

A Worksite Wellness Coaching Component of a Total Worker Health Intervention in a Manufacturing Setting



1st International Symposium to Advance TOTAL WORKER HEALTH

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Comprehensive Evaluation of an Integrated Health Protection and Health Promotion Program

Four-year intervention trial (2012-2016)

Two facilities operated by same manufacturing company

Does an integrated approach:

1. Reduce occurrence and impact of musculoskeletal health outcomes?
2. Reduce modifiable risk factors for chronic health conditions?
3. Provide an economic benefit?

Project Team

Nathan Fethke, PhD	(PI)
Fred Gerr, MD	(Co-I)
Linda Merlino, MS	(Study Coordinator)
Cassidy Branch, MA	(Wellness Coach)
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Program Design



Program Data Sources

- Company/Facility Level
 - Health insurance claims/cost & EAP usage
 - Worker's compensation claims/cost
 - Video-based exposure assessment
- Participant Level
 - HRA/Biometrics
 - Demographics
 - Personal health
 - Job Content Questionnaire
 - SF-36
 - Musculoskeletal health

Participants Enrolled (2012-present)

Intervention facility: 191

Referent facility: 230

Why Wellness Coaching?

- Workers with chronic conditions and company medical costs are increasing
- Hourly workers are at a higher risk
- Healthy Workforce 2010 recommends coaching to reduce risk (National Center for Health 2012)
- 7% of employers offer health promotion programs that may include wellness coaching



Wellness Coaching with Motivational Interviewing

- Evidence-based approach to behavior change
- Collaborative, person-centered communication style
- Effective in a variety of settings



Coaching Intervention

- In-person encounters with certified wellness coach
 - Up to 4, 30 minute encounters/year
- Conducted during work hours
 - Private room at worksite provided by employer
 - Audio recorded
- Format
 - Initial session
 - Description of intervention
 - Created vision
 - Discussed limitations
 - Set goals
 - Subsequent sessions
 - Progress and adjustments as needed
- Incentives
- Coaching encounters conducted to date: 268



Coaching Retention

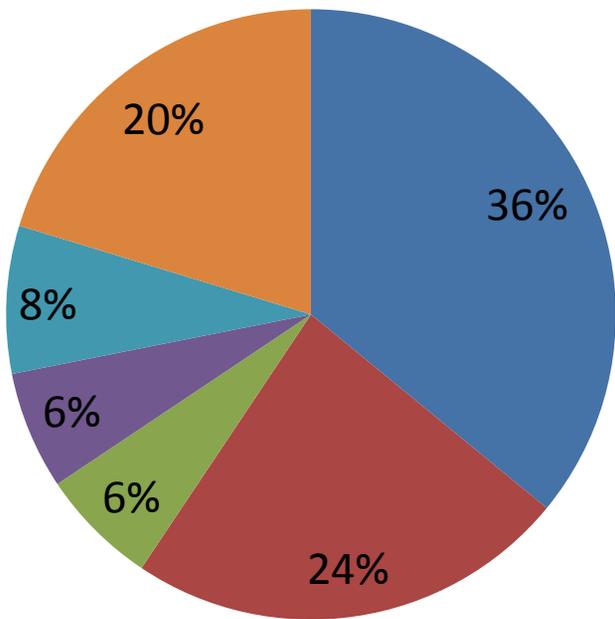
	Apr-Sep 2012	Sep 2012-Mar 2013	Apr-Sep 2013
	Baseline	Time 1	Time 2
Total enrolled*	97	113	138
Coaching participants	20	37	40
Withdrew from coaching	0	0	3
Retention	100%	100%	93%

*Total participants enrolled in the Intervention facility only

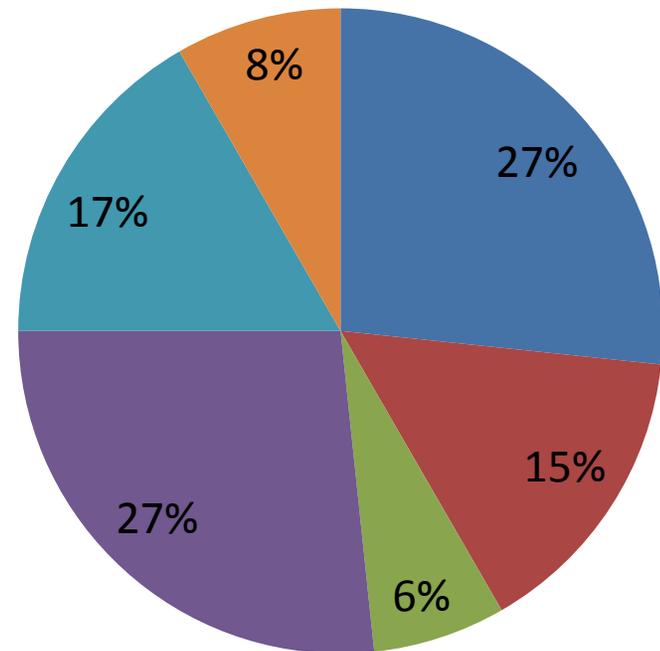
- More female coaching participants than male
- High retention rate
- 161 encounters from April 2012 through September 2013

Coaching Topics

Topics at Baseline



Topics at Time 2



- Physical Activity
- Nutrition
- Weight
- Stress
- Health
- Other

Coaching Fidelity

- Learning Motivational Interviewing is complex process
- Limited evidence that coaches use Motivational Interviewing
- Coach meets monthly with a certified mentor
- 20% of encounters scored using One Pass coding system
 - Maintain and improve skills
 - Ensure coaching fidelity

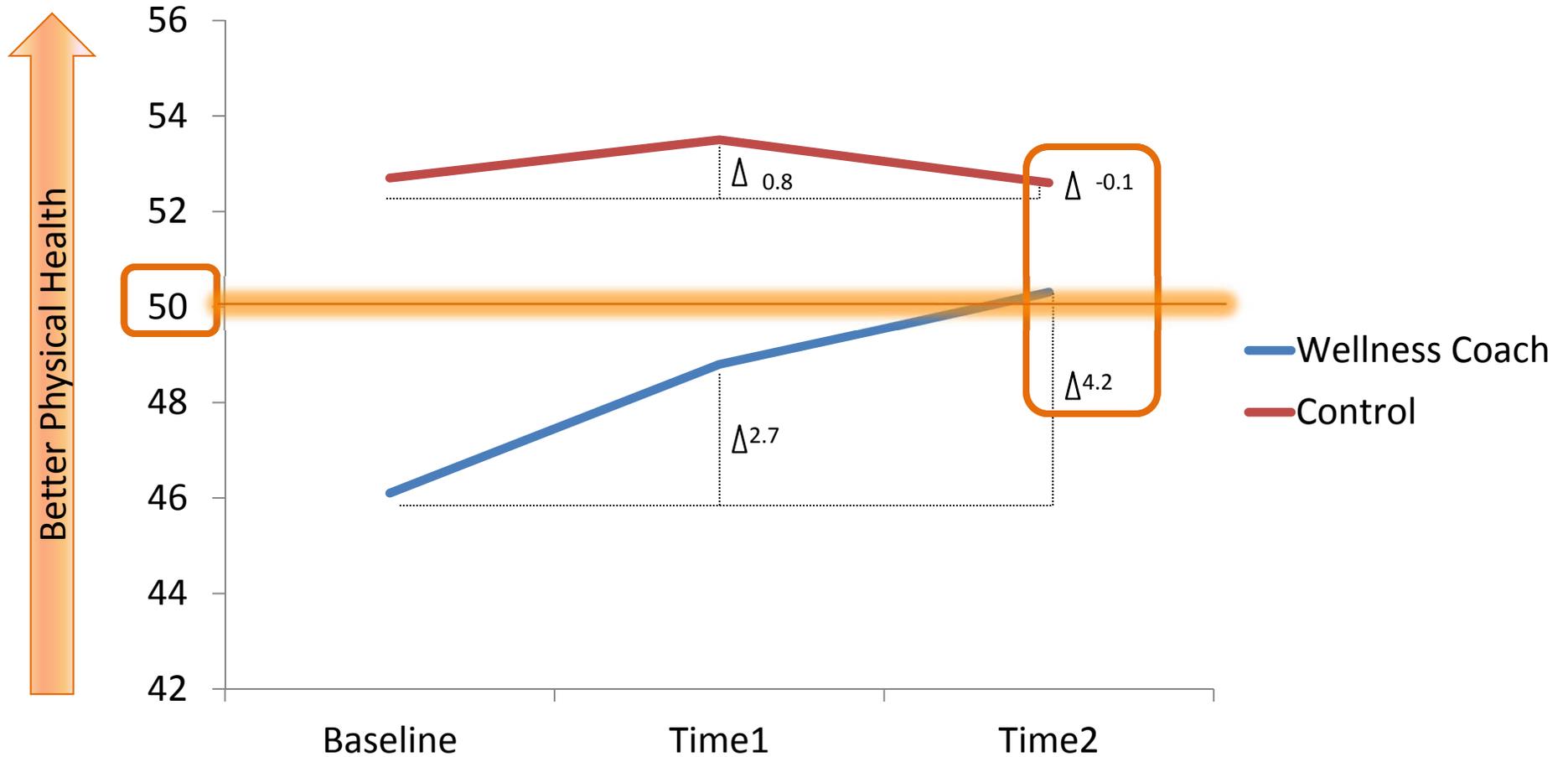


One Pass

- Instrument to rate coaching behaviors for various elements of Motivational Interviewing

	Baseline*	Time 1	Time 2	Total
Encounters scored	4	16	11	31
	Mean (SD)	Mean (SD)	Mean (SD)	
Rater 1	4.25 (0.50)	5.06 (1.12)	4.73 (0.90)	
Rater 2	4.75 (0.50)	5.25 (0.86)	4.23 (0.68)	
ICC	0.09	0.79	0.66	0.68

Change in SF-36 Physical Composite Score



Summary

- Motivational Interviewing was delivered as indicated by One Pass fidelity scores
- Broad variety of topics discussed
- High retention
- Preliminary results indicate coaching has positive effects on health