

The Center for Health, Work & Environment

a NIOSH TWH[®] Center of Excellence

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Center for Health, Work & Environment
colorado school of public health

Environmental & Occupational Health
colorado school of public health

Who We Are

Home to one of the six national Centers of Excellence for Total Worker Health® and the MAP ERC, one of 18 national centers for training occupational health and safety professionals.

Our Mission:

To advance worker health, safety, and well-being.

Our Vision:

We envision a world in which every worker has a safe, healthy workplace.



Acknowledgments and Thanks



Liliana Tenney, MPH
Center Deputy Director
Outreach Director, Co-I
& Sr. Instructor



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CE Director, Outreach
Co-I & Instructor



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SSWell Co-I &
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John Storigross, MPH
David Weitzenkamp PhD
Janalee Thompson MS
Madeline Newman, MPH
Sara Higgins
Participating businesses
Participating workers
External Advisory Panel

Acknowledgments, disclosures

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The views expressed in the presentation and materials do not necessarily reflect the official policies of the Department of Health and Human Services, nor does the mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

The presenter has no conflicts of interest to disclose.

Overview

- Research-to-Practice – A key component of our Outreach Core:
 - Health Links™
- Research:
 - The Small+Safe+Well “SSell” Study
- Academic Training:
 - Total Worker Health® Certificate, Colorado School of Public Health

Slide 5

SNV7

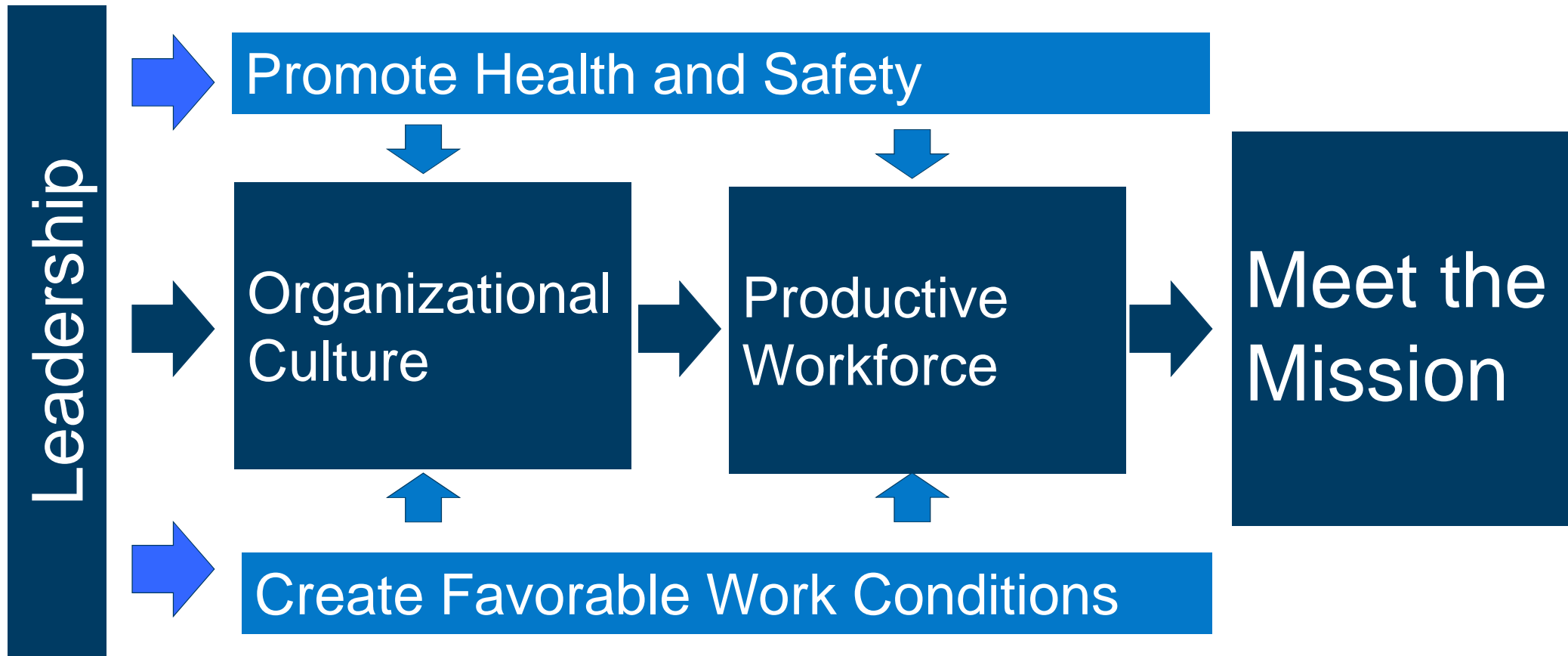
WHY Health and safety culture – What is it and why does it matter? Lili (Denver) Natalie (GJ & Loveland)

HOW Health Links – How do you create a sustainable health and safety culture? Lili (GJ) Josh (Denver & Loveland)

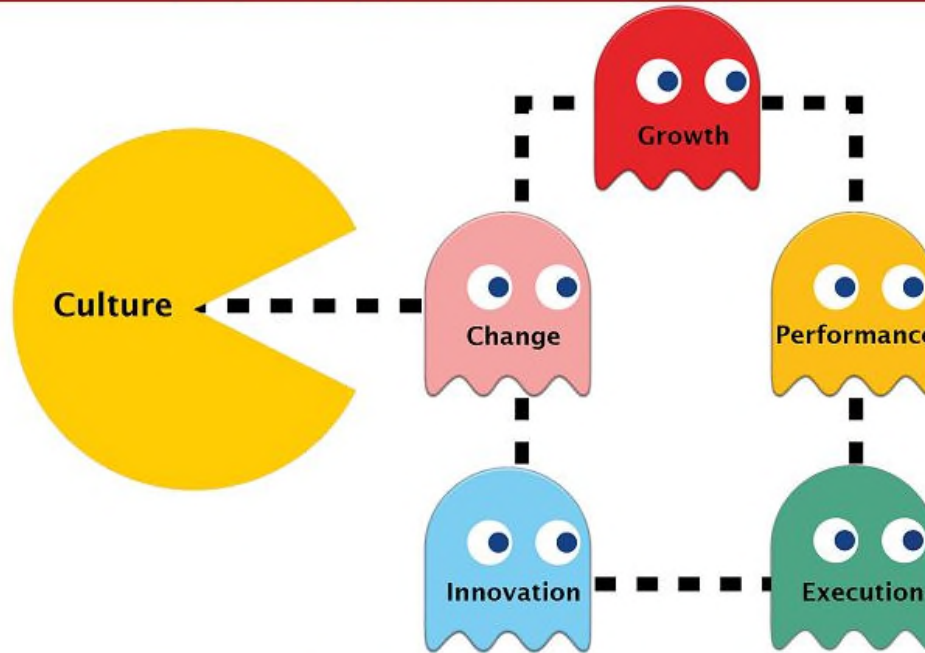
WHEN SWell study – Get involved with the study to create a sustainable health and safety culture and advance knowledge

Lili (Denver) Natalie (GJ & Loveland)

Schwatka, Natalie V, 4/28/2017



Organizational culture eats strategy for breakfast, lunch and dinner



Torben Rick www.torbenrick.eu

Attributed to
Peter Drucker

...and what drives culture?



To collaborate with employers to build a culture of health and safety in the workplace. We aim to help organizations by offering assessment, advising and certification to improve the health, safety and well-being of all workers.

About
Get Going
Community
Resource Center
Success Stories
Support

Create a Healthy Culture

Organizations that foster health and safety at work have healthier, happier employees - and healthier bottom lines, too. It's more than good business. It's good business strategy.

WHAT DOES A HEALTHY BUSINESS LOOK LIKE

HEALTHY BUSINESS
CERTIFIED
LEADER

Jess Jolly - City of Alamosa

A Healthy Business Success Story »

Get Informed »

Learn about the Health Links™ approach to advancing worker health, safety & well-being.

Get Going »

Take the assessment to join our Healthy Business Network and to become a Certified Healthy Business.

Get Advised »

Learn about our team of local advisors and the benefits of participating.

Get Connected »

Find local resources and vendors, and connect with other like-minded businesses.

Slide 9

RK1

I'm going to change this screenshot to the new website, "get informed, get going, get advised, get connected"

Rivera, Kaylee, 4/4/2017

About Get Going Community Resource Center Success Stories Support

Healthy Business Leader

Organizations that foster health and safety at work have healthier, happier employees — and healthier bottom lines, too. It's more than good business. It's good business strategy.

 WHAT'S WORKSITE WELLNESS?

San Isabel Electric Association, Inc.
A Healthy Business Success Story »





Get Informed »

Learn about the Health Links™ approach to building a culture of health and safety in the workplace.



Get Going »

Take the assessment to join our Healthy Business Network and to become a Certified Healthy Business.



Get Advised »

Learn about our team of local advisors and the benefits of participating.



Get Connected »

Find local resources and vendors, and connect with other like-minded businesses.

The Health Links Standard

6 Benchmarks of Excellence



Slide 11

TL [2]1 I plan on using this slide as an intro but coming back to it to use as part of discussion.
Tenney, Liliانا, 4/26/2017

Top priorities of Health Links participating businesses

Health Policies & Programs

1. Physical activity
2. Nutrition
3. Mental health
4. Tobacco control

Safety Policies & Programs

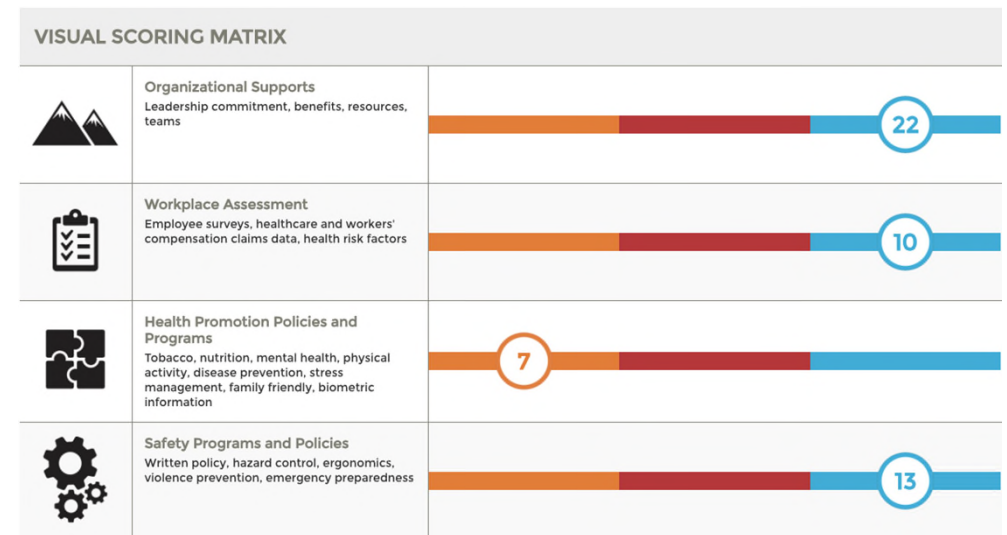
1. Changing the way we work to reduce injury
2. Eliminate hazardous materials from workplace
3. Administrative controls
4. Provide PPE

Business Recognition



Feedback & Advising

- Report card provides scores and recommendations in each of the 6 benchmarks
- Each business receives 1-2 advising sessions by one of our trained community advisors
- Businesses take the assessment every year



Health Links Impact

- 317 participating businesses representing over 120,000 workers in Colorado
- 499 of total assessments completed (renewals)
- 601 professionals in >20 counties trained in Total Worker Health principles
- Pilots in FL and OR

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The Small+Safe+Well (SSWell) study

1. Assess what small organizations are doing to support the health, safety, and well-being of their workforce,
2. The impact on safety and health outcomes, and
3. How employees perceive their workforce culture.



Purpose

Intervention research in small business sector

Using established TWH intervention, Health Links

To determine effect of **organizational level change** on TWH practices, safety climate, and health climate.

*Ultimately to determine whether organizational TWH adoption impacts **individual workers' safety, health, and well-being***

Central Hypotheses

1. Successful TWH interventions improve and maintain TWH best practices in small enterprises by promoting both transactional and transformational change
2. High dose of a TWH intervention will result in both improved adoption of organizational behaviors as well as organizational climate for safety and health
3. Organizational changes impact workers' health risk factors, occupational injury rates, and personal health

Regional Level

Organizational Level

Worker Level

Center color

Total Worker Health Intervention

Business randomization into a lagged (1 year) intervention dose:

- Low dose: Health Links
- High dose: Health Links + TWH Leader Training

TWH Policies & Programs

- 1) Organizational supports
- 2) Workplace assessment
- 3) Health policies and programs
- 4) Safety policies and programs
- 5) Engagement
- 6) Evaluation

Organizational Climate

- 1) Safety climate
- 2) Health climate
- 3) Agreement between safety and health climates

Outcomes

- 1) Motivation: Intrinsic, identified and external motivation for TWH programming elements
- 2) Practices: Participation in TWH programming elements
- 3) Health: Work-related injury & lifestyle/behavioral health
- 4) Productivity: Presenteeism & absenteeism

Hypothesis 2.1. & 2.3.

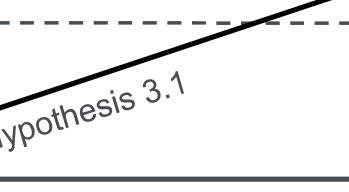
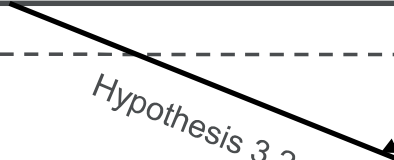
Hypothesis 1.1

Hypothesis 2.2

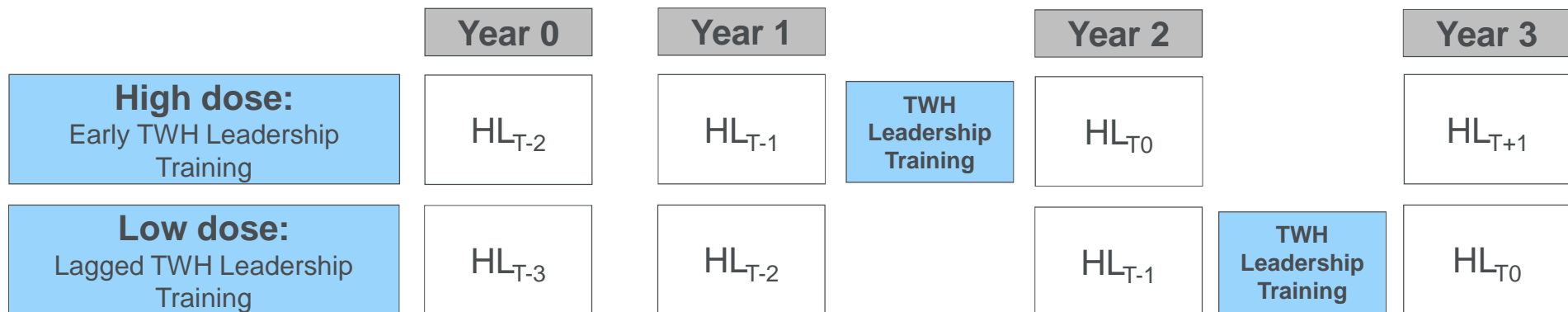
Hypothesis 3.2

Hypothesis 3.3

Hypothesis 3.1



Randomized, switching replications study design to determine how different doses of intervention affect improvement and maintenance of TWH programming and organizational climates for safety and health over 36 months

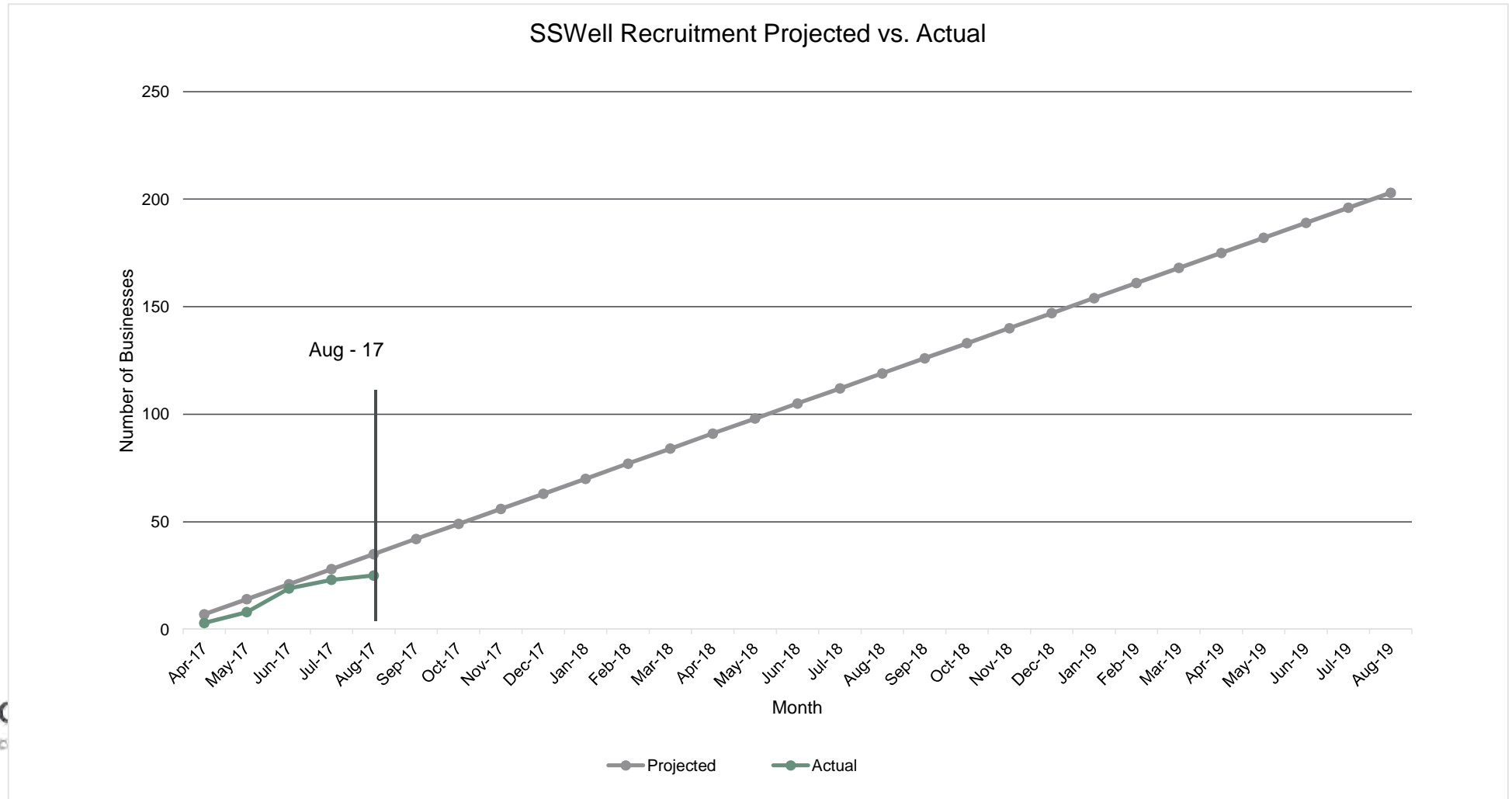


TWH Leadership Training Overview

Develop and deliver new TWH Leadership Training aiming to educate business leaders on TWH + Sustainability in Business, the worker view of healthy business, and leadership skills

- **Target audience** – owners, senior managers, director-level decision makers from small businesses
- **Goals** – develop, pilot test, recruit, evaluate training

Recruitment has started! Stay tuned.



Certificate in Total Worker Health

- New 15 Credit Certificate Program offered through ColoradoSPH
- Co-directors: Lee Newman and Lili Tenney

The screenshot shows a web browser window with the URL www.ucdenver.edu/academics/colleges/PublicHealth/Academics/degreesandprograms/certificate/Pages/TotalWorkerHealth.aspx. The browser's address bar and toolbar are visible at the top. Below the browser, the website header includes the Colorado School of Public Health logo, the text "UNIVERSITY OF COLORADO COLORADO STATE UNIVERSITY UNIVERSITY OF NORTHERN COLORADO", and navigation links for "Webmail | Canvas | Directory | News | Events". A search bar is located on the right side of the header. A horizontal navigation menu below the header contains links for "About", "Academics", "Admissions & Aid", "Research", "Community & Practice", "Giving", and "Resources for...". The breadcrumb trail reads "Home > Academics > Degrees & Programs > Certificate Programs > Total Worker Health". On the left side, there is a vertical menu with "Master of Public Health" and "Master of Science". The main content area features the title "Certificate in Total Worker Health" and a paragraph of introductory text: "The Certificate in Total Worker Health® offered by the Colorado School of Public Health and the University of Colorado Denver is c health students and new and mid-caree population health and well-being through v lressing prevention and improving health".

www.ucdenver.edu/academics/colleges/PublicHealth/Academics/degreesandprograms/certificate/Pages/TotalWorkerHealth.aspx

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Quick Lin

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COLORADO STATE UNIVERSITY
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Home > Academics > Degrees & Programs > Certificate Programs > Total Worker Health

Master of Public Health

Master of Science

Certificate in Total Worker Health

The Certificate in Total Worker Health® offered by the Colorado School of Public Health and the University of Colorado Denver is c health students and new and mid-caree population health and well-being through v lressing prevention and improving health

Course #	Course Title	Credit Hours	Semester
EHOH 6628	Health Promotion & Health Protection in the Workplace	3	Fall
CBHS 6610	Social & Behavioral Factors & Health	3	Spring, Summer, Online
EHOH 6629	Intro to Occupational Safety & Ergonomics (Intro to Workplace Health Protection)	2	Spring
HSMP 6619	Leading Individuals and Teams	2	Spring
EHOH 6634	Spectrums of Professions Protecting & Promoting Worker Health	1	Fall, Online
Electives	See list below	4 (min)	Varies
Total		15	

Examples of who has applied for the certificate, 2017

- Occupational/Environmental Medicine residents
- DNP student, planning to bring TWH consulting skills back to Africa
- Current and prospective MPH students interested in Environmental and Occupational Health, community/behavioral health
- Architect, completing an MPH
- Landscape architect/urban and regional planner



Understanding Small Enterprises Conference

Worker Well-being and Sustainable Business Health:
From Ideas to Achievable Reality

Curtis Hotel, Denver, Colorado | October 25–27, 2017

Register at useconference.com

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Total Worker Health®

2nd International Symposium 2018

Call for Abstracts

Abstract Submission Deadline:

October 31, 2017, 11:59 p.m. (PDT)

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