

Presentation Title	Place in Schedule
Project EMPOWER: Study Protocol for a Novel Web-based Intervention for Workers with Chronic Health Conditions	Poster Session <i>Day 2 – Wednesday – May 9<sup>th</sup>, 2018 8:30am-9:30am</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>Chronic health conditions (CHCs), including chronic illnesses and chronic pain, now affect the majority of workers in the U.S., and associated problems lead to work impairment and psychological distress in affected workers. These work-related problems, which are common across different CHCs, job types, and industries, include managing symptoms, communicating health needs, meeting work demands, maintaining workplace safety, and coping with illness-related stress. Indeed, the U.S. has seen a rapid escalation in the number of workers filing for permanent disability benefits, and associated productivity losses cost employers over \$153 billion per year. We will present a protocol for a study of an online intervention designed to improve the working conditions, work ability, and job-related well-being of working adults with CHCs.</p> <p>The intervention will include online self-guided readings and exercises with or without three one-one-one telephonic coaching sessions. It will include 12 online modules; participants will complete one per week. Those randomized to the primary group will have a brief video interaction with their coach in week one, followed by 45-minute coaching sessions in weeks three, six, and 12. Module topics will include goal setting, problem-solving strategies, mindfulness, assertive communication, symptom management, worklife balance, staying safe at work, and career planning.</p> <p>We will conduct a three-arm, randomized study (N = 150) with (1) an online e-learning course plus three telephonic coaching sessions (primary intervention group; n = 50), (2) an online e-learning course only (online-only group; n = 50), and (3) a wait-listed online-only control group (n = 50). Study participants will include U.S. working adults with CHCs (physician-diagnosed illnesses or conditions that are incurable and require ongoing management) who report difficulties managing work and health. Participants will be</p>	<p>Alyssa K. McGonagle, PhD <i>University of North Carolina Charlotte</i></p>

recruited using online social media and must also be over 18 years of age, speak and understand English, and currently work at least 30 hours per week. Participants may be located anywhere in the U.S., as long as they have access to an internet connection and an internet-enabled device.

Study assessments include online surveys with validated scales measuring several variables including work ability, symptoms, job burnout, resilience, self-efficacy, work stress, presenteeism, and perceptions of organizational commitment to worker safety, health, and well-being. Surveys will be administered at baseline, +12, +24 weeks, and +36 weeks (waitlist only). Demographics will be assessed at baseline only, reaction measures at follow-up only, and other measures at each time point. All participants will receive an incentive 0 for each completed survey.

Participant exit interviews will be conducted at followup and attriters will be recruited to complete final assessments and exit interviews to assess minimally adequate intervention dose and reasons for attrition.

Results will include pre-post assessments of change for each study variable for each group, along with potential facilitative effects of participants' perceptions of their employers' commitment to worker safety, health, and well-being. By improving worker resilience, communication, and self-efficacy, this intervention seeks to empower workers to recognize opportunities for and attain work modifications, and help improve the problem-solving interface between workers with CHCs and their employers.