



# Using CPH-NEW's Healthy Workplace Participatory Program to Advance Total Worker Health for Different Occupational Groups

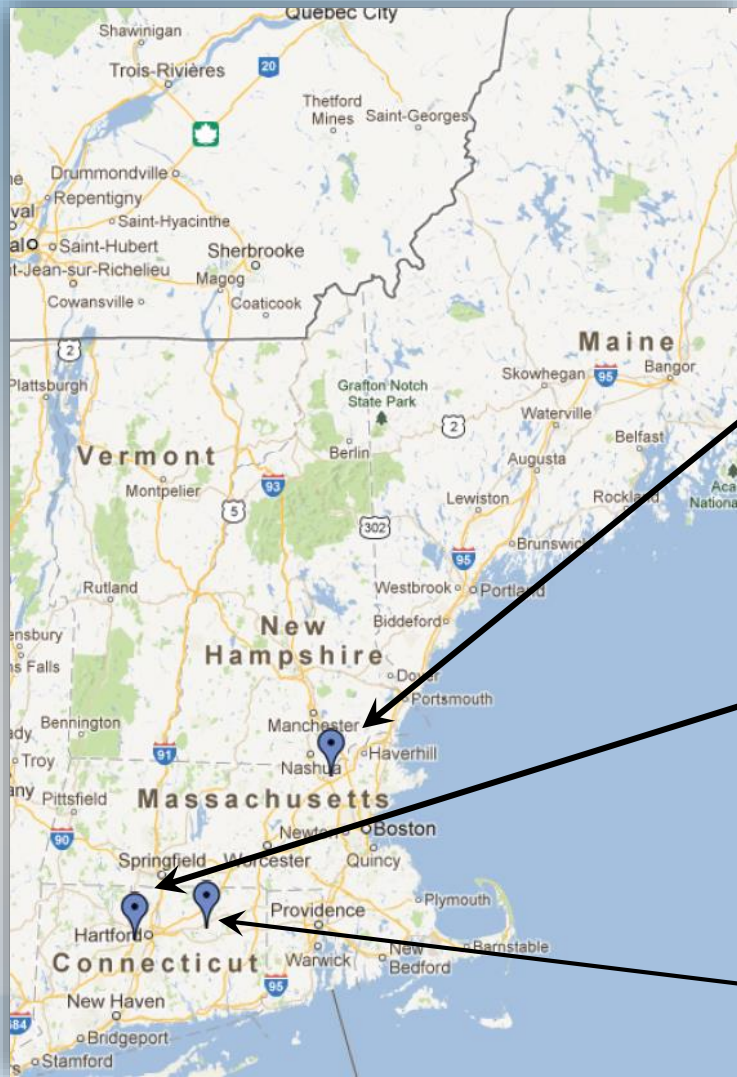
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**2<sup>nd</sup> International Symposium to Advance Total Worker Health**

CPH-NEW is a NIOSH Center for Excellence in *Total Worker Health*<sup>®</sup>

# Center for Promotion of Health in the New England Workplace



## University of MA Lowell

- Occ. Health & Safety
- Epidemiology
- Biostatistics
- Economics
- Nursing



## UConn Health

- Ergonomics
- Medicine
- Health Policy
- Industrial Hygiene



## UConn

- Psychology
- Health Promotion

# CPH-NEW: A NIOSH Total Worker Health Center for Excellence

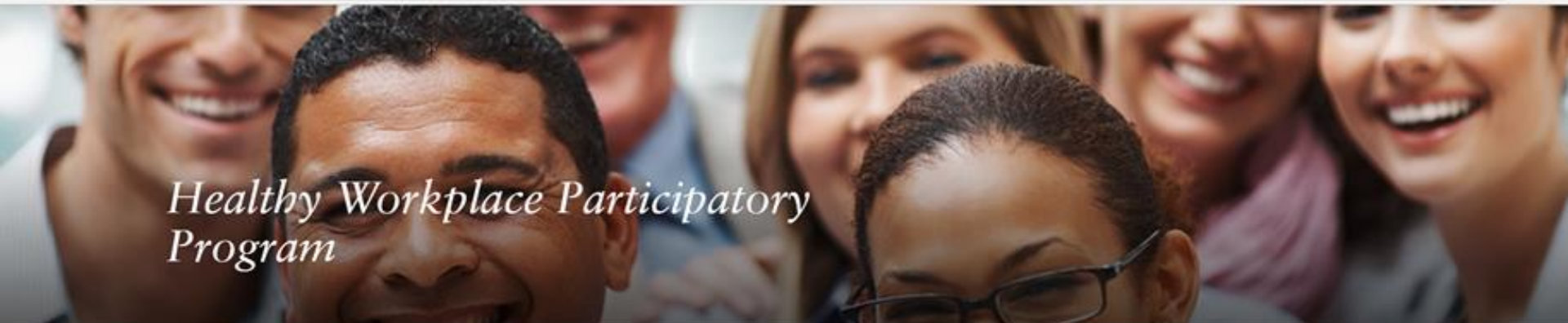
- Conduct intervention research, outreach and dissemination of TWH program
- Focus interventions on **work organization** and **employee participation**
- Developed “toolkit” to implement a participatory, Total Worker Health program

# Session Plan

1. Alicia Dugan, PhD, UConn Health  
*Efficacy of a Sleep Intervention Developed with Correctional Supervisors Using the Healthy Workplace Participatory Program*
2. Jennifer Zelnick, MSW, ScD, Tuoro College  
*Using the HWPP to Understand and Improve Health in Child Welfare Workers*
3. Jennifer Cavallari, ScD, UConn Health  
*HearWell: Using the CPH-NEW "IDEAS" Tool to Develop Interventions for Hearing Health in Transportation Workers*

# Healthy Workplace Participatory Program

## [www.uml.edu/cphnewtoolkit](http://www.uml.edu/cphnewtoolkit)



### Healthy Workplace Participatory Program

- Healthy Workplace Participatory Program
- CPH-NEW Home
- Toolkit at a Glance
- How Your Organization Will Benefit
- Training & Support
- Get Ready for Program Start Up
- Form Steering Committee
- Identify and Train Facilitator
- Identify Health and Safety Priorities
- Form Design Team
- Generate Solutions Using the IDEAS Tool

The CPH-NEW Healthy Workplace Participatory Program (HWPP) Toolkit is designed specifically to help employer organizations adopt and implement a Total Worker Health (TWH) program approach. The HWPP Toolkit was developed to engage employees in designing integrated solutions that address a wide range of work environment, work organization, safety, and employee health issues.

The Toolkit is organized according to the links below to help you initiate, implement, and evaluate your program. The materials are appropriate whether you are starting a new program or enhancing an existing program. Review the [Toolkit at a Glance](#) to see the core program materials.

#### HOW HWPP WORKS

- THE OVERALL PROCESS
- TRAINING & SUPPORT
- WHAT'S NEW

1. Get Ready for Program Start Up
2. Form Steering Committee
3. Identify and Train Facilitator
4. Identify Health and Safety Priorities
5. Form Design Team





# CPH-NEW Research-to-Practice (R2P) Toolkit to promote TWH



Toolkit was field tested 2010-2012

- 4 New England employer organizations
- Evaluated ease of use, satisfaction, feasibility, effectiveness for developing TWH interventions

Toolkit addresses 3 shortcomings of conventional WHP:

- Little sense of employee ownership, participation
- Little attention to conditions of job demands
- Activities can be event driven, lack sustainability

Nobrega et al. Applied Ergonomics, 2017

# Fundamentals of *Total Worker Health*®

## NIOSH DEFINING ELEMENTS

**1:** Demonstrate leadership commitment to worker safety and health

**2:** Design work to eliminate or reduce safety and health hazards and promote well-being

**3:** Promote and support worker engagement throughout program design and implementation

**4:** Ensure confidentiality and privacy of workers

**5:** Integrate relevant systems to advance worker well-being



# Why a participatory approach?



**Employee  
health  
self-efficacy**



- ...to change behaviors*
- ...to change conditions*
- ...to make decisions (↓ stress)*
- ...to support co-workers*
- ...to sustain the program*



**Knowledge  
from  
employees'  
experience**



- ...to discover root causes of physical, social, mental stress*
- ...to discover root causes of unhealthy behaviors*
- ...to contextualize solutions*



# Why an integrated approach to health?



# The Healthy Workplace Participatory Program Toolkit is used to establish a Total Worker Health program

- **Engages** employees in setting priorities and developing solutions – *ownership*
- Improves H&S **communication** & collaboration
- **Identifies root causes** of H&S problems
- Makes a **business case** for H&S interventions.
- Establishes a H&S **continuous improvement** process

[www.uml.edu/cphnewtoolkit](http://www.uml.edu/cphnewtoolkit)



# ***Participatory programs need a supportive infrastructure***



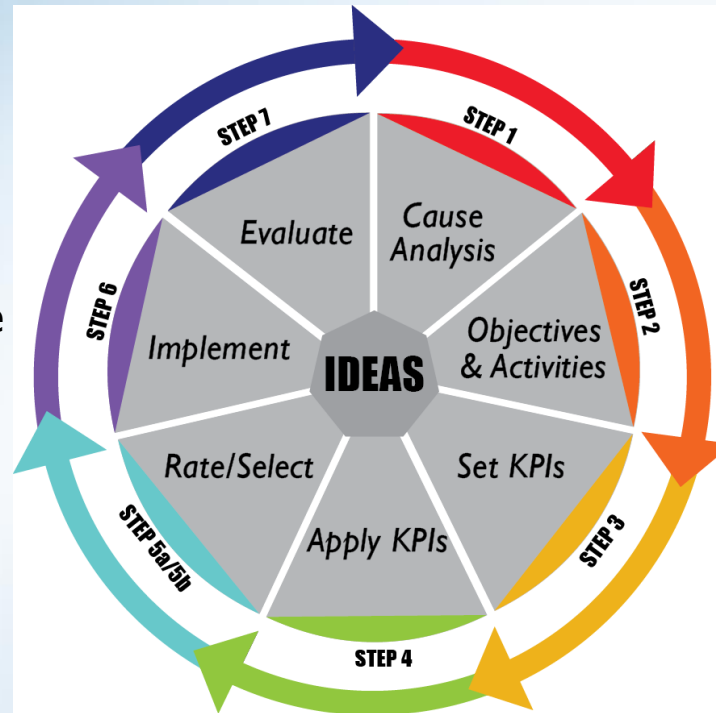
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# How Does the IDEAS Tool Work?

Trained facilitator moderates each step

Team needs meeting time to reflect, brainstorm

Facilitator documents team work in worksheets



**Step 1**  
Understanding the problem

**Step 2**  
Creating full set of possible solutions

**Steps 3,4**  
Analyzing costs, benefits, barriers  
Formulate alternatives

**Step 5**

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# Summary

- ▶ HWPP can be successfully used by unions
- ▶ HWPP is adaptable
- ▶ Training is essential for successful program implementation and sustainability



# Contacts & Acknowledgements

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**CPH-NEW main website:**

[www.uml.edu/cph-new](http://www.uml.edu/cph-new)

**Healthy Workplace**

**Participatory Program Website:**

[www.uml.edu/cphnewtoolkit](http://www.uml.edu/cphnewtoolkit)

## **University of Connecticut**

UConn Health, Farmington, CT

UConn Storrs, Mansfield, CT

**University of Connecticut**

**CPH-NEW website:**

<http://h.uconn.edu/cph-new>

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