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

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2nd International Symposium to Advance Total Worker Health
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

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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

Healthy Workplace Participatory Program

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

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

Training & Support

What's New

www.uml.edu/cph-new
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

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

**Steering Committee**
- Allocates and coordinates resources
- Considers interventions
- Makes strategic decisions
- Promotes the work

**Design Team**
- Selects health and safety issues
- Designs interventions
- Develops business case
- Proposes solutions

**Facilitator**

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How Does the IDEAS Tool Work?

**Step 1**
Understanding the problem

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

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

**Step 5**

Trained facilitator moderates each step

Team needs meeting time to reflect, brainstorm

Facilitator documents team work in worksheets

[Diagram showing the IDEAS tool flowchart with steps labeled as Step 1, Step 2, Step 3a/b, Step 4, Step 7, and corresponding activities like Evaluate, Cause Analysis, Objectives & Activities, Set KPIs, Apply KPIs, Implement, Rate/Select.]

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Summary

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