TOTAL WORKER HEALTH® IN SMALL EMPLOYERS

Shelly Campo, PhD, University of Iowa, Iowa City, IA; Kevin M. Kelly, PhD Diane Rohlman, PhD

Statement of the Problem

Most workers are employed in small businesses (Bowen et al., 2009) which tend to have higher rates of occupational injury and illness (Cunningham & Sinclair 2015). Unfortunately, these organizations typically do not have programs addressing worker health promotion (Pronk, 2013). Additionally, small firms are more financially precarious (Antonsson, 1997; Lamm, 1997) and have owners with multiple responsibilities, including safety and health of employees, despite a lack of expertise (Gardner et al., 1999; Lamm 1997).

We conducted statewide surveys and focus groups of employees and employers to more specifically identify the health and safety practices and needs of workplaces (Merchant et al., 2013, 2014). Although most employers were found to offer worker's compensation insurance to address injuries on the job and promote health protection (95%), fewer employers offer additional health promotion initiatives, including chronic disease management, behavioral health or wellness programs, health screenings/health risk assessments or other programs, particularly small employers.

Procedures

Recognizing a need, we conducted 28 site visits with small employers (<250 employees) throughout the Midwest, many of whom had won safety or health awards. Using the Diffusion of Innovations Theory, we wanted to learn from employers who were innovators in adopting these practices how they had overcome challenges and facilitated changes in their workplace. These interviews were then coded using a combination of the NIOSH Essential Elements and supplemented by criteria used to assess best practices and worksite assessments to identify key themes of the site visits. These themes were identified and used in the formation of the Total Worker Health Essentials (Table 1) (http://TotalWorkerHealthEssentials.org)--a series of eight short videos, in which business industry leaders share their experiences with designing, implementing, and evaluating Total Worker Health programs, practices, and policies. The series is designed to help small businesses utilize innovative techniques to incorporate programs, practices, and policies that can be tailored to their workplace.

Table 1. Total Worker Health® Essentials

What is Total Worker Health®?

In this introductory video, Midwestern employers and national experts describe Total Worker Health® and encourage viewers to integrate their safety and health programs to improve workers' safety, health and well-being at work and beyond.

Why Total Worker Health®?

Employers describe how Total Worker Health® translates into healthier and happier workers who are less likely to get injured and be more productive and engaged with their work

Management & Employee Involvement.

The key to success, according to employers, is when managers model safe and healthy behaviors. Success is achieved when employees and managers jointly develop policies, programs and practices.

Designing Programs.

Begin by building on what you have.

Low-Cost Strategies.

Employers share easy, low cost ideas and tips to get started.

Engaging Employees.

Employers share tips on how to effectively communicate policies and programs to encourage participation in safety and health programs.

Evaluating Programs.

Employers describe information they have used to evaluate their programs before, during and after implementation to maximize the benefits and minimize the costs.

Essential Elements & Closing Tips.

Employers share ways to better protect and promote workers' safety, health and well-being at work and beyond.

Evaluation

As part of the post-production phase of development, the videos were reviewed by all affiliated HWCE investigators and staff as well seventeen employers in Iowa and Nebraska. The completed videos were subsequently reviewed by 27 individuals, 19 of whom completed the evaluation of all eight videos. These participants included human resource directors, wellness directors/managers, safety directors/professionals and CEO's/Presidents.

Results.

The videos received overall positive reviews. Comments such as "Positive message- with some encouraging ideas to take further", "Good practical information" and "Great information...like the checklists" were typical. Negative comments primarily addressed the production quality (music too loud, didn't like the music) and not content. Since public release in August 2015, the series has had over 4000 views. Of those views, the majority have been in Iowa (46%) however, they have been viewed in 46 states and DC as well as 43 countries outside of the United States.

Practical Implications.

Web-based video provides a low cost, accessible method for dissemination.

CORRESPONDING AUTHOR: Shelly Campo, PhD, College of Public Health, 145 N. Riverside Drive, N416 CPHB, University of Iowa, Iowa City, IA 52242



contemporary challenges and opportunities

The 12th International Conference on Occupational Stress and Health

Conference Program • June 7-10, 2017 • Preconference Workshops on June 7, 2017



SATURDAY, JUNE 10 (continued)

- Paper 2 Managing Mindfully: Perceptions of Line Managers With High Dispositional Mindfulness
 - Niamh Imbusch, MA, Lancaster University, England, UK; Sabir Giga, PhD; Alison Collins, PhD
- Paper 3 Mindfulness Practices Used With Nurses in Work Settings: Integrative Review
 - Jin Jun, MSN, New York University, NY
- Paper 4 Testing the Effectiveness of a Brief Mindfulness Intervention for Intensive Technology Users
 - Cristina Quinones, PhD, Open University, Milton Keynes, England, UK

10:45-11:00 a.m. Break

11:00 a.m.-12:15 p.m. Concurrent Sessions
Financial and Economic Costs of Job Stress and Illness
(Paper Panel Session)

Marquette I/II

Chair: Anasua Bhattacharya, PhD, NIOSH, Cincinnati, OH

- Paper 1 Adverse Psychosocial Job Quality, Mental Health, and Primary Care Health Service Use
 - Peter Butterworth, PhD, University of Melbourne, Victoria, Australia; Liana S. Leach, PhD; Allison Milner, PhD; Anthony D. LaMontagne, ScD
- Paper 2 The Financial Cost of Work-Related Stress: A Systematic Review of Cost of Illness Studies
 - Juliet Hassard, PhD, Nottingham Trent University, England, UK; Kevin Teoh, MSc; Gintare Visockaite, MSc; Philip Dewe, PhD; Tom Cox, PhD

An Integrated Approach to Healthy Universities (Symposium)

Marquette III/IV

Chair: Cristina G. Banks, PhD, Interdisciplinary Center for Healthy Workplaces, Berkeley, CA

- Paper 1 Designing, Literally, for Well-Being
 - Sally Augustin, PhD, Design with Science, La Grange Park, IL
- Paper 2 Healthy Universities: Exploring Basic Psychological Needs Among Academics
 - Siw T. Innstrand, PhD, Interdisciplinary Center for Healthy Workplaces, Berkeley, CA
- Paper 3 Health-Promoting Innovations in Office Design
 - Caitlin DeClercq, ABD, Interdisciplinary Center for Healthy Workplaces, Berkeley, CA

Paper 4 Graduate Student Experience Impact on Health and Academic Success

> Isabelle J. C. Thibau, MPH, Interdisciplinary Center for Healthy Workplaces, Berkeley, CA

Allies of LGBTQ Persons: Hows and Whys of Allyship Success (Paper Panel Session)

Marquette V/VI

Chair: Mindy Bergman, PhD, Texas A&M University, College Station, TX

Panelists: Rebecca Waggoner, BA, Executive Director, Quorum; Jonathan Robinson, MBA, BS, Target Corporation

Risk Factors for Sleep Disturbance and Fatigue (Paper Panel Session)

Marquette VII/VIII

Chair: Tori L. Crain, PhD, Colorado State University, Fort Collins, CO

- Paper 1 Workplace Discrimination and Harassment for Sleep Trouble in U.S. Workers
 - Akinori Nakata, PhD, University of Occupational and Environmental Health, Fukuoka, Japan; Haiou Yang, PhD; Naomi Swanson, PhD; Edward Hitchcock, PhD; Ming-Lun Lu, PhD; Scott Haldeman, MD
- Paper 2 Emerging Work and Non-Work Related Psychosocial Risk Factors for Sleep Problems in U.S. Workers
 - Akinori Nakata, PhD, University of Occupational and Environmental Health, Fukuoka, Japan; Edward Hitchcock, PhD; Naomi Swanson, PhD; Ming-Lun Lu, PhD; Scott Haldeman, MD; Sara Luckhaupt, PhD
- Paper 3 Short Sleep by Occupation Group—29 States, 2013–2014
 - Taylor M. Shockey, MPH, NIOSH, Cincinnati, OH
- Paper 4 Work Stressors and Sleep: A Comparison of Methodological Choices
 - Kimberly A. French, MS, University of South Florida,
 Tampa, FL; Tammy D. Allen, PhD; Tyler Henderson, BS

Latino Immigrants at Work: Challenges and Perspectives (Symposium)

Marquette IX

Chair: Donald E. Eggerth, PhD, NIOSH, Cincinnati, OH

- Paper 1 Exploring the Workplace for TB Interventions With Latino Immigrant Workers
 - Brenna Keller, MPH, NIOSH, Cincinnati, OH; Donald E. Eggerth, PhD
- Paper 2 Challenges Faced by Latino Immigrants Working in Building Cleaning Services
 - Bermang Ortiz, MA, NIOSH, Cincinnati, OH; Donald E. Eggerth, PhD