Partnering into Practice: Research-Practice Partnerships for Total Worker Health®

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Agenda

• Describe Center collaborations with research partners
  – Health insurance and services vendor
  – Food services
  – Firefighters

• Address practical applications of research models and tools focused on working conditions to implement in worksites

• Showcase partnerships in different stages of using Total Worker Health® approaches
Translating Research to Practice

• Collaborate with partners, who share in sharpening research questions
  – Employers, vendors, labor unions, governmental agencies
• Providing voice to workers’ concerns using participatory approaches
• Co-develop resources to support organizational change with partners and pilot them in their organizations
• Assessing & incorporating partners’ needs and priorities
Conceptual Model: Modifying Working Conditions for Improved Outcomes

- **Enterprise** Characteristics
- **Workplace Policies, Programs, & Practices**
  - Degree of integration
- **Worker / Work Force** Characteristics
- **Conditions of work**
  - Physical Environment
  - Organization of Work
  - Psychosocial Factors
  - Job Tasks & Demands
- **Worker Proximal Outcomes**
  - Health & Safety Behaviors
  - Engagement in Programs
  - Knowledge, skills
- **Worker Outcomes**
  - Injury
  - Illness
  - Wellbeing
- **Enterprise Outcomes**
  - Productivity & Quality
  - Turnover & Absence
  - Health Care Costs

Sorensen et al *Prev Med* 91 (2016) 188–196
Example

Policies, Programs, Practices → Working Conditions → Employee & Employer Outcomes

Effective mechanical lift plan → Moving heavy objects → Reduce back injuries & medical costs
Thank you!

Our Shared Goal

Protect and promote worker safety, health, and well-being

http://centerforworkhealth.sph.harvard.edu/

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Boston University School of Public Health
Speakers

- **Nico Pronk, PhD**—*President, HealthPartners Institute; Chief Science Officer, HealthPartners, Inc; Adjunct Professor, Social & Behavioral Science at Harvard Chan School of Public Health*

- **Eve Nagler, ScD**—*Senior Scientist, Dana-Farber Cancer Institute and Harvard Chan Center for Work, Health, and Well-being*

- **Rachel Permuth, PhD**—*Global Vice President for Research for Corporate Services, Sodexo*

- **Emily Sparer, ScD**—*Research Associate, Center for Climate, Health & the Global Environment, Harvard Chan School of Public Health*