

OHWC* Partner's Luncheon 2014

*Oregon Healthy Workforce Center

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Nancy Perrin⁵, Todd Bodner³, Donald Truxillo³, Laurel Kincl⁶, Charlotte Fritz³
... and more

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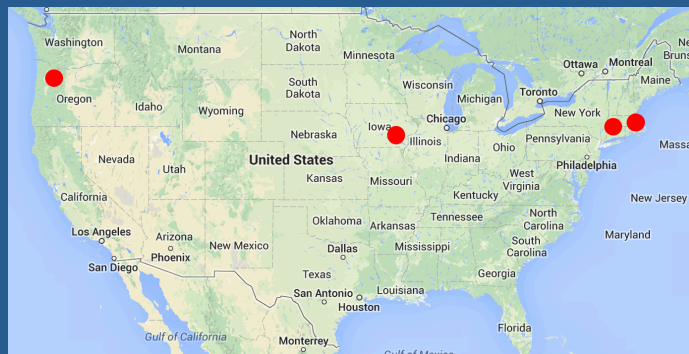
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Kent Anger (Director)
Leslie Hammer (Associate Director)
Diane Elliot (Chair, ISC)



Goals of Meeting ii

- Learn about a model for helping small businesses develop wellness programs
- Models for getting best practices in safety, health, wellness, well-being into the hands of organizations in Oregon
- Partners will address:
 - Elements needed and a proposed model
 - If getting best practices to organizations is enough ... for them to implement them
 - How to fund a model – pay to play + philanthropy

Outcomes

How do YOU rank the need for solutions to improve safety, health, wellness and/or well-being for the following potentially vulnerable groups in YOUR ORGANIZATION?

1 = most important ... 7 = least important

We asked about:

Young workers ... and Aging workers

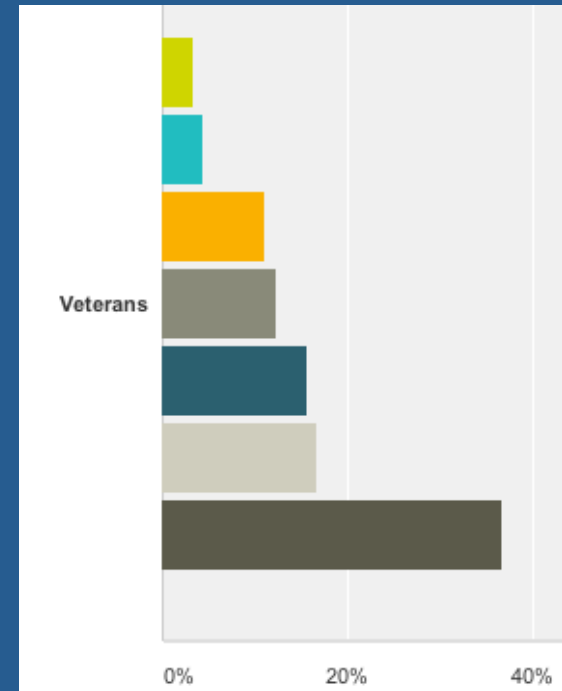
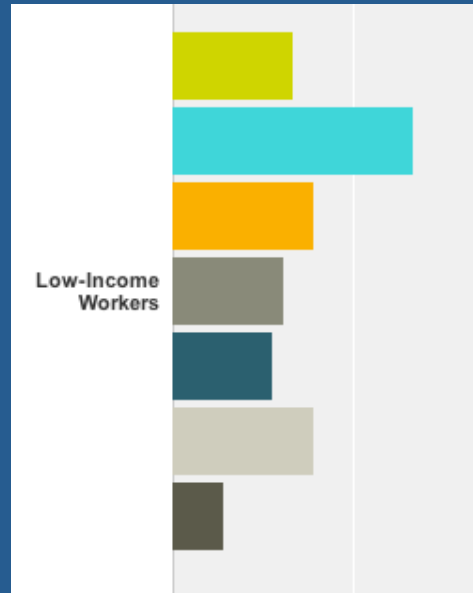
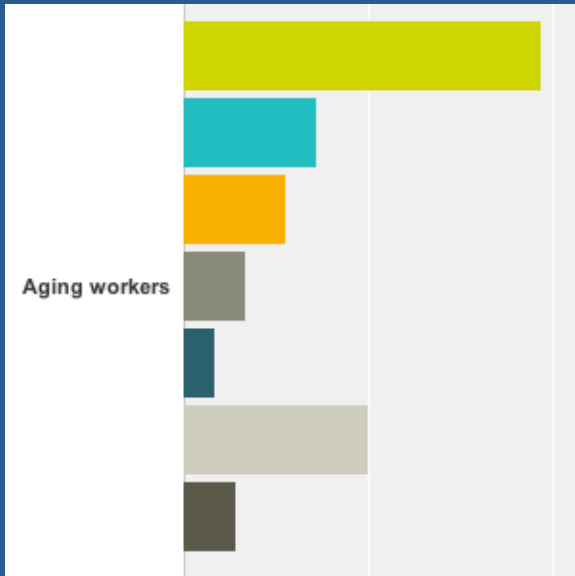
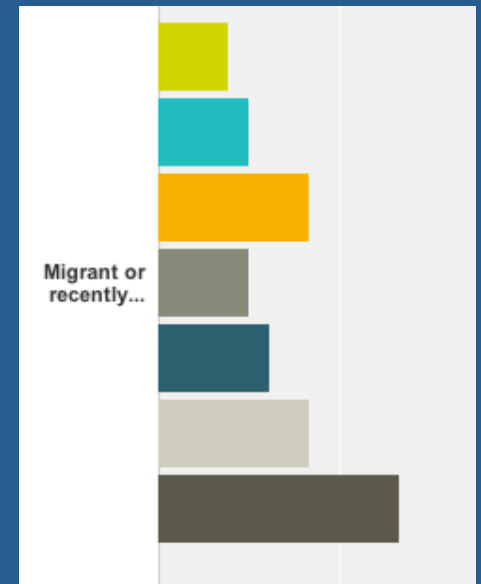
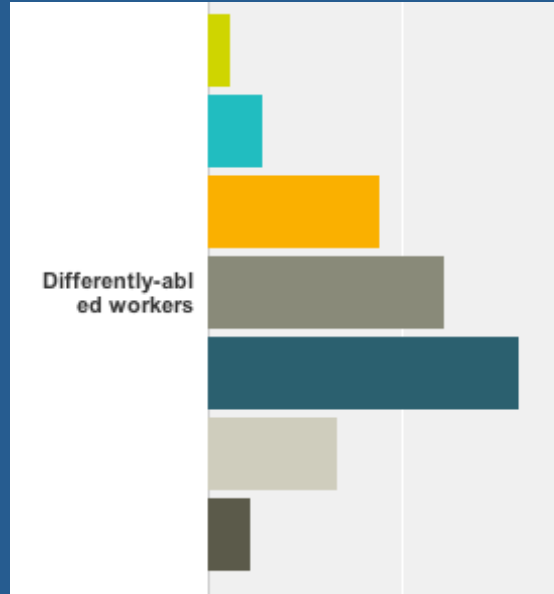
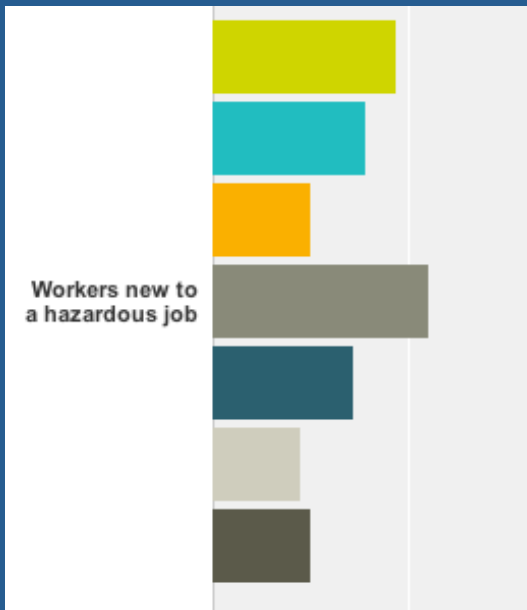
Low income workers

Migrant or new-to country workers

Workers new to a hazardous job

Differently-abled workers

Veterans



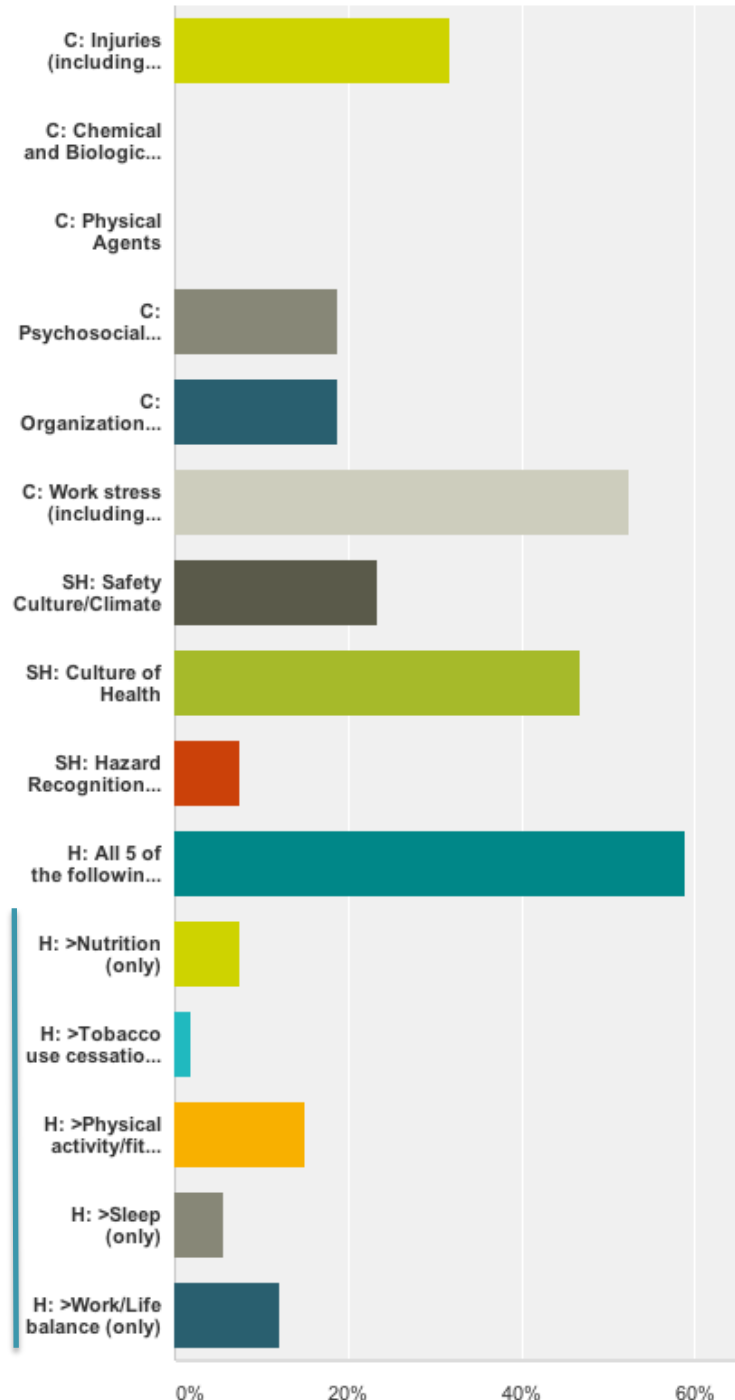
Importance of Outcomes (pick top 3)

< Injuries

< Work stress

< Culture of health

< 5 Wellness: Nutrition, Tobacco cessation, Activity, Sleep, Work-Life Balance



Greatest Safety, Health, wellness needs at 2012 Partner's Luncheon:

- Wellness program design & admin
- Culture
- Cost & tracking measures
- Ergonomics
- Stress
- Obesity

* 7
So

Can we/you change these outcomes reliably with workplace interventions?

Programs with strong research designs:

- **Injuries:** OHSU study reduced work comp costs by \$550/year and claims by 12% (over 5 years)

- **Weight:** -6.2 lbs (average of 12 studies) over yr

Programs that address outcomes you are interested in – how do we get these programs into your hands?

- **Smoking cessation:** Quit rates of 4-9% over time

- **BP:** 6 to 12.7 mm mercury

- **Work stress:** Improved employee self-evaluations of health and reduced plans to leave the job

- **Overall wellness:** ROIs of \$3. / \$1 spent

- **Overall safety:** Team-based program: \$4.61 : \$1

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Theme: Intervention Effectiveness (RCTs)

- Team-based TWH intervention in home care workers
- Team-based TWH intervention in corrections officers
- "work-life balance+safety" in city construction wkrs
- commercial construction wkrs
- Talking Safety + social media in young workers – City parks & recreation department
- Physical Activity and Staying Safe at Work training for workers with disabilities



Occupational Health Psychology Summer Institute

- July 16 – Theory and Research
- July 17 – TWH
 - All 4 NIOSH TWH Centers represented
 - Principles for developing TWH programs
 - Examples / review of programs
- July 18 – Practice (aimed at practitioners)

Leslie Hammer – Director of Summer Institute

Ads at registration table
www.ohsu.edu/ohwc

↓ Education & Outreach
▶ Partners' Luncheon
▶ GOSH 2013
▶ OHP Summer Institute

 OREGON HEALTHY
WORKFORCE CENTER
NIOSH CENTER OF EXCELLENCE

Dissemination

Toolkit: Complete package of materials and steps you can purchase by a few clicks –

- Out of 17 interventions TWH?
> PHLAME (Elliot+ 2007)
- Programs to reduce weight

Conclusions over the past year

- Strong argument for **efficiency** of TWH for addressing both injuries and chronic diseases vs. single-outcome programs
- Not every org is ready to make big changes or they can't afford them – start from where you are
- There **aren't many programs ready to disseminate** and there is **limited research behind the smaller tools** leading to incrementally develop improved climates

Givens

Oregon has excellent systems in place –

- OR OSHA
- Work Comp Division
- MLAC
- Work Comp Insurance Companies
- Vigorous Consultant community

- Oregon has:
 - responsible companies that strive to maintain a healthy workplace and workforce
 - often represented by labor with same goals

Systems are in Place

Regulatory
Community

Workers
Compensation
Insurance

Employers
and Labor

Oversight,
Surveillance,
State Programs
(OHA)

Academia

H&S Professionals
Consultants

Evidence-based best
practices (large scale)
and expert-informed
best practice
'tools' (small scale)

Safe Oregon, Healthy Oregon



Oregon Health & Science University

a best-practices,
best-tools
dissemination arm



Portland State University



Oregon Health & Science University

SOHO to be led by experienced

- Intervention faculty from OHSU, PSU, UO, OSU
- Board of Oregon practitioners

To recommend:

- Risk assessments and certification
- Best practice intervention **toolkits**
- Expert-recommended Tools



University of Oregon



Oregon State University

Needs identified by
users: Advisory Board

Best practices – not
just OHWC programs

Principles

- Scale – across Oregon (a state-based model)
 - Web-based delivery mechanism
- Benefit full range of organizations
 - Large and small
 - Diverse industry sectors
- Benefit employees – organized and not
- Partnership between business/labor/govt/academia (including practitioners)
- Measurements and evaluations (>public)
- Inexpensive – some expense borne by users
- Champions – people/orgs who stand up for SOHO

4 Options

SOHO OFFERS 4 OPTIONS:

- **Risk/Needs Assessment** Surveys & starter guidance (no cost)*
- **Certify** as a SOHO Safe & Healthy Worksite (4 levels)*
- **Cool Tools** [small steps]: recommended by Practitioners Board*
- **Interventions/Solutions Programs**: recommended by OHWC Pls*

* SOHO's Membership & Awards program requires upload of results

A Way to See Progress—at a glance

PARTICIPANTS

Participants enrolled in SOHO

People enrolled in SOHO activities

Organizations enrolled in SOHO

Participating

People: #

Orgs: #

Oregon Rating**



Assessments and Certification

ASSESSMENTS

SOHO Assessments

Needs assessment: **safety & health?**

Needs assessment: **wellness**

Needs assessment: well-being

Employee **health risk appraisal**

Completed

Orgs: #

Orgs: #

Orgs: #

Orgs: #

Oregon Rating**



Interventions Options

INTERVENTIONS AVAILABLE

Gateway to Interventions	Intervention Outcomes	Oregon Rating**
Cool Tools from OHWC	Improved Safety/Health	★★★★☆
Work-Life Balance ¹	Lowered stress reports: #	★★★★☆
Increase activity ¹	Steps taken: 10,000	★★★★☆
Ergonomic injuries ¹	Work practices improved: #	★★★★☆
Total Worker Health ²	Better worker safety, health: #	★★★★☆
Skin cancer/prevention ³	Protection/screened: # *	★★★☆☆
Tobacco, drug use ³	Nicotine use down: # *	★★★☆☆

+++++

A way to get to an Organization's Data

Member orgs connect to your page:

Enter ID _____ Password _____ [Submit or Help](#)

And individual pages

What would this cost?

- Website: Dissemination + data repository – 35K
- Board of Practitioners – 25K per year
- Toolkit creator (4/year) – 100K/year
- Support for Advisory Board – 5K/year
- License fees (e.g., surveys) – 10K/year
- PR firm: Oregon-wide campaign – 50K **225K**
- Awards (eg, industry sectors, \$1000 and up)
- Grants to small businesses – essential?
- Pay to play (\$5/employee) + philanthropy

OHSU Foundation – set up a SOHO donation program

Worktables – 1 hr 15 min

- Elements of the model
 - Self-evaluation/needs assessment & self-cert
 - Tools & programs (toolkits)
 - Data & social media/style evaluation
 - Governance
- Motivating organizations to adopt best practice tools or programs – in S&H&W&W
 - Government
 - Large companies
 - Small businesses
- Funding plan (pay to play and philanthropy)

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Theme: Intervention Effectiveness



OHSU-Oregon
Institute
of Occupational
Health Sciences
(CROET)



Oregon State
University



University
of Oregon



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Portland State
University



OHSU-Health
Promotion &
Sports Medicine