

# Engagement: bridging the gap between health protection and health promotion

**Journey To Wellness Meeting, October 23, 2014**



Oregon Institute of Occupational Health Sciences



## Presenters

- Laura Pavlat, Payroll and Benefit Manager, Springfield Schools #19
- Dede Montgomery, MS, CIH, Senior Research Associate – Outreach & Education, Oregon Healthy Workforce Center and Oregon Institute of Occupational Health Sciences
- Deborah Fell-Carlson, RN, MSPH, COHN-S, FAAOHN, Policyholder Safety and Wellness Adviser, SAIF Corporation

## Goals for today

- What we hope to share:
  - What Total Worker Health™ is and why we care
  - Opportunities to integrate health promotion, safety, and well-being
  - Ideas for engaging difficult-to-reach staff
- What we hope to learn:
  - Your challenges and successes in engaging difficult-to-reach staff

2014

3

## Why are we here?

- Injuries are costly regardless of where they occur – 5th leading cause of death.
- Chronic conditions impact frequency and severity.
- Lifestyle and job risks are interdependent.
- Chronic conditions include:
  - Pain
  - Cancer
  - Diabetes
  - Dementia
  - Arthritis
  - Cardiovascular disease
  - Obesity

4

## Examples of interdependency

- Chemicals and Coronary Artery Disease
- Solvents and noise
- Dust and COPD, asthma, smoking
- Aging workforce
- Sensory deficits, diabetes
- Ergonomics, stress
- Risky activities
- Obesity
- Dementia



5

## Examples of interdependency

### Productivity impact

- Absenteeism
- Presenteeism



2014

6



## Presenteeism



### Presenteeism prevention strategies



Eat healthy foods



Move intentionally



Get good sleep



Stay hydrated



Manage stress



Avoid tobacco

## Four cornerstones



**Total Worker Health™**  
For the Nation

[www.youtube.com/watch?v=rUwxBzePjY0](http://www.youtube.com/watch?v=rUwxBzePjY0)

## NIOSH Total Worker Health™ website

- Links to:
  - Definition
  - Supporting research
  - Promising practices (stories)
  - Resources
  - Practitioner's Guide
  - Centers of Excellence



[www.cdc.gov/niosh/twh/](http://www.cdc.gov/niosh/twh/)

2014

11

## Let's Get Started! A Practitioner's Guide

- Links to:
  - A planning worksheet
  - An assessment
  - A list of ideas you can implement right now
  - Research
  - Company stories




[www.cdc.gov/niosh/twh/letsgetstarted.html](http://www.cdc.gov/niosh/twh/letsgetstarted.html)

2014

12

# Oregon Healthy Workforce Center



- Focus:
  - Occupational health psychology
  - Research in progress
  - Team approach for high risk, hard to reach employee populations
- Partners:
  - OHSU 
  - PSU, Occupational Health Psychology Program
  - UO Labor Education and Research Center
  - Kaiser Center for Health Research

*Newest NIOSH center – Visit us at [www.ohsu.edu/OHWC](http://www.ohsu.edu/OHWC)*

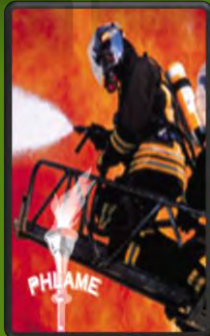
2014

13

## TEAM-based Research FROM OHSU



Middle School Prevention Diabetes



## Why Total Worker Health?

- Gain efficiency, synergy, and sustainability.
- Those who participate in educational and interactive activities tend to be healthier and more productive.
- Fragmented programs **don't** address the whole person - or achieve what is possible through combined efforts.
- Avoids redundancy and leverages existing expertise.
- Research is ongoing and as yet unverified.

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15

## Why Total Worker Health?

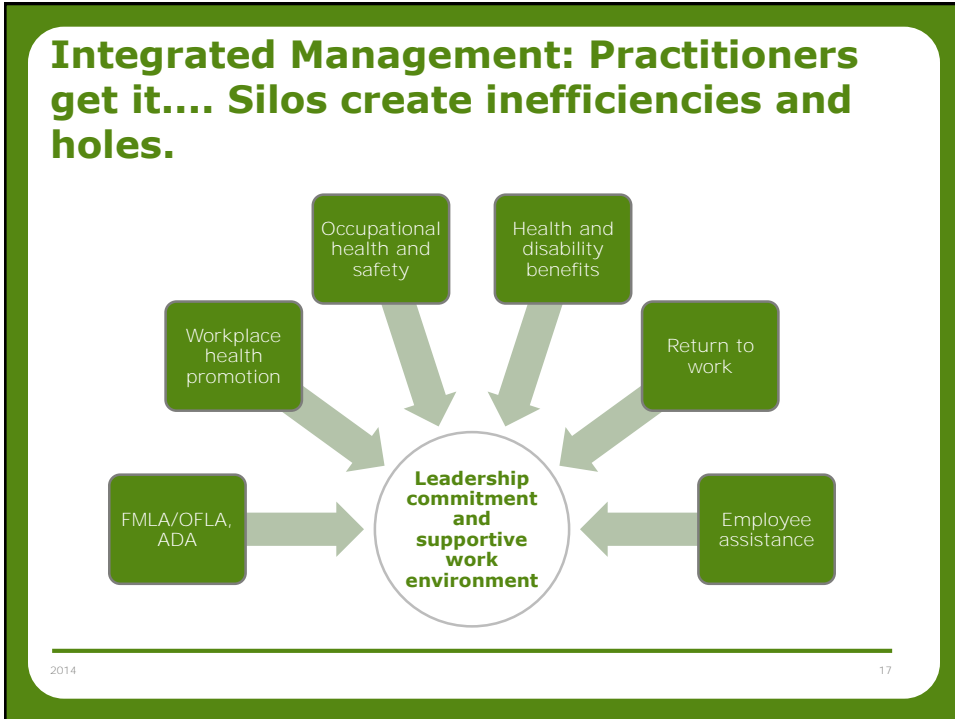
- In absence of TWH, safety, health and wellness will never be more than a patchwork quilt of programs.



2014

16





## Our story: Springfield Schools

**Springfield School District**  
Springfield, Oregon

<https://www.youtube.com/watch?v=jO8DOP3Dpf4>

# Our story: Springfield School District

- Steps for our Successful Wellness and Safety Programs
  - Garner Leadership Support
  - Committee Approach
  - Collaboration with Insurance Carrier, Parks and Recreation, OEA Choice Wellness Grant Program, Workers' Compensation Carrier

SPS 2012-13 Newsletter from the District Wellness Committee


### Healthy Classroom Snack Guidelines

To be considered a healthy snack choice, a single serving should contain no more than:

- 7 grams or less of fat
- 2 grams or less of saturated fat
- 0 grams of trans fat
- 13 grams or less of sugar (4.2 g equals 1 teaspoon)
- 250 milligrams or less of sodium
- 1% artificial sweeteners or colors

Water is the preferred beverage of choice

- Juice drinks for children in the age range of 15-18 should contain at least 25% juice
- Beverages with 10 mg or less of caffeine per 8 oz serving
- Water or flavored waters shall not contain added sugar or caffeine.
- All low and reduced fat milks that include less than 25 g of sugar per 8 oz serving are acceptable



Acceptable Snacks for the Classroom

<p><b>Fruits/Vegetables:</b></p> <ul style="list-style-type: none"> <li>0 Fresh Fruits- apples, apricots, berries, grapes, lemons, mangoes, nectarines, oranges, peaches, pears, pines, pineapples, plums</li> <li>0 Dried Fruits</li> <li>0 Unseasoned applesauce</li> <li>0 100% fruit preserves</li> <li>0 100% fruit leathers</li> <li>0 Raw Vegetables (low fat dip, rubes or hummus, broccoli, carrots, cauliflower, celery, onions, sweet bell peppers, cherry tomatoes)</li> </ul> <p><b>Whole Grains:</b></p> <ul style="list-style-type: none"> <li>0 Puffed-rice popped or low fat microwave</li> <li>0 Whole grain pasta</li> <li>0 Yogurt covered pasta/salad</li> </ul>	<p><b>Whole Grains Continued:</b></p> <ul style="list-style-type: none"> <li>0 Crackers                             <ul style="list-style-type: none"> <li>* Graham crackers or wafers</li> <li>* Triscuits, Wheat Thins, Vegetable Thins</li> <li>* Cheesies, Cheese Dips</li> <li>* Rice Crackers (not Rice Bix or sandwiches)</li> <li>* Saltines, Oyster Crackers</li> <li>* Wheatables, Air Chips</li> <li>* Garden of Eatin' Crackers</li> </ul> </li> <li>0 Puffed Rye</li> <li>0 Low fat breads, granola bars</li> <li>0 Whole grain Pita</li> <li>0 Baked tortilla chips or soy chips</li> <li>0 Cereal                             <ul style="list-style-type: none"> <li>* Cheerios (not honey nut or fruit)</li> </ul> </li> </ul>	<p><b>Whole Grains Continued:</b></p> <ul style="list-style-type: none"> <li>* Cheerios, corn, wheat, Rice</li> <li>* Cinnamon Toast Crunch</li> <li>* Flavored Milk, Wheaties</li> <li>* Kashi, On the Border, Honey to Resist</li> <li>* Lite (not Vanilla) yogurt (snack)</li> </ul> <p><b>Protein:</b></p> <ul style="list-style-type: none"> <li>0 String Cheese</li> <li>0 Low fat yogurt (individual cups or tubs)</li> <li>0 Low fat pudding (individual cups)</li> <li>0 Drinkable yogurt or smoothies</li> <li>0 Cottage cheese</li> <li>0 Tofu's tofu</li> </ul>
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Every Student a Graduate Prepared for a Bright and Successful Future

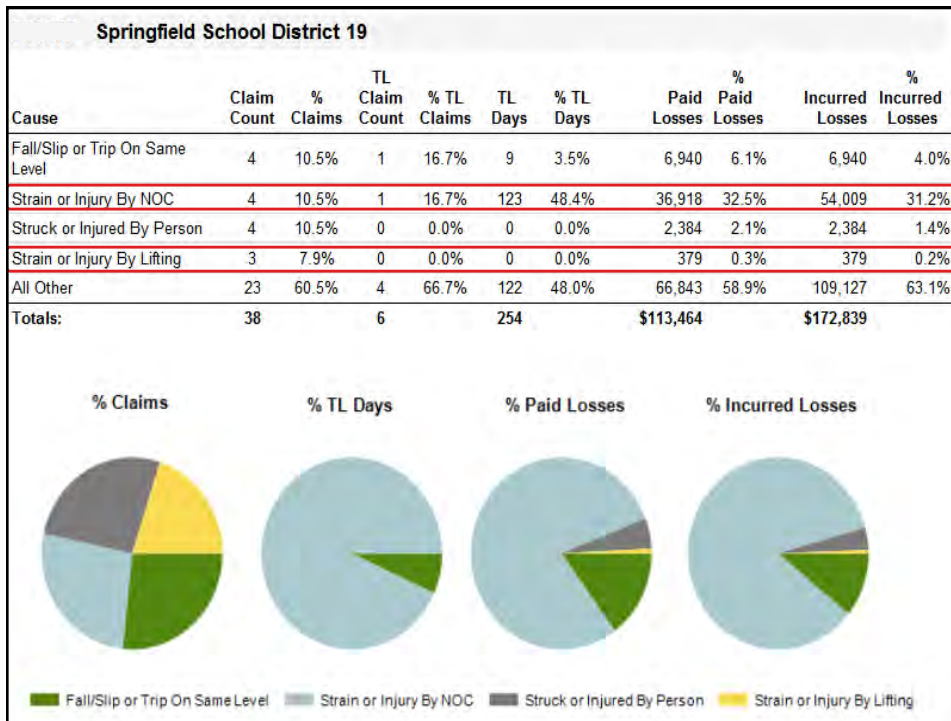


## Why Total Worker Health in our schools?

- We began to understand the impact of wellness on injury prevention
  - Our health plan reflects the impact of stress and fatigue
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## Safety program

- Used consulting and other resources available through **Worker's Compensation Carrier**
  - Empowered safety committee
  - Committee review of accident data
  - Developed active Return to Work Program
  - Safety and wellness efforts collaborative
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Health Plan Data Episode Group	Number of Episodes
Encounter for Preventive Health Services	263
Other Arthropathies, Bone and Joint Disorders	63
Sinusitis	52
Other Spinal and Back Disorders, Low Back	51
Oth Inflamm and Infect of Skin and Subcutaneous Tissue	48
Rhino, Adeno, and Corona Virus Infections	47
Essential Hypertension, Chronic Maintenance	42
Other Spinal and Back Disorders, Cervical	36
Depression	33
Other Ear, Nose, and Throat Disorders	32
Diabetes Mellitus Type 2 & Unspec Type Maintenance	29
Osteoarthritis, Except Spine	24
Bursitis	18
Injury: Spine and Spinal Cord, Low Back	18
Injury: Spine and Spinal Cord, Cervical	18

## Visible change... For both wellness and safety



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Page 25

## Visible change... For both wellness and safety



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Page 26

## Visible change... For both wellness and safety



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Page 27

## Engagement drivers

- Leadership commitment
- Mission and vision
- Culture and values
- Sense of team
- Healthy and broad communication
- Recognition
- Growth, learning opportunities
- Trust
- Having the resources to do the job
- **Management's leadership** attributes
- Essence of the job
- **Management's** relationship with employees

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Slide 28

## Engagement solutions

- Varied shifts
  - Try to include times and opportunities for all groups
  - Example: we plan flu clinic dates and times so maintenance and transportation staff can participate prior to shift or during breaks.

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29

## Engagement solutions

- Varied levels of readiness to engage
  - Try to develop programs and opportunities for the differing levels
  - Find the champions – i.e. announce a walking/run challenge at a monthly nutrition services meeting and encourage staff to join in!
  - Attend transportation meetings to discuss safety concerns
  - Host annual safety seminar for all custodial, maintenance and summer crew staff

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30

## Engagement solutions

- Differing levels of computer access
  - Find and use existing non-electronic information channels; communicate in forms other than just electronic (flyers, word of mouth, announcement at custodial meetings, etc.)
  - Provide computer kiosks for transportation, maintenance and custodial employees to access email, sign up for wellness events or opportunities, etc.

2014

31



## What's happening in your district?



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Occupational Health Sciences



32



## Examples of engagement

- What is working?
- What are your lessons learned?
- What do you wish you knew before?

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33

## Oregon Healthy Workforce Center

- Research
- Blog
- Symposia
- Archived (free) webinars
- Resource topic pages
- Links to other centers



<http://www.ohsu.edu/xd/research/centers-institutes/oregon-institute-occupational-health-sciences/oregon-healthy-workforce-center/translation-to-practice/index.cfm>

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34

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<http://youngemployeesafety.org/>

35

## SAIF Corporation

- Regional policyholder education
- Conferences
- Consultant training for policyholder consulting
- Safety topic pages open to all
  - [Wellness and health](#)
  - [Stress in the workplace](#)
  - [Sleep, fatigue, and shiftwork](#)
  - [Infectious disease prevention](#)
  - [Safety management and leadership](#)

<http://www.saif.com/employer/safety/safety.htm>

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2014

37



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