

2012 Total Worker Health™ Symposium

Safe, Healthy and Cost-Effective Solutions

Coralville, Iowa
November 29 – 30, 2012

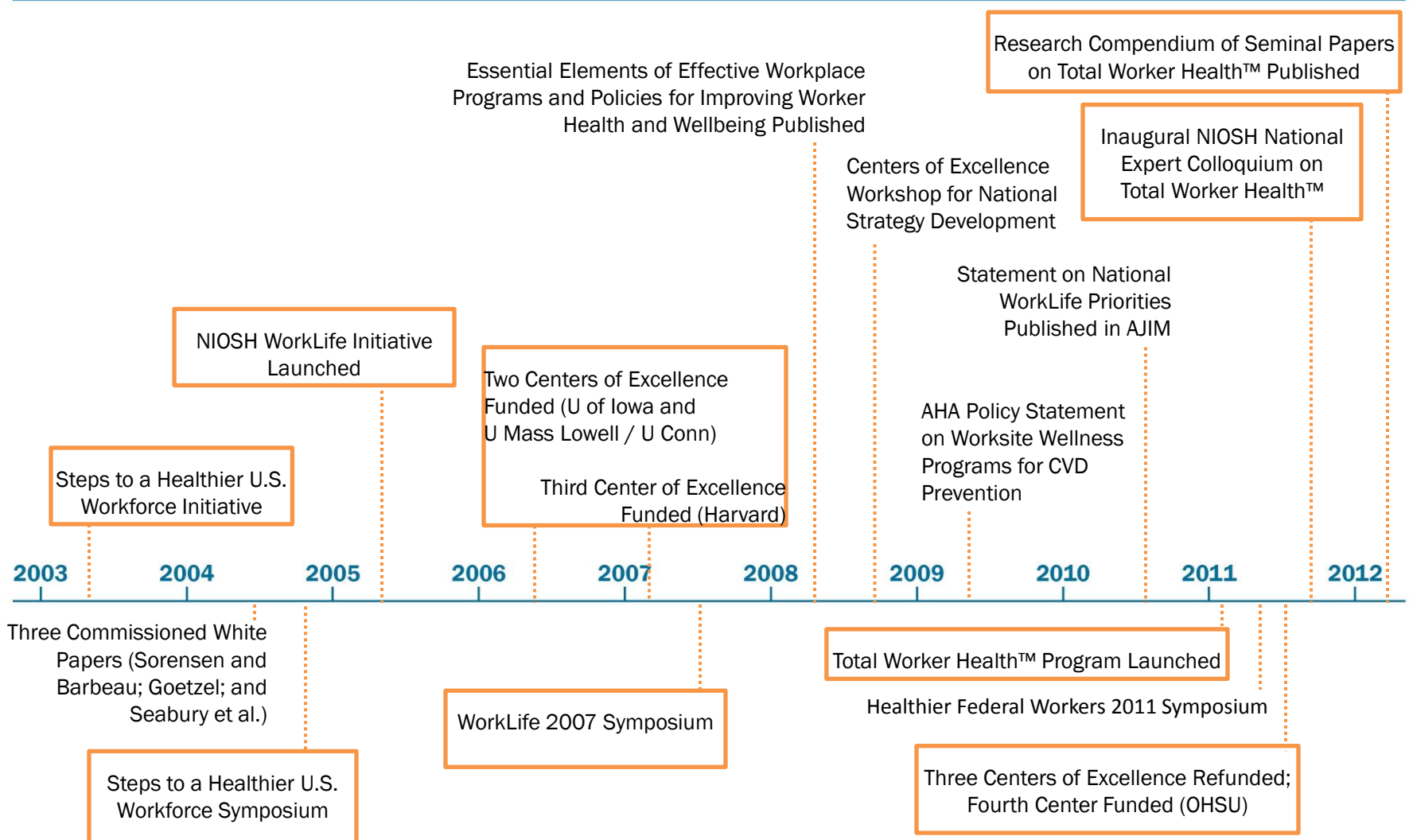
Anita L. Schill, PhD, MPH, MA
Senior Science Advisor
and

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Senior Medical Officer, Total Worker Health™
National Institute for Occupational Safety and Health

The findings and conclusions in this presentation have not been formally disseminated by the National Institute for Occupational Safety and Health, and should not be construed to represent any agency determination or policy.



Key Events in the History of NIOSH Total Worker Health™



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.



EAP

**Group
Health**

**Compensation
Programs**

**Presenteeism/
Absenteeism**

**Occupational
Safety
and Health**

Disability

**Workers'
Compensation**

**Health
Promotion**

**Demand
and Disease
Management**



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>.

TWH™ Program Mission & Aims

Mission

Total Worker Health™ examines a broad scope of employment, workforce, and workplace factors to offer to the Nation policies, programs and practices to better protect and promote worker health.

Aims

- To promote adoption of policies and practices proven to protect and improve worker health both on and off the job
- To motivate trans-disciplinary collaboration among investigators focused on preserving and improving the health of people who work
- To overcome the traditional separation of the occupational health and health promotion professional communities, encouraging synergistic interventions
- To encourage and support rigorous evaluation of comprehensive, integrative approaches to Total Worker Health™

Issues Relevant to TOTAL WORKER HEALTH™*

EMPLOYMENT

New Employment Arrangements

Global Economy

- Competition for Workers, Products, Services, Knowledge

Benefits Systems

- Rising Health Care Costs
- Eroding Distinction Between Work-Related and Non-Work-Related Conditions

Health, Productivity, and Disability Management

- Presenteeism
- Absenteeism

Americans with Disabilities Act

- Requirements Related to Wellness & Health Promotion Programs

Changing Social Policies Related to Retirement

- Retirement Age
- Benefits

WORKERS

Multigenerational Workforce

Older Workers

- Aging Productively
- Recareering

Younger Workers

- Education Levels
- Skills

Groups of Special Concern

- Differently Abled
- Military to Civilian Transition

Prevalent Chronic Health Conditions

- Obesity
- Arthritis
- Hypertension/CVD
- Diabetes
- Hyperlipidemia
- Depression/Anxiety
- Stress
- Sleep & Fatigue Issues

Health Promotion

- Smoking Cessation
- Diet and Nutrition
- Physical Activity
- Stress Management & Resiliency

WORKPLACE

RISKS/CHALLENGES

Persistent and Emerging Hazards

Environmental Risk Assessment

- Root Cause Analyses
- Modify Work to Reduce Risks

Return to Work Issues

OPPORTUNITIES

Promote Safe Environment

- Safety Culture
- Safety Decision Making
- Increased Hazard Recognition

Promote Health and Wellness Culture

- Leadership Support
- Worker Involvement
- Health in All Decisions

Improve Organization of Work

*Issues in these lists are for illustrative purposes and are not meant to be exhaustive.

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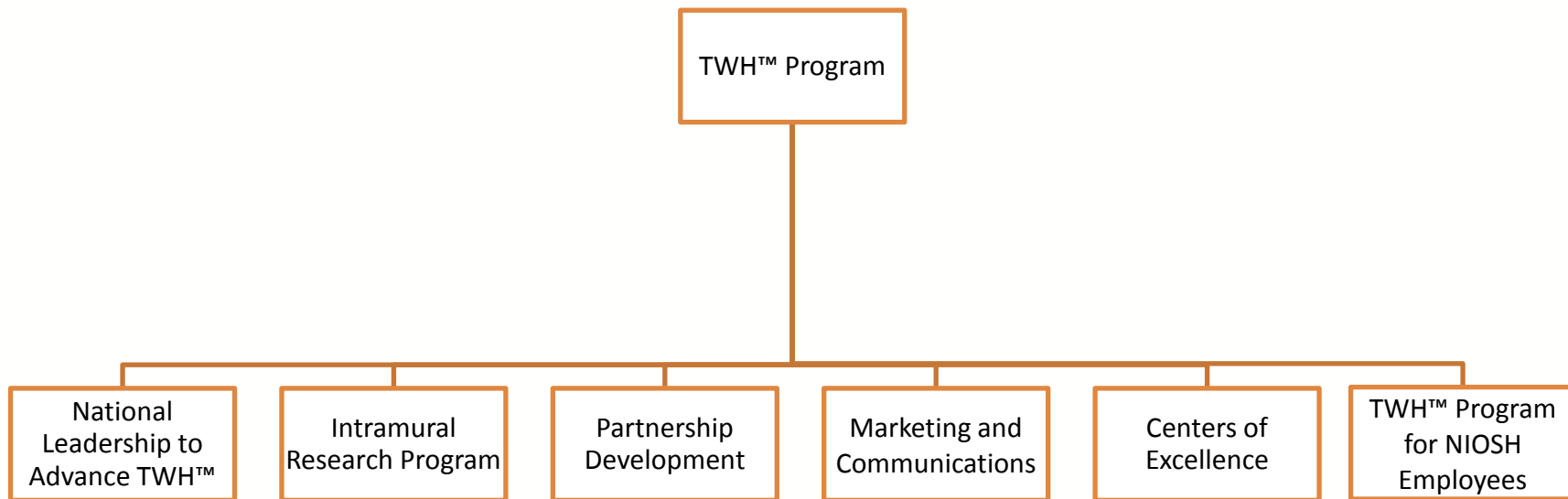
Examples of Integrated Programs

- Respiratory protection that comprehensively addresses tobacco abuse
- Ergonomic consultations and interventions that also address joint health and arthritis management strategies
- Stress management efforts that diminish workplace stressors and build worker resiliency
- Integrated training /prevention programs: falls, motor vehicle safety, first aid, hearing conservation, stretching/flexibility and lifting programs
- Comprehensive screenings for work and non-work health risks
- Workplace disease management supports
- Full integration of clinics, behavioral health, traditional safety, health promotion programs, coaching, EAP, nutrition, disability and workers compensation
- Occupational health combined with a workplace/patient-centered medical home model

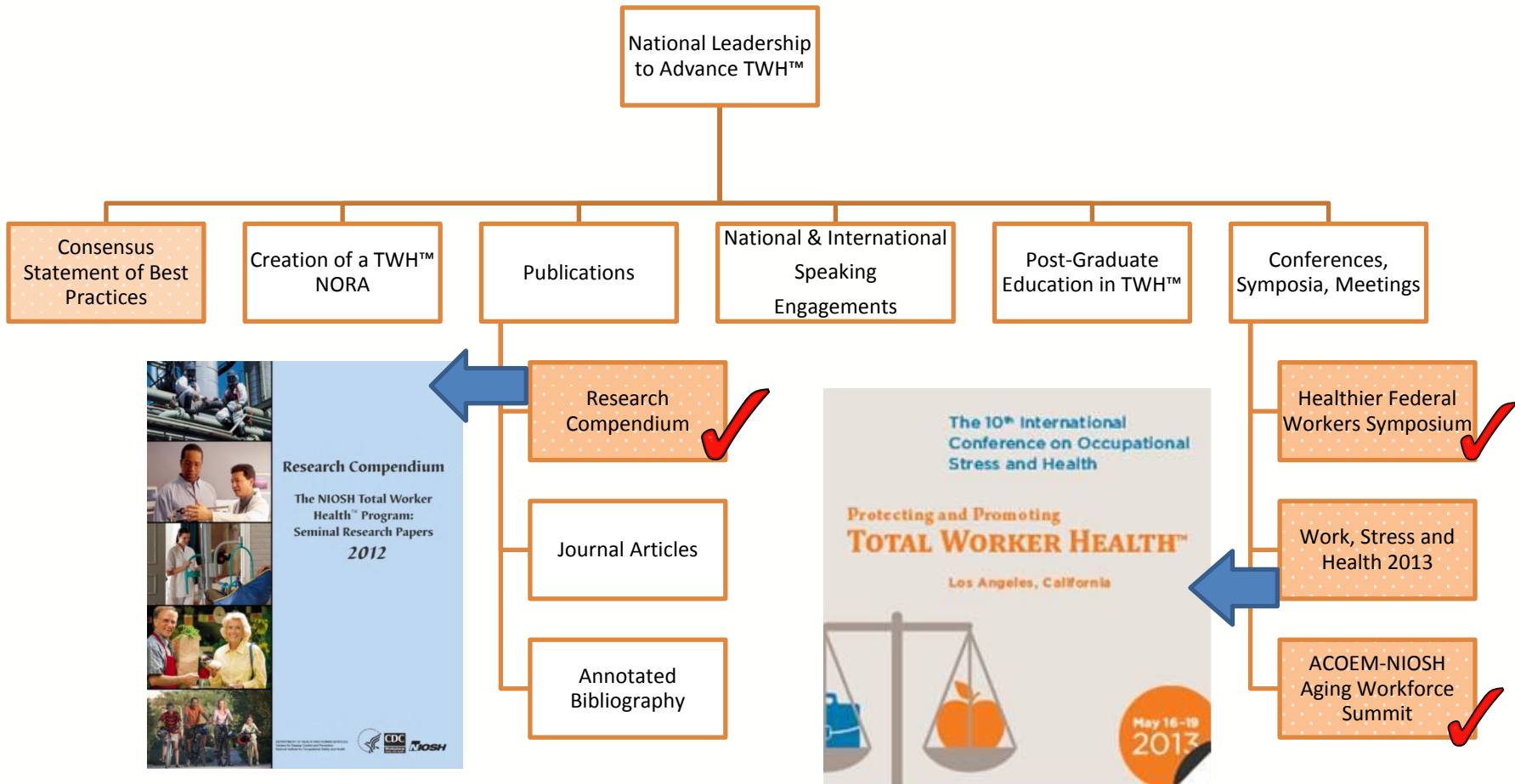
Why Integration Matters

- Improvements in work environments and the conditions of work benefit all workers
- Participation increases in both safety and health promotion programming
- Injury, illness, disability and absenteeism rates decrease
- Overall health-related costs decline
 - Workers' compensation
 - Personal healthcare costs
 - Absenteeism and presenteeism related costs
- Additional productivity gains realized

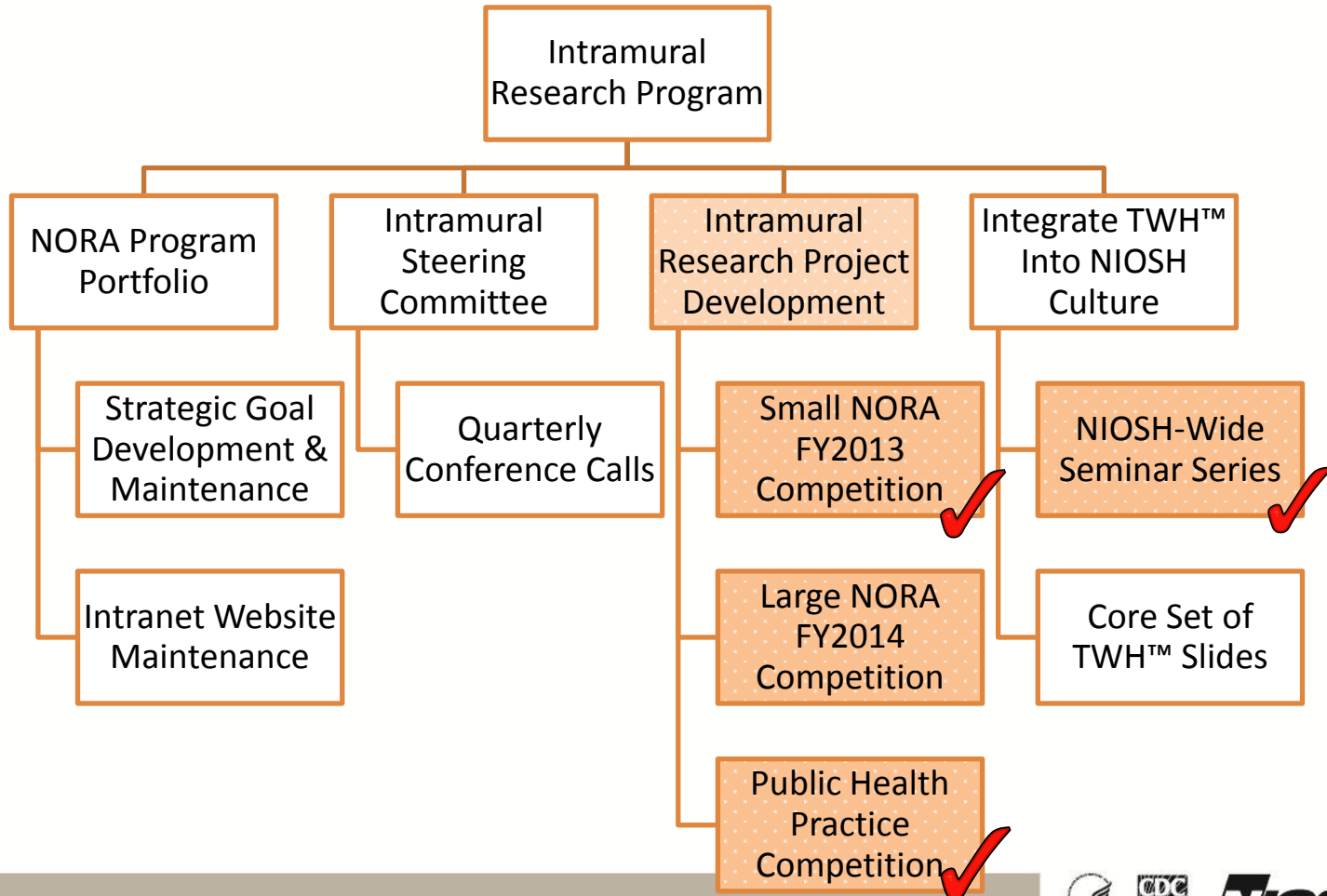
NIOSH Total Worker Health™ Program



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NIOSH Total Worker Health™ Program

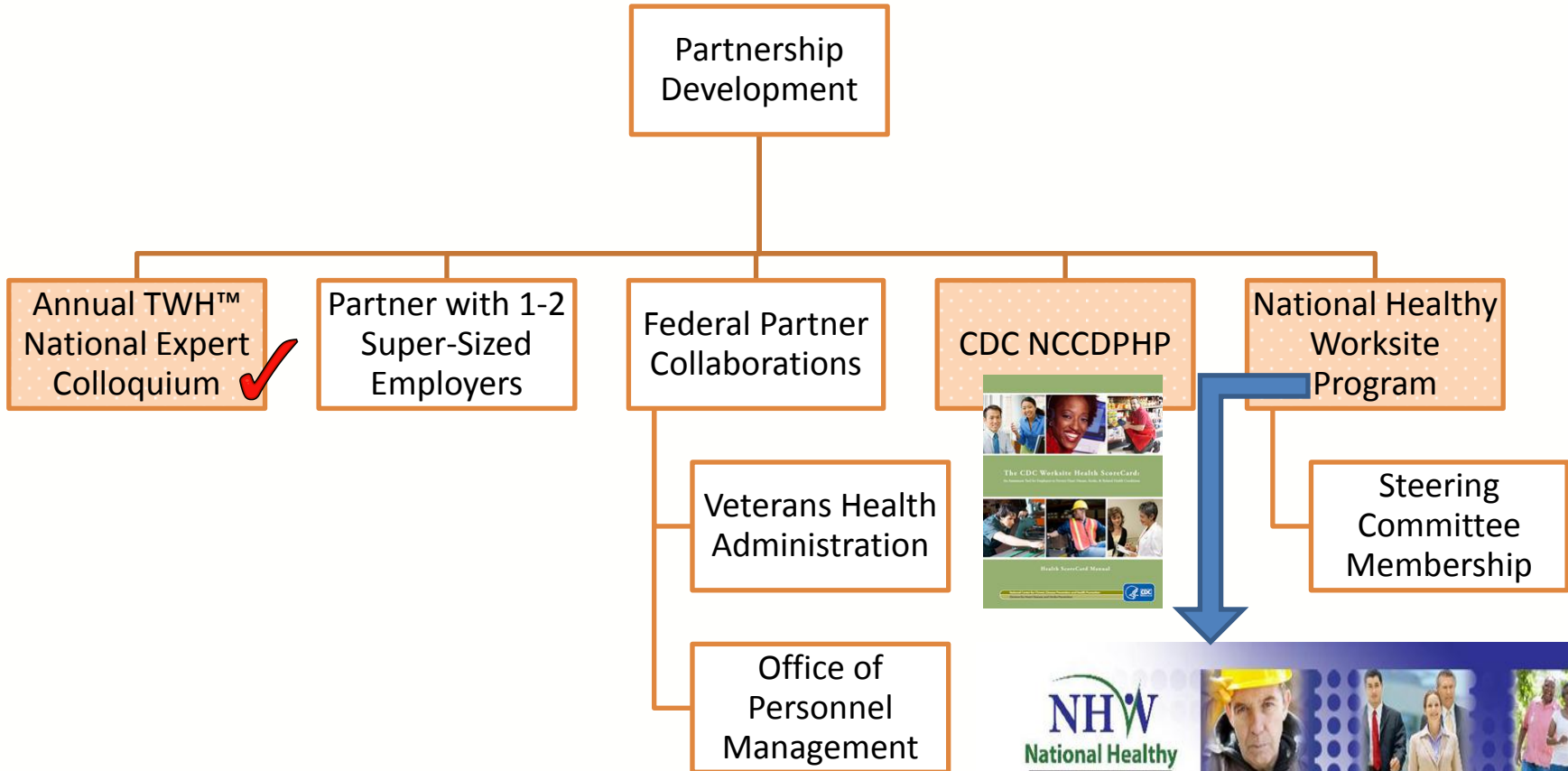


Intramural Research Program

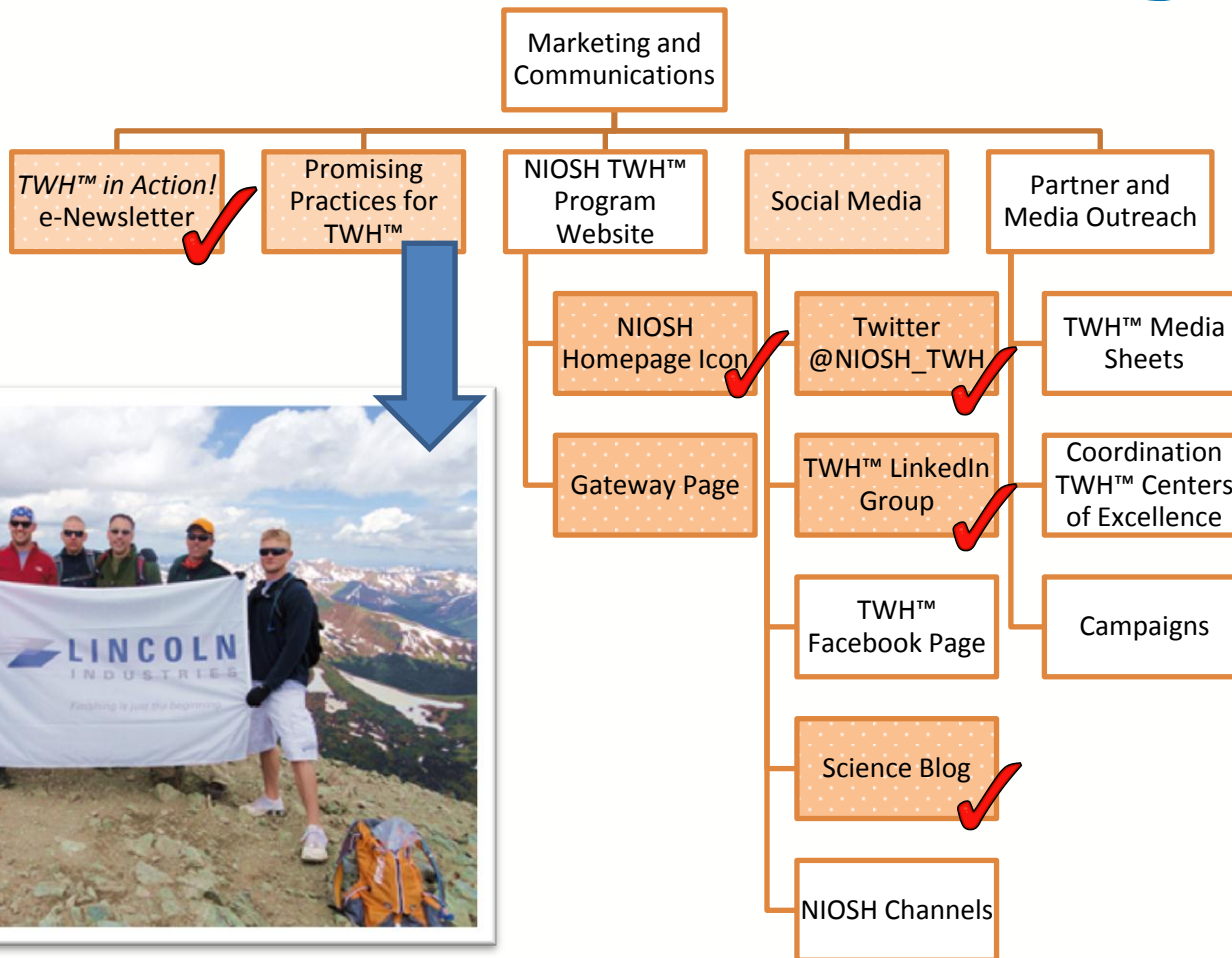
- Small NORA Projects Funded FY2013
 - Promising Practices for Healthy Aging
 - Total Worker Health for Small Businesses
- Public Health Practice Project Funded FY2013
 - Fatigue Prevention Training Program for Commercial Pilots in Alaska
- Large NORA Projects Competing for FY2014
 - Effect of a Wellness Grant on Worker Health & Safety
 - Health Behavior as a Mediating Mechanism Between Shift Work & Obesity
 - National Worksite Data and Employer Resources for Achieving Total Worker Health

NIOSH

Total Worker Health™ Program



NIOSH Total Worker Health™ Program



TWH™ in Action!

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- ▶ Vol. 1 No. 2**
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TWH™ in Action! Volume 1 Number 2 July 2012



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Managers' Buzz

- [Employer Support for Work and Family Balance Reduces Safety Health Risks Promising Practices for Total Worker Health™](#)
- [Updates from the NIOSH Centers of Excellence to Promote a Healthier Workforce News from our Partners](#)
- [New Initiatives and Resources](#)
- [TWH™ Fast Facts](#)
- [Conferences, Webinars and Trainings in Support of NIOSH Total Worker Health™](#)

Managers' Buzz

BY: ANITA L. SCHILL, PhD, MPH, MA AND L. CASEY CHOSEWOOD, MD

We recently learned that according to Gallup, the organization that collects information world-wide on what people think, 19% of employees in U.S. workplaces are "actively disengaged" from their jobs, 52% are "not engaged," and only 29% are "engaged" (<http://thechairmansblog.gallup.com/2012/05/ceos-bet-your-stock-on-great-workplace.html>). For employers, this means that 71% of employees are either "miserable" or "apathetic". For far too many employees, this means that time spent at work does not promote overall well-being. This is distressing news for employers, employees, and those of us concerned about Total Worker Health™.

As we reflect on these statistics, we can't help but wonder whether workplaces with cultures that protect and promote health, safety, and well-being shift the balance between active disengagement and engagement. *TWH™ in Action!* offers ideas for how such cultures can be created and resources to support your efforts. In this issue, you'll find tips for employers and managers to help employees decrease stress related to conflicting work-family demands. We're also delighted to present our second report on *Promising Practices for Total Worker Health™* featuring Erickson Living. Read about the Erickson program to learn how they busted barriers to employee participation and earned an ROI of \$4.00 for every \$1.00 spent on their program.

Often people ask us about the scientific rationale for the integrated approach to health protection and promotion that we call Total Worker Health™. We are pleased to announce that our newly released Research Compendium, *The NIOSH Total Worker Health™ Program: Seminal Research Papers 2012*, presents three seminal papers on this very topic. Read more in "[New Initiatives and Resources](#)." The four NIOSH-funded Centers of Excellence to Promote a Healthier Workforce are also delivering research findings and products to support the Total Worker Health™ approach. To catch up with their most recent activities check out the [Center updates](#). Plus, there are a number of upcoming conferences where the most current research and program practices will be shared. Take a look at the section on "[Conferences, Webinars, and Trainings in Support of NIOSH Total Worker Health™](#)" to get the details.

As always we hope you enjoy this newsletter. We'd love to hear your comments and stories about *TWH™ in Action!* Please e-mail us at twh@cdc.gov and look for us on Twitter ([#TotalWorkerHealth](#)).

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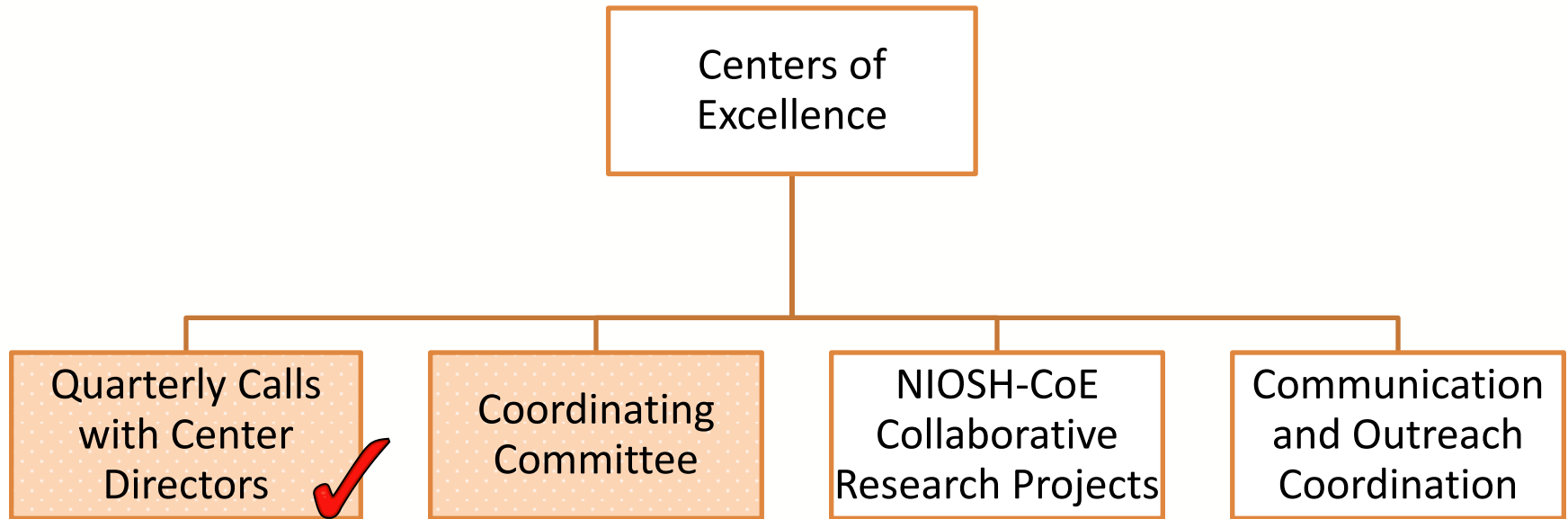
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- Centers for Disease Control and Prevention
- 800-CDC-INFO (800-232-4636)
- TTY: (888) 232-6348
- New Hours of Operation 8am-5pm ET/Monday-Friday
Closed Holidays
- cdcinfo@cdc.gov



NIOSH Total Worker Health™ Program



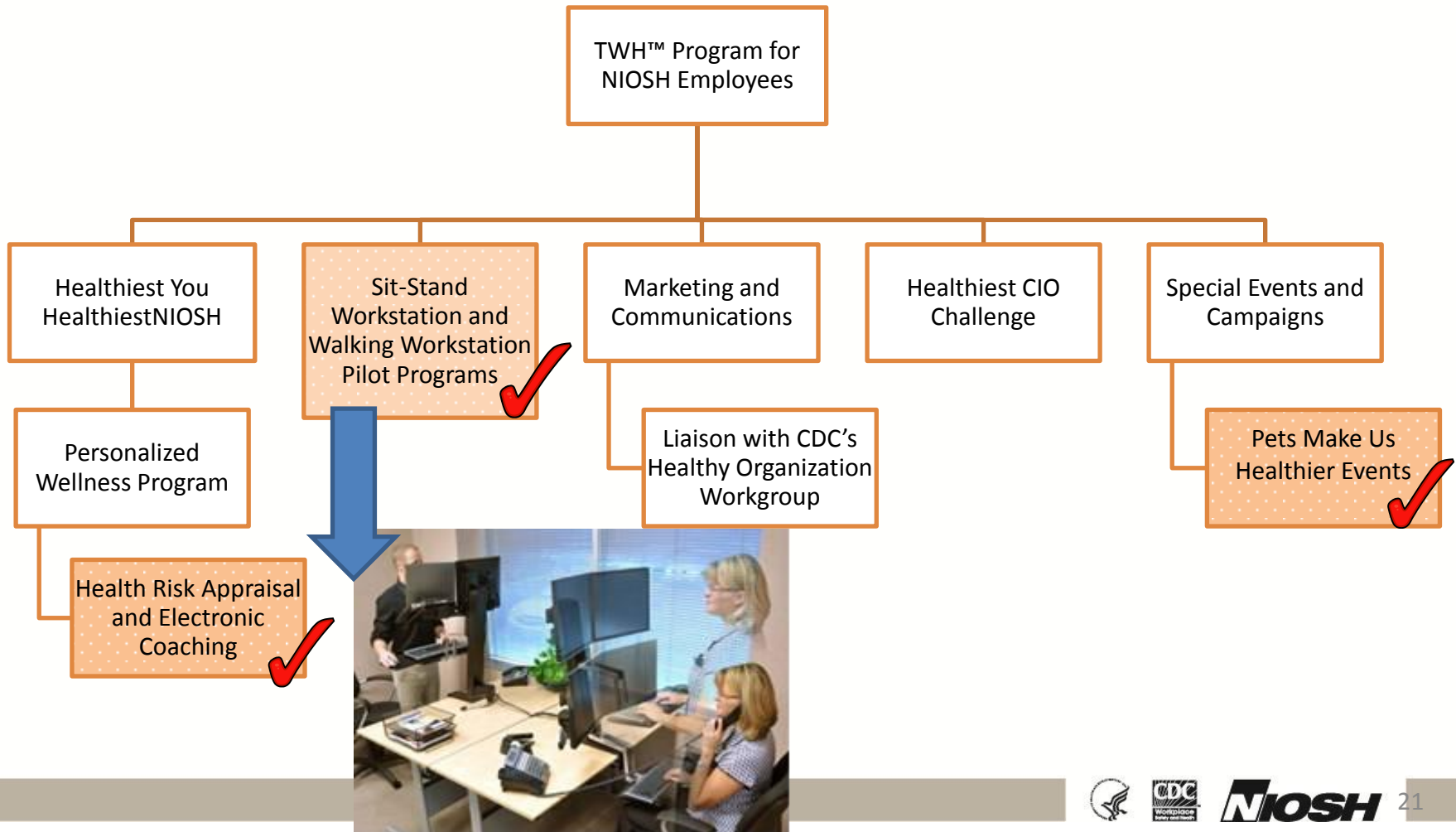
TWH™
Symposium Iowa



Total Worker Health Symposium—
Safe, Healthy and Cost-Effective Solutions



NIOSH-4-NIOSH Total Worker Health™ Program



New on the NIOSH TWH™ Horizon

- Consultation Services
 - To meet employer requests for assistance



Visit The TWH™ Website:

<http://www.cdc.gov/niosh/TWH/>

A-Z Index for All CDC Topics

The National Institute for Occupational Safety and Health (NIOSH)



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- Directory of Publications and Products
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- NORA - National Occupational Research Agenda
- Health Hazard Evaluation Program
- Respirators and Protective Technology
- Radiation Dose Reconstruction
- Mining Safety and Health
- Research to Practice (r2p)
- ▶ Total Worker Health**

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TOTAL WORKER HEALTH™

Formerly NIOSH *WorkLife*

Integrating Health Protection and Health Promotion



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[What's this?](#)

Spotlights

Healthier Federal Workers 2011

September 14-16, 2011 at the Georgetown University Hotel and Conference Center, Washington, DC.
<http://www.eagleson.org/healthyfeds>

Worklife Transitions to Total Worker Health™

In June of 2011, the NIOSH WorkLife program officially became the Total Worker Health™ program with a new focus on identifying and promoting integrated programs in the workplace.
[Learn More Here](#)

Oldies But Goodies

Three STEPS Papers Remain Seminal Contributions to TWH

Contact Us:

Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health (NIOSH)
800-352-2150



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