities used throughout the Healthy Work Collaborative. The Greater Lawndale Research Project (GLHW) also recently co-published [A Policy Analysis to Support Informal Workers in Greater Lawndale](#) , with community research partners Equity and Transformation and Street Vendor Association of Chicago.
- The [Utah Center for Promotion of Work Equity Research](#)  launched a monthly [Seminar Series](#)  dedicated to relationship building, community engagement, providing professional development, and reviewing and exchanging new information relevant to TWH and work equity. The Center is also looking forward to the Spring 2022 conference on April 28 that will focus on developing regional community partnerships in Utah.

These are just a few of the updates from the NIOSH Centers of Excellence for TWH. To learn more about each of the Centers and their response efforts, visit [their websites](#).

## News from NIOSH TWH Affiliates and Partners

### Featured Affiliates: Get to Know the NIOSH TWH Affiliates

This new feature was created to introduce our readers to the current [NIOSH TWH Affiliates](#). See how two NIOSH TWH Affiliates responded when we asked about their work. If your organization is a NIOSH TWH Affiliate and is interested in being featured, please email [TWH@cdc.gov](mailto:TWH@cdc.gov).

## City of Plano

### What does your organization do? [^](#)

We are a Municipal Government that is comprised of 3,200 employees who work in a variety of environments from traditional office, shift and field operations.

### How do you incorporate TWH practices into your work? [^](#)



We have held a variety of wellness and safety programs including virtual meditation, virtual races with over 7,200 miles walked or ran, Safety Olympics, and in-person and virtual wellness classes.

### What are you most proud of having accomplished as a NIOSH TWH Affiliate? [^](#)

We became an affiliate in February 2019. As our internal safety and wellness programs began to work more together, we realized our efforts fell in line with those of the TWH program and felt like it would be a great opportunity to become an affiliate.

## Center for Social Epidemiology



### What does your organization do?

The Center for Social Epidemiology (CSE) is a non-profit research foundation whose mission is to promote public awareness of the impact of occupational “work” stress on mental and physical health. The Center sponsors the [Healthy Work Campaign](#)  (HWC) to help individuals and organizations learn about work stress and assess work stress using scientific tools and guidance like the [Healthy Work Survey](#) .

### How do you incorporate TWH practices into your work?

CSE and HWC align with the TWH [statement](#) that “work is a social determinant of health.” Job-related factors like low wages, work hours, job demands/workload, supervisor/coworker support, work-life conflict, and more are “sources of stress” in the workplace that impact the health and well-being of workers. The TWH approach offers practices that organizations can use to reduce these job-related factors.

### What are you most proud of having accomplished as a NIOSH TWH Affiliate?

We are proud to promote on [resources and programs](#) , including those developed by the Centers of Excellence for TWH. We launched the [Healthy Work Survey](#)  to provide a free, online tool to assess levels of work stressors in an organization with an automated report of results within 24 hours. We encourage our fellow affiliates to use these tools and learn more about work stressors that could be harming employee health.

## New Hampshire Occupational Health Surveillance Program (OHSP)

### What does your organization do?

The New Hampshire OHSP provides meaningful statistics to identify priority occupational safety and health issues. This includes reports on core occupational health indicators based on measures of health (work-related disease, injury, or disability) or factors associated with health, like workplace exposures, hazards, or interventions. These data inform the development and implementation of programs to prevent workplace injuries and illnesses, and to monitor trends and progress over time.

### How do you incorporate TWH practices into your work?


Our research activities are aimed at better characterization of risk factors tied to workplace injury and illness, including how stress and work organization play a role in worker health outcomes. In working with community, business, and advocacy partners, our focus aligns with TWH policies and practices.

### When did you become a NIOSH TWH Affiliate, and why did you want to join the program?



We became an affiliate in 2018 because we realized most of our work could be framed around the TWH approach, and we wanted to learn more about how we could enhance our efforts to promote TWH approaches in our outreach and communication to state stakeholders.

### What are you most proud of having accomplished as a NIOSH TWH Affiliate?

We are very proud of our work to [identify barriers and supports to breastfeeding in the workplace](#) .


### How has being a NIOSH TWH Affiliate helped you in your work?

Being part of the TWH network and learning from other affiliates increased our ability to enrich and broaden current TWH research, practice, and dissemination efforts.


Learn more about the [New Hampshire Occupational Health Surveillance Program \(OHSP\)](#) 

## Affiliate Updates

### National Firefighter Cancer Symposium

The Firefighter Cancer Initiative and the Miami Occupational Research Group hosted the [2022 National Firefighter Cancer Symposium](#)  in February. The annual symposium brings together members from the scientific, academic, firefighting, government, and labor/management communities to support the reduction of cancer risk in the U.S. fire service.





### Podcast on Emerging Priorities

In case you missed it, you can learn about emerging priorities for the TWH program in a [recent podcast](#)  from the St. Louis Area Business Health Coalition. The podcast features the NIOSH TWH program's Coordinator for Partnership and Opportunity Development, Chia-Chia Chang.

### Publications on Workplace Health

HealthPartners recently published two articles highlighting issues relevant to workplace health. Learn more in [Pragmatic Evaluation of a Health System-Based Employee Weight Management Program](#)  and [Addressing Sedentary Behavior At The Worksite: Is It Time for Practice-Guided and Systems-Informed Research?](#) 

### Survey: Measure Sources of Stress in the Workplace

The online [Healthy Work Survey](#)  is now available from the Center for Social Epidemiology and the [Healthy Work Campaign](#) . It is a free, anonymous tool that measures sources of stress in the workplace that can impact the health and well-being of workers. The survey can be used by individuals or organizations ([employers](#)  or [unions/worker advocates](#) ) as part of a TWH approach to assess the levels of common work stressors.

To learn more about the TWH Affiliate program, visit <https://www.cdc.gov/niosh/twh/affiliate.html>.

## New Publications and Resources

### From CDC and NIOSH

- [The NIOSH Future of Work Initiative Research Agenda](#)
- [The Role of Technological Job Displacement in the Future of Work](#)

- [TWH Program Readies NIOSH for Next 50 Years](#)
  - [Santa's Workshop Keeps Spirits Bright With TWH Strategies](#)
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## From Our Partners ▼

- [Associations Between Work-Related Factors and Psychological Distress Among Construction Workers](#) [↗](#)
  - [Dissemination and Implementation Science Approaches for Occupational Safety and Health Research: Implications for Advancing TWH](#) [↗](#)
  - [Effects of a TWH Leadership Intervention on Employee Well-being and Functional Impairment](#) [↗](#)
  - [Leveraging an Implementation Science Framework to Measure the Impact of Efforts to Scale Out a TWH Intervention to Employers](#) [↗](#)
  - [New Publication on TWH Leadership Intervention by Dr. Leslie Hammer and Team](#) [↗](#) (blog)
  - [Organizational Best Practices Supporting Mental Health in the Workplace](#) [↗](#)
  - [System-level Efforts to Address Pain-related Workplace Challenges](#) [↗](#)
  - [TWH Practitioner Education: Full Steam Ahead](#) [↗](#) (blog)
  - [Work and Worker Health in the Post-pandemic World: A Public Health Perspective](#) [↗](#)
  - [Work Redesign for the 21st Century: Promising Strategies for Enhancing Worker Well-Being](#) [↗](#)
  - [2021 Team for Inclusion, Diversity and Equity \(TIDE\) update](#) [↗](#) (blog)
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## Conferences, Webinars, and Training in Support of NIOSH *Total Worker Health*

### March

2 – CHWE will host “[You Belong Here: A Total Worker Health Approach to Inclusive Engagement at Your Workplace](#) [↗](#)” at 11 a.m. (MT). Join Health Links™, along with national and local experts, to learn more about how to foster a workplace culture of belonging, inclusion, and support.

9 – Join the webinar [Greater Lawndale Lotería – How A Worker Justice Themed Card Game is Implemented As An Educational Tool](#) [↗](#) at 12 pm CST. Lotería is a Spanish word meaning “lottery.” The webinar will detail the design and implementation of *Greater Lawndale Lotería*, a traditional game of chance, akin to bingo, which can be used as an educational tool.

16 – Join the webinar titled “[In A Year's Work™ – Educational game and focus group opportunity](#) [↗](#)” at 12 p.m. (CST). In a Year's Work™ is an educational game that demonstrates how different workers within the same organization experience the social determinants of health.

16 – Register for the [Total Worker Health Trends: Expert Webinar Series](#) [↗](#) on “Addressing Worker Mental Health: The Healthy Work Campaign” with Dr. [Marnie Dobson](#) [↗](#) at 1 p.m. (ET).

31 – The Healthier Workforce Center is co-sponsoring the [Occupational Health Symposium](#) [↗](#) on March 31 and April 1 in Coralville, Iowa. This symposium will address the ever-changing nature of work and the implications of these changes for the health, safety, and well-being of workers.

### April

13-15 – Chia-Chia Chang, Coordinator for Partnership and New Opportunity Development in the Office for TWH, will present on the NIOSH Worker Well-Being Questionnaire (NIOSH WellBQ) at the [Art & Science of Health Promotion Conference](#) [↗](#).

14 – The [Mountain & Plains Education and Research Center \(MAP ERC\) 14th Annual Research Day Symposium](#) [↗](#) will bring together environmental and occupational health students, trainees from the MAP ERC, and local professionals to celebrate student research in environmental and occupational health. The event will feature presentations from participants in the

Certificate in TWH program.

20 – Join the webinar titled [Work-Scheduling Practices and Impacts on Workers' Well-being](#) at 12 p.m. (CST). Alison Dickson will share her recent research around adverse consequences of insecure work hours and the ability of fair workweek policies to improve worker well-being.

21 – The [Nebraska Safety Council Conference and Trade Show](#) will be held April 21 in Lincoln, Nebraska. Educational sessions will cover a variety of safety, wellness, leadership, environmental, and human resource topics.

23 – Join the TWH team and many of our partners at the [American Industrial Hygiene Conference & Exposition \(AIHce\)](#). Casey Chosewood, Director of the Office for TWH, and Chia-Chia Chang and will present.

## May

10–12 – The Director of the Center for Work, Health, & Well-being, Glorian Sorensen, will lecture during a three-day course entitled [Designing, Implementing, and Evaluating Organizational Interventions](#) taking place in Reykjavik, Iceland. The course will focus on how we can develop, implement, and evaluate organizational interventions to improve working conditions and employee health and wellbeing through changing the way work is organized, designed, and managed.

17-20 – [Work Health and Well-being: Achieving Worker Health](#) Center for Worker Health & Well-being investigators and researchers will be teaching this Harvard T.H. Chan School of Public Health Executive and Continuing Professional Education course. Participants will gain the skills needed to implement policies, programs, and practices focused on working conditions that impact both worker and employer safety, health, and well-being outcomes. Participants will also learn how to make the business case for improving employee health. For more information, go to: <https://www.hsph.harvard.edu/ecpe/programs/work-health-and-well-being/>

18 – Register for [The State of Workplace Mental Health: 2022](#) at 11 am MT. Join Health Links™, along with national and local experts, and discover how to build a workplace culture that supports the mental health of all employees.

## Save the Date

### June 3

The 2022 Spring Symposium [“From the Great Resignation to the Great Reconfiguration: Connecting Research and Practice”](#) takes place from 9 a.m.–3 p.m. (PT). This full-day symposium will identify the key drivers behind the challenges employers are experiencing as they try to attract and retain qualified employees. Most of the day will be spent focusing on successful strategies that organizations can use to recruit and retain employees. The significant well-being challenges felt by many American workers will also be addressed.

### September 8–9

The [National Association of Worksite Health Centers 10th Annual Forum](#) will be held in Nashville, Tennessee. The event will have these formal and roundtable sessions: The direction of employer centers in post-COVID-19 world; Planning and design of worksite health centers; Operations, staffing and management of worksite health centers; Legal and regulatory aspects of worksite health centers; The impact of COVID-19 on center services; Measuring the health center performance; Increasing utilization and engagement; Pharmacy services; and Digital services.

### October 11–14

The [Third International Symposium to Advance TWH](#) will be hosted virtually and in-person at the National Institutes of Health Natcher Conference Center in Bethesda, Maryland. Registration opens June 27.

**Find more events** on the [NIOSH Conferences, Meetings, Webinars, and Events](#) webpage.

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