

Annual Report

2012 - 2013

Oregon Healthy Workforce Center



PSU

(Occupational Health Psychology)



UO

(Labor Education Research Center)



OHSU

(Oregon Institute of Occupational Health Sciences + Health Promotion & Sports Medicine)

Oregon Healthy Workforce Center

CHR

(Center for Health Research)



OSU

(Oregon State University)



Oregon Healthy Workforce Center

A NIOSH Center of Excellence

An affiliation of OHSU, PSU, UO, OSU, CHR

The Oregon Healthy Workforce Center (OHWC), a National Institute for Occupational Safety and Health (NIOSH) Center of Excellence in Total Worker Health (TWH) is an affiliation of Oregon Health & Science University's (OHSU) Oregon Institute of Occupational Health Sciences (OHWC home) and Health Promotion and Sports Medicine, Portland State University's (PSU) Occupational Health Psychology program, the University of Oregon's Labor Education Research Center (LERC), Oregon State University's College of Public Health and Human Sciences and the Kaiser Center for Health Research. The 2013 progress meeting of the OHWC staff is pictured.



OHWC faculty and staff are developing and evaluating Total Worker Health intervention programs that integrate safety, health, wellness and well-being into integrated or associated programs designed to reduce injuries and

improve wellness. They accomplish this by increasing healthy eating and exercise and reducing work stress through workplace interventions. The OHWC, located in the Pacific Northwest, serves as a resource for western states and supplements the other three Centers of Excellence in New England (Harvard, Connecticut/Massachusetts) and Iowa. The OHWC is the only Center focusing on intervention effectiveness, successfully conducting randomized trials of innovative interventions and adding value with a cross-study database (Data Repository) of common measures across projects.

The OHWC's theme is **Intervention Effectiveness** using team-based and technology-based interventions to promote and protect health, and designed to be disseminated broadly to the workplace. The OHWC has an overarching conceptual model that predicts that interventions will lead to changes in knowledge and psychosocial factors that mediate or moderate hazard reductions and behavior change that will in turn produce hazard reductions, safer work behavior, improved lifestyle choices, and better psychological and physical health.

The OHWC program consists of four research projects, two initially conceptualized as translational projects, educational programs and outreach that are inter-related.

Research Projects

The OHWC research projects, four funded by the NIOSH grant and one funded by internal OHSU funds:

Creating health and safety “Communities of Practice” for Home Care workers – Dr. Ryan Olson is using a peer-led scripted curriculum to organize home care workers into neighborhood-based teams that provide education and social support for improving lifestyle (e.g., diet, exercise) and safety behaviors. The program is named COMPASS for

implementation (COMMunity of Practice And Safety Support).

- o In partnership with the SEIU Local 503 and the Oregon Home Care Commission, the Olson team developed and pilot tested COMPASS.
- o Pilot study team meetings were well attended (90% attendance), rated as enjoyable, and produced large knowledge gains. The intervention produced statistically significant improvements in well being, fruit and vegetable consumption, safety compliance scores and counts of specific safety actions in homes, including the adoption of new ergonomic tools (see Figure at right of a lifting tool).
- o During 2013, over 140 participants were enrolled in a randomized trial of COMPASS that includes measurement of health and safety factors at baseline, 6 months, and 12 months.



Safety & Health Improvement Program (SHIP) – Dr. Leslie Hammer (PSU) is training supervisors to use a team-based approach to restructure work processes to make them more efficient and support balance in employee's work-family demands thus reducing stress and improving safety and wellness in City of Portland construction workers. The intervention included a supervisor computer-based training component that focused on supervisor support for work-life and safety; a supervisor behavior tracking component to increase the transfer of the computer-based training to on the job behaviors; and a team-based component that involved facilitated sessions aimed at the reduction of low-value work within the work group to allow more time to encourage supportive behaviors related to safety and health.

- o SHIP was delivered to 10 treatment group supervisors and teams at the Portland Water Bureau and 12 treatment groups at the Portland Bureau of Transportation in 2012.
- o Following the intervention, 388 participants completed assessments of the effectiveness of the intervention at 6 months and 336 participants completed the assessments at 12 months. In addition, 16 groups of controls received SHIP training in 2013.



- o SHIP identified psychosocial risk factors and health and wellness outcomes within this population including the prevalence of injury, unhealthy levels of body fat, and at-risk blood pressure.

Health promotion intervention to reduce health risks among Correctional officers (DOC)

– Dr. Kerry Kuehl (OHSU) is using a 12-week team-based peer-led approach to improve lifestyle (e.g., diet) choices and safety (e.g., ergonomic issues) in corrections workers (pictured).



- o 210 baseline risk assessments on correctional officers from the Oregon State Penitentiary (OSP), Oregon State Correctional Institute (OSCI), Columbia River Correctional Institution (CRCI) and Santiam Correctional Institution (SCI) were completed in 2012 (pictured).
- o Post-intervention testing in 2013 demonstrated significantly lower blood pressure, total cholesterol, percent body fat, and improved dietary behaviors among the intervention group as compared to the control group.



Safety and Health Promotion in Young Workers (PUSH) – Dr. Diane Rohlman is using internet-delivered training to foster healthy lifestyle choices and safe work practices in young summer workers in a Parks and Recreation department (pictured), and enhancing dissemination by using social media.

- o In 2012, Dr. Rohlman conducted surveys with 210 Portland Park and Recreation summer youth employees, developed online training for use on social networking sites (Tumblr, Facebook, Pinterest), piloted it with 700 young workers, and recruited 300 young workers into a randomized control trial.
- o In 2013, young workers who received the PUSH training significantly increased knowledge of safety and health immediately following training and at 2 months post-training. Reaction scores from participants who took the PUSH training indicated that 59% of young workers “really enjoyed participating in the training” and 60% agreed that the training was “extremely useful for improving [their] health and safety.” Additionally, 63% reported changing one or more of their behaviors as a result of participating in the training program, and 67% agreed they would highly recommend the training to their coworkers.



Supervisor training to promote health/safety in construction (Latino+non-Latino) - Dr. Kent Anger (CROET) is enhancing supervisor team building training skills, supported by behavior tracking technology, to motivate their employees to adopt healthier lifestyle choices and safer work practices, in Latino and non-Latino supervisors in the construction industry.

o Funded in 2012, Dr. Anger developed the training and a structured 12-week approach to wellness for employees (pictured).



o Reactions to the wellness training were positive in 9 International Union of Painters and Allied Trades apprentices (IUPAT) and improvements in several wellness measures and team cohesion were seen in the apprentices.

OHWC Pilot Projects funded in 2012 and 2013

Be Active, Work Safe: A Novel Program for People with a Disability –Drs. Laurel Kincl and Simon Driver (OSU) are working to improve the health and safety of workers with disabilities through the development, testing and dissemination of a web-based intervention that integrates basic occupational health and safety skills into an evidence-based health promotion model.

o 5 experts and 5 individuals with a disability evaluated the preliminary testing of content and delivery of the Be Active, Work Safe program. Based on the feedback, changes to the organization (e.g., participant progression through the program), layout (e.g., navigation), and content (e.g., behavior change activities) were made to better meet the needs of individuals with a disability in 2013.

Family-Supportive and Safety-Supportive Supervisor Behavior Training in Corrections Personnel – Dr. Charlotte Fritz is conducting a trial of a family- and safety-supportive supervisor behavior training to reduce employee stress, and increase employee work-life balance, well-being, and safety and health behaviors in corrections personnel. This project was funded in 2013.

OHWC Outreach and Education

Outreach is provided through 1) traditional paper-based newsletters and annual reports that are electronically available, 2) exhibits at 10-15 practitioner and scientific meetings per year, 3) blog, Facebook, Twitter, 4) CROETweb resource directory (~70,000 hits in 2013), 5) leading sponsorships of wellness conferences leveraging Oregon Institute of Occupational Health Sciences funding, to push TWH.

o Held a Partner's Luncheon in 2012 that drew over 130 registrants from diverse industries, government and labor addressing return on investment of wellness programs (pictured).



o In 2012-13, outreach coordinators Dede Montgomery and Steve Hecker brought major national/international speakers on Total Worker Health (Ron Goetzel, Larry Chapman, Dov Zohar, Joseph Hurrell, Arla Day, Sandy Hershcovis, Steven Shea, Orfeu Buxton) to the OHWC Partners Luncheon, Occupational Health Psychology Summer Institute, and Symposia/webinars.

o Recruited 8 summer interns at the Oregon Institute of Occupational Health Sciences in first two years – the best applied research poster award was received by OHSC interns in 2012, 2013.

o In 2013 the OHWC presented a peer-reviewed symposium describing research projects and ongoing data collection at the International Work, Stress, and Health conference in Los Angeles, CA.

o Presented invited seminars at regional Centers to increase visibility and understanding of TWH (University of Washington, Washington State University, WESTon)

o Presented invited seminars at other NIOSH Centers outside the West (e.g., Mountain and Plains ERC, NIOSH Cincinnati TWH Seminar series)

o Presented at National meetings to increase visibility of Total Worker Health (e.g., Work, Stress and Health, American Public Health Association)

Collaborative Activities with Other NIOSH Total Worker Health Projects in 2012-2013

o Established connection with 2 NIOSH Total Worker Health Centers (New England, Iowa) to develop a multi-center total worker health collaboration intervention for emergency services and corrections workers

o In 2013, a national conference on corrections research needs was planned with other Centers in New England and Washington state

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OHWC External Advisory Committee meeting

The **Oregon Healthy Workforce Center** is a federally-funded Center of Excellence in Total Worker Health (one of 4 in the US)

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