

PROJECT SUMMARY:

The main goal of the present study is to test the effectiveness of a training intervention that includes supervisor training and self-monitoring designed to increase supervisor support for returning veterans in the civilian workforce. Using a randomized experimental design, a total of 750 supervisor-veteran dyads

will be randomly assigned to the intervention (325 dyads) and control (325 dyads) conditions. We will specifically examine the effects of the supervisor training and self-monitoring intervention on worker and family health, well-being, and work outcomes at baseline, 6 and 12-months post-intervention. Our integrated intervention includes training supervisors on regulations and laws related to employment of the National Guard (NG) and Reserve Component (RC) veterans, as well as information to help reduce stigmas and increase support for the NG and RC veterans and their families. . It draws on preliminary research that has demonstrated the effectiveness of a family-supportive supervisor training program to improve worker health using the cTRAIN methodology developed by Anger and colleagues (Hammer et al., 2011). To enhance the transfer of supervisor training, supervisors will track supervisor veteran-supportive behaviors using an established method of behavior tracking (Olson et al., 2009). We will test the hypothesis that our integrated intervention that targets psychosocial stressors leading to increased social support and decreased job strain, will impact psychological and physical veteran worker health, family, and organizational outcomes.

Finally, we will develop a dissemination plan both for within the state of Oregon as well as nationally.