Key Accomplishments & Future Directions for the NIOSH TWH™ Office

The NIOSH Board of Scientific Counselors Meeting

September 05, 2014

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WHAT IS TOTAL WORKER HEALTH™?

Group Health

Occupational Safety and Health

Health Promotion

Demand and Disease Management

Occupational Safety and Health & Health Promotion Silos

- Traditional occupational safety and **health protection**
  - focus on reducing hazards and exposures at the workplace to prevent occupational injury and illness, optimally promoting collective change; programs are often mandatory or regulated heavily

- Traditional **health promotion**
  - involves interventions aimed at reducing lifestyle risk factors by promoting healthy behaviors and actions, often focusing on promoting individual change

The Total Worker Health™ Approach

- Total Worker Health™ is a strategy **integrating** occupational safety and health **protection** with health **promotion** to *prevent* worker injury and illness and to *advance* health and well-being.

Integrated Approach to Total Worker Health

Adapted from: Liberty Mutual, 2010, Webinar, The Wellness-Work Comp Connection.
Ron Goetzel, 2011, *Examining the Value of Integrating Occupational Health and Safety and Health Promotion Programs in the Workplace*, at http://www.cdc.gov/niosh/docs/2012-146/pdfs/2012-146.pdf.

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Example of Integration

An example: Provision of mandated respiratory protection programs that simultaneously and comprehensively address and provide supports for tobacco cessation

Issues Relevant to a TOTAL WORKER HEALTH™ Perspective*

WORKPLACE
Protecting Worker Safety & Health

Control of Hazards & Exposures:
- Chemicals
- Physical Agents
- Biological Agents
- Psychosocial Factors
- Organization of Work

Prevention of Injuries, Illness & Fatalities

Promoting Safe & Healthy Work:
- Management Commitment
- Safety Culture/Climate
- Culture of Health
- Hazard Recognition Training
- Worker Empowerment

Risk Assessment & Control:
- Making the Safety & Health Case
- Assessing All Risks
- Controlling All Risks
- Root Cause Analysis
- Leading/Lagging Indicators

EMPLOYMENT
Preserving Human Resources

New Employment Patterns:
- Precarious Employment
- Part-time Employment
- Dual Employers
- Changing Demographics
  - Increasing Diversity
  - Aging Workforce
  - Multigenerational Workforce
- Global Workforce

Health & Productivity:
- Leadership Commitment to Health-Supportive Culture
- Fitness-for-Duty
- Reducing Presenteeism
- Reducing Absenteeism
- Workplace Wellness Programs

Healthcare & Benefits:
- Increasing Costs
- Cost Shifting to Workers
- Paid Sick Leave
- Electronic Health Record
- Affordable Care Act
- HIPAA[†] Health Information Privacy

WORKERS
Promoting Worker Health & Well-Being

Optimal Well-Being:
- Employee Engagement
- Health & Well-Being Assessments
- Healthier Behaviors
  - Nutrition
  - Tobacco Use Cessation
  - Physical Activity
  - Work/Life Balance
- Aging Productively
- Preparing for Healthier Retirement
- Policy & Built Environment Supports

Workers with Higher Health Risks:
- Young Workers
- Low-Income Workers
- Migrant Workers
- Workers New to a Hazardous Job
- Differently-Abled Workers
- Veterans

Compensation & Disability:
- Disability Evaluation
- Reasonable Accommodations
- Return-to-Work
- Social Security Disability Insurance

*Issues in these lists are for illustrative purposes, are not meant to be exhaustive nor do they necessarily reflect equivalent importance.
[†]Health Insurance Portability and Accountability Act

Updated: August 2013

Isn't Behavior Change Enough?

"It is unreasonable to expect people to change their behavior when the social, cultural and physical environments around them fully conspire against them...."
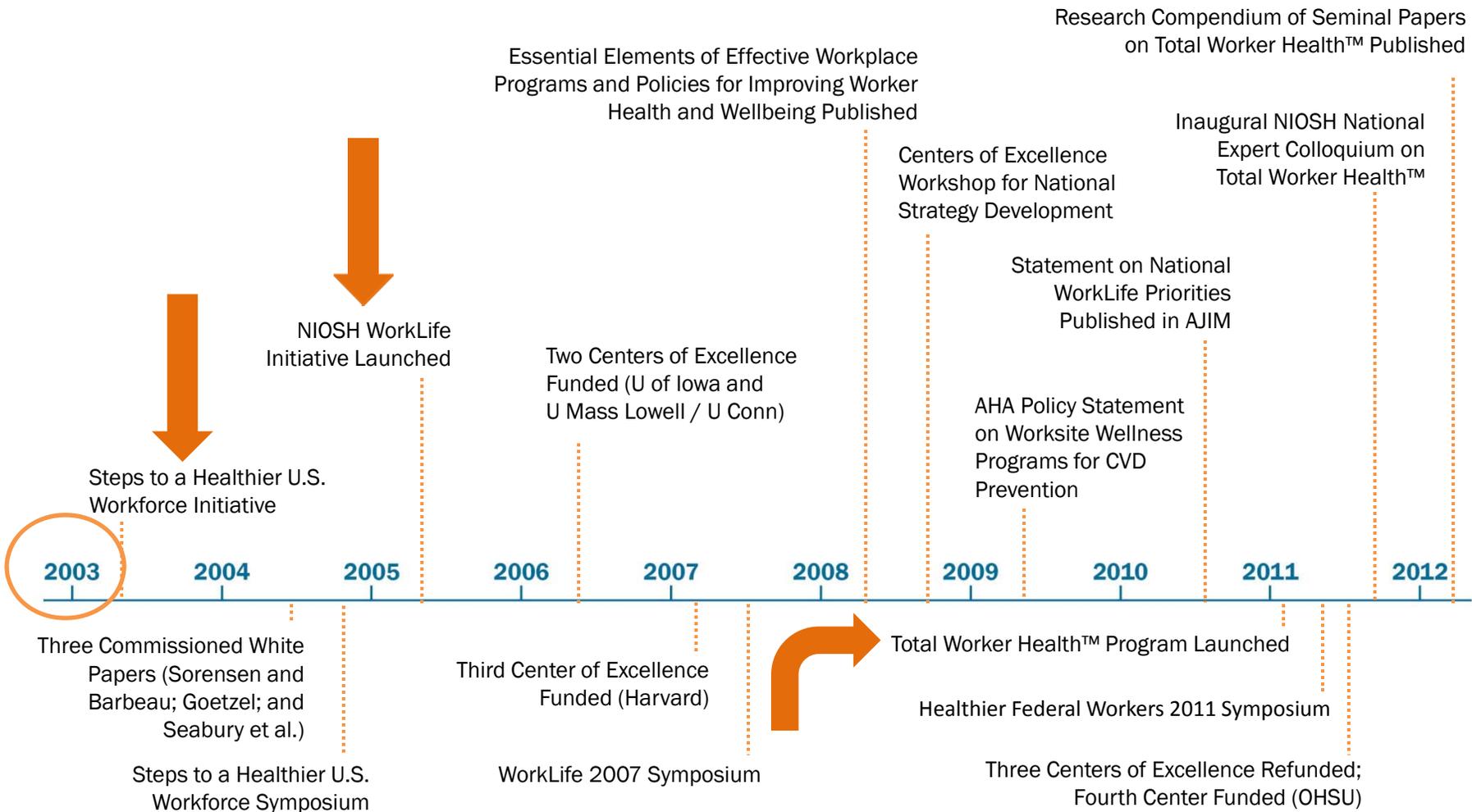

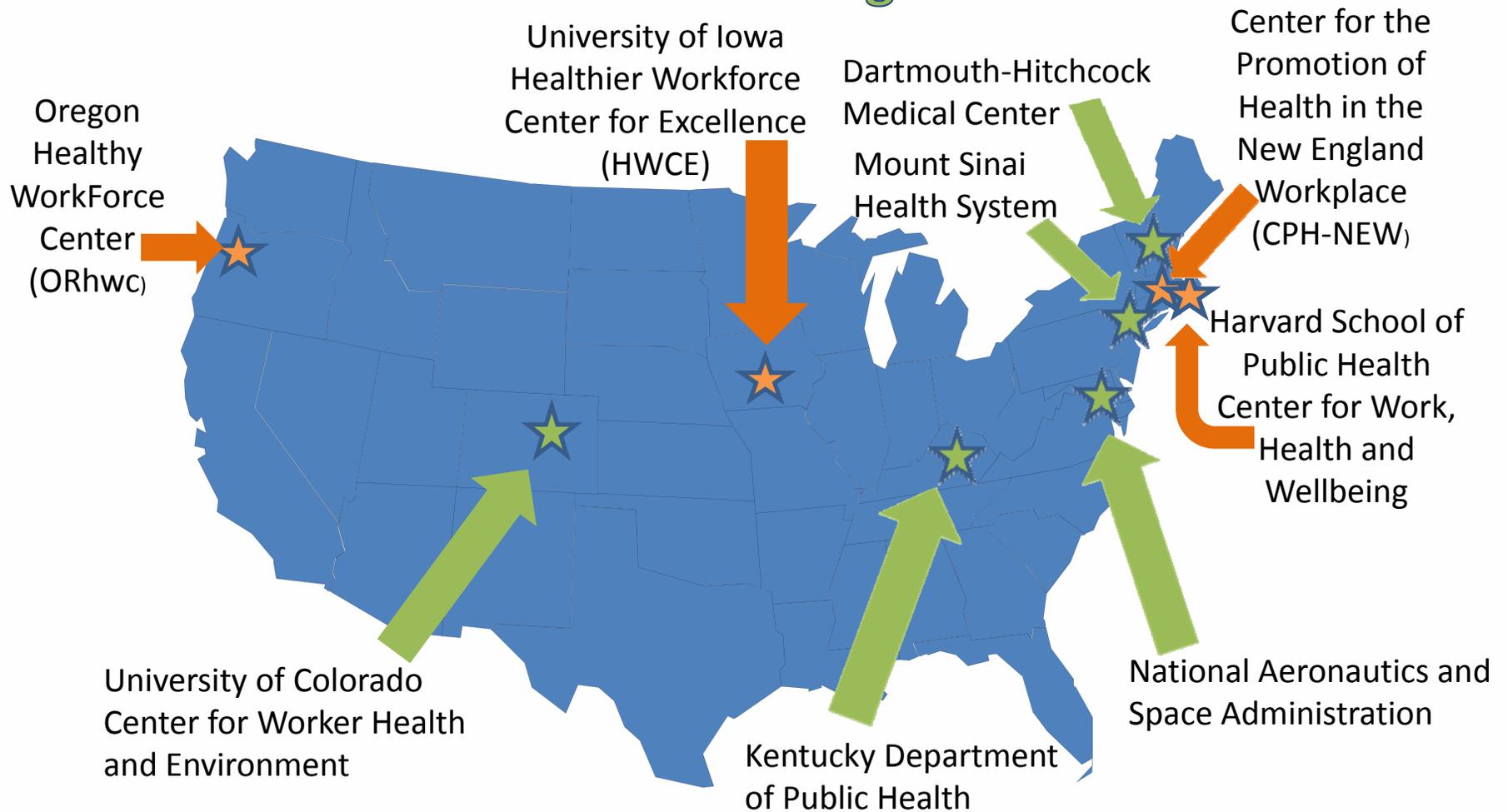Adapted from M. Marmot/Institute of Medicine Report

SELECTED TWH™ PROGRAM ACCOMPLISHMENTS

TWH | TOTAL WORKER HEALTH™
INTEGRATING HEALTH PROTECTION AND HEALTH PROMOTION

Key Events in the History of NIOSH Total Worker Health™

Research Compendium of Seminal Papers on Total Worker Health™ Published

Essential Elements of Effective Workplace Programs and Policies for Improving Worker Health and Wellbeing Published

Inaugural NIOSH National Expert Colloquium on Total Worker Health™

Centers of Excellence Workshop for National Strategy Development

Statement on National WorkLife Priorities Published in AJIM

NIOSH WorkLife Initiative Launched

Two Centers of Excellence Funded (U of Iowa and U Mass Lowell / U Conn)

AHA Policy Statement on Worksite Wellness Programs for CVD Prevention

Steps to a Healthier U.S. Workforce Initiative

| 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |

Three Commissioned White Papers (Sorensen and Barbeau; Goetzel; and Seabury et al.)

Total Worker Health™ Program Launched

Third Center of Excellence Funded (Harvard)

Healthier Federal Workers 2011 Symposium

Steps to a Healthier U.S. Workforce Symposium

WorkLife 2007 Symposium

Three Centers of Excellence Refunded; Fourth Center Funded (OHSU)

NIOSH

Centers of Excellence to Promote a Healthier Workforce & Affiliate Programs

Oregon Healthy WorkForce Center (ORhwc)

University of Iowa Healthier Workforce Center for Excellence (HWCE)

Dartmouth-Hitchcock Medical Center

Mount Sinai Health System

Center for the Promotion of Health in the New England Workplace (CPH-NEW)

Harvard School of Public Health Center for Work, Health and Wellbeing

University of Colorado Center for Worker Health and Environment

Kentucky Department of Public Health

National Aeronautics and Space Administration

TWH™ Affiliate Program

- Mission: To advance greater integration of worker health protection and health promotion through collaborations with public and not-for-profit organizations.

- Goals:

  1. Increase visibility, uptake, & impact of TWH to advance the safety, health & well-being of workers.

  2. Attract new collaborators to enrich & broaden current NIOSH TWH translational research.

  3. Attract new collaborators to enrich & broaden current NIOSH TWH practice & dissemination efforts.

  4. Publicly recognize the contributions of the Affiliates to the development & dissemination of TWH research & practice.

- Potential Affiliates include:

  1. Academic institutions

  2. Labor organizations

  3. Public sector entities, including Federal, state, or local government agencies

  4. Non-profit associations related to OSH or health promotion

http://www.cdc.gov/niosh/twh/affiliate.html

National Expert Colloquia

- Annual event since 2011

- Goals:

  – To create a forum for discussion of current research & practice issues, opportunities & challenges related to TWH approach

  – To discuss emerging & priority issues related to OSH protection, health promotion & well-being for the American workforce

- Individual expert opinion (about 15 experts)

http://www.cdc.gov/niosh/TWH/collaborations.html

Research Compendium

The NIOSH Total Worker Health™ Program: Seminal Research Papers 2012

1. **Steps to a Healthier US Workforce: Integrating Occupational Health and Safety and Worksite Health Promotion: State of the Science**
   Glorian Sorensen, PhD, MPH; Elizabeth Barbeau, ScD, MPH

2. **Examining the Value of Integrating Occupational Health and Safety and Health Promotion Programs in the Workplace**
   Ron Z. Goetzel, Ph.D.

3. **The Economics of Integrating Injury and Illness Prevention and Health Promotion Programs**
   Seth A. Seabury, PhD; Darius Lakdawalla, PhD; Robert T. Reville, PhD

http://www.cdc.gov/niosh/docs/2012-146/pdfs/2012-146.pdf

TWH™ in Action!
Quarterly e-Newsletter

60,000 Subscribers!

Social Media Connections

- Follow us on Twitter
  - 877 Followers

  www.twitter.com/NIOSH_TWH

- Join us on LinkedIn
  - 1200 Members

  www.linkedin.com/groups/NIOSH-Total-Worker-Health-4473829/about

TOTAL WORKER HEALTH™

NIOSH

Era of EHRs
First steps in addressing the security and privacy of employee health

Learn More »

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Other New and Social Media Resources

Contact Us:

National Institute for Occupational Safety and Health (NIOSH)

Centers for Disease Control and Prevention

📞 800-CDC-INFO
(800-232-4636)
TTY: (888) 232-6348
New Hours of Operation
8am-8pm ET/Monday-Friday
Closed Holidays

✉ Contact CDC-INFO

What is Total Worker Health?

Total Worker Health™ is a strategy integrating occupational safety and health protection with health promotion to prevent worker injury and illness and to advance health and well-being.

Today, emerging evidence recognizes that both work-related factors and health factors beyond the workplace jointly contribute to many health and safety problems that confront today's workers and their families. Traditionally, workplace health and safety programs have been compartmentalized. Health protection programs have focused squarely on safety, reducing worker exposures to risk factors arising in the work environment itself. And most workplace health promotion programs have focused exclusively on lifestyle factors off-the-job that place workers at risk. A growing body of science supports the effectiveness of combining these efforts through workplace interventions that integrate health protection and health promotion programs.

More »

About the Total Worker Health™ Program

Program Description

History of Total Worker Health™

Centers of Excellence to Promote a Healthier Workforce

Partners

Tools and Resources

Perspectives on Total Worker Health™

Guidelines for Implementing Total Worker Health™ Programs

Promising Practices for Total Worker Health™

About the TWH™ Research Portfolio

Intramural Research

Extramural Research

Publications and Reports

Related Resources on Workplace Safety, Health, and Well-being

Resources on Comprehensive Worker Safety, Health, and Well-being Programs

TWH Supplement of JOEM

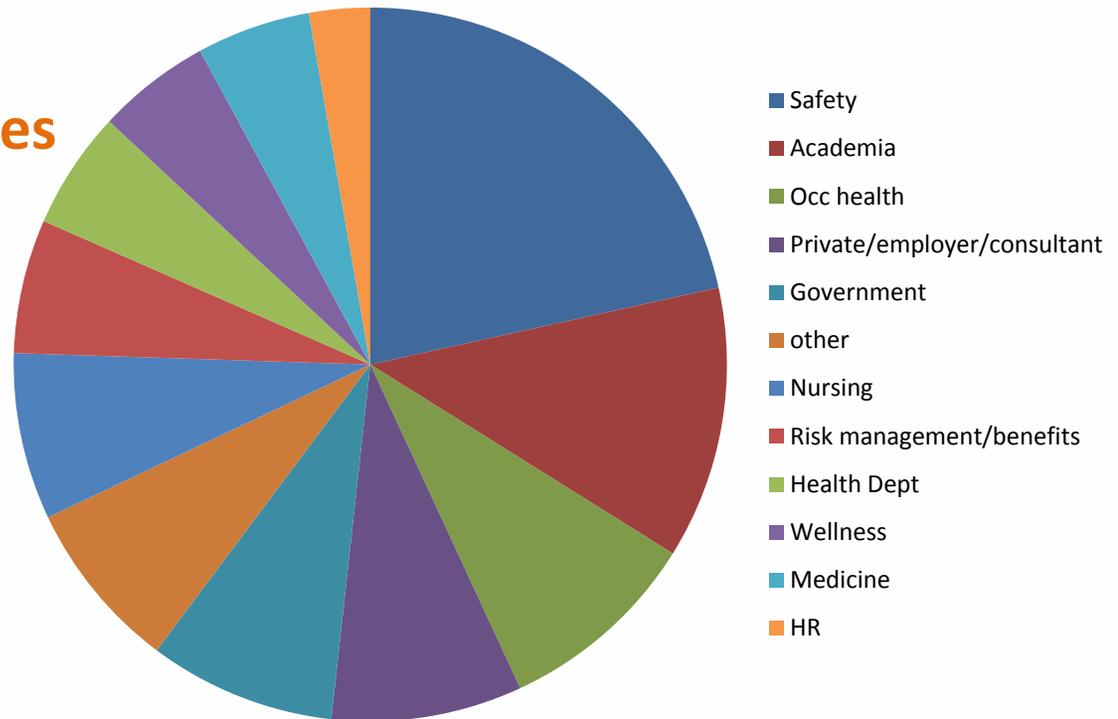
http://www.cdc.gov/niosh/twh/perspectives.html

Making the Case for Total Worker Health: An Overview of Opportunities and Approaches

45-50 TWH speaking engagements per year!

Registrations by Field for 2/25/2014 Webinar

- Safety
- Academia
- Occ health
- Private/employer/consultant
- Government
- other
- Nursing
- Risk management/benefits
- Health Dept
- Wellness
- Medicine
- HR

Intervening for Work-Stress:
Work-life Stress and Total Worker Health Approaches

Tuesday, August 19
12:00-1:30PM EDT

Dan Ganster, PhD
Senior Associate Dean, College of Business, Colorado State University

Leslie Hammer, PhD
Associate Director, Oregon Healthy Workforce Center

For **registration** or more information, including free continuing education opportunities, visit
http://www.cdc.gov/niosh/twh/webinar.html

Let's Get Started!

- Infographic – Top reasons to take a TWH approach

- Brochure – Under review

- Webpages – Are Here!

WHAT ARE THE
TOP REASONS
FOR CREATING A NEW
CULTURE OF
SAFETY AND HEALTH?

Learn more >>>

NIOSH

By 2015, **one in five** American workers will be 55 years of age or older.[8]

In 2010...

44%

of Americans reported that work is often or always **stressful**.[9]

In 2012...

U.S. healthcare
spending reached

$2.79 Trillion[15]

OFFICE FOR TOTAL WORKER HEALTH™ COORDINATION AND RESEARCH SUPPORT

TWH™ Office Created 2014

- Casey Chosewood, Director

- 4 Areas of Focus:

  1. Research program development & collaboration

  2. Communication & research translation

  3. Partnership & new opportunity development

  4. Total Worker Health™ for NIOSH employees

- Vacancies – Deputy Director; Program & Resource Management Officer

FUTURE DIRECTIONS

INSTITUTE OF MEDICINE
OF THE NATIONAL ACADEMIES

- NIOSH Sponsored Workshop: Promising and Best Practices in the Integration of OSH Protection with Health Promotion in the Workplace
- Convened May 22, 2014 in Washington, DC
- Objectives:
  – Identify best or promising practices
  – Discuss barriers and ideas to overcome barriers
  – Explore measures to evaluate effectiveness
- Summary report to be issued Oct – Dec 2014

Pathways to Prevention:
Weighing the evidence. Identifying the research gaps. Determining next steps.

NIH National Institutes of Health
Office of Disease Prevention

- P2P Goals:
  1. Identify research gaps & methodological & scientific weaknesses
  2. Suggest research needs
  3. Move the field forward through unbiased & evidence-based assessment

- P2P TWH Workshop: May – July 2015

- Dissemination & Follow-Up: Aug 2015 – Feb 2016

Experience TOTAL WORKER HEALTH Live and In-Person!
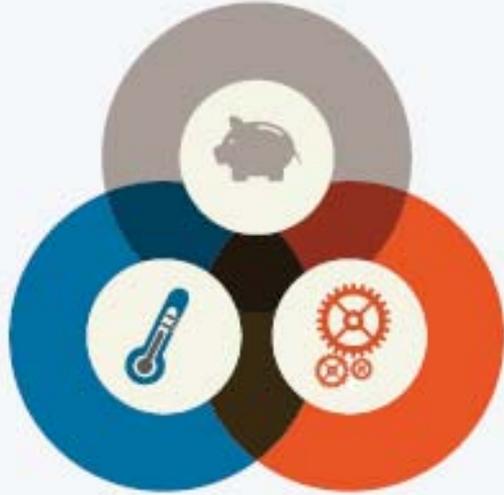
1st International
Symposium to Advance
TOTAL WORKER HEALTH™

Natcher Conference Center, Bethesda, MD
October 6-8, 2014

www.eagleson.org/totalworkerhealth

TWH™ National Occupational Research Agenda

WHAT DOES SUCCESS LOOK LIKE FOR THE TWH™ PROGRAM?

Benchmarks of Success
2011‑ 2014

1. ✔ Complete inventory of intramural research for TWH™ focus

2. ✔ Organize bibliography of high-profile TWH™ literature/reports

3. ✔ Pursue development of consensus standard/statement of prevalent & promising practices

4. ✔ Pursue NIH P2P workshop for TWH™ state of the science

5. Develop partnership with supersized employer

6. ✔ Submit TWH™ program overview manuscript for publication

7. ✔ Create process for TWH NORA development

8. ✔ Produce webinar series on TWH™

9. Publish "Let's Get Started!" brochure

Benchmarks of Success
2015 - 2018

1. Develop TWH™ national research agenda (NORA)
2. Establish pipeline for TWH™ publication from NIOSH (Scientific & Practice)
3. Refine TWH™ story & related graphics
4. Grow the intramural research program
5. Grow the extramural research program
6. Publish TWH™ consensus standard/ statement of prevalent & promising practices
7. Partner with additional supersize employer(s)
8. Develop TWH™ workforce
9. Create national media communication campaign
10. Publish edited volume on TWH™

Benchmarks of Success
2019 – 2023

1. Create new Journal of TWH™ Research, Practice & Policy

2. Create professional society for TWH™ researchers and practitioners

3. Establish mechanisms to promote corporate TWH™ responsibility

4. Support TWH™ workforce creation & growth

5. Publish popular press book on TWH™ & the national economic health

SUCCESS IS A JOURNEY,
NOT A DESTINATION

Questions???