

A Healthier Workforce: The Total Worker Health Way

Diane S. Rohlman, PhD

www.HealthierWorkforceCenter.org



HEALTHIER WORKFORCE
CENTER of the MIDWEST



Healthier Workforce Center of the Midwest

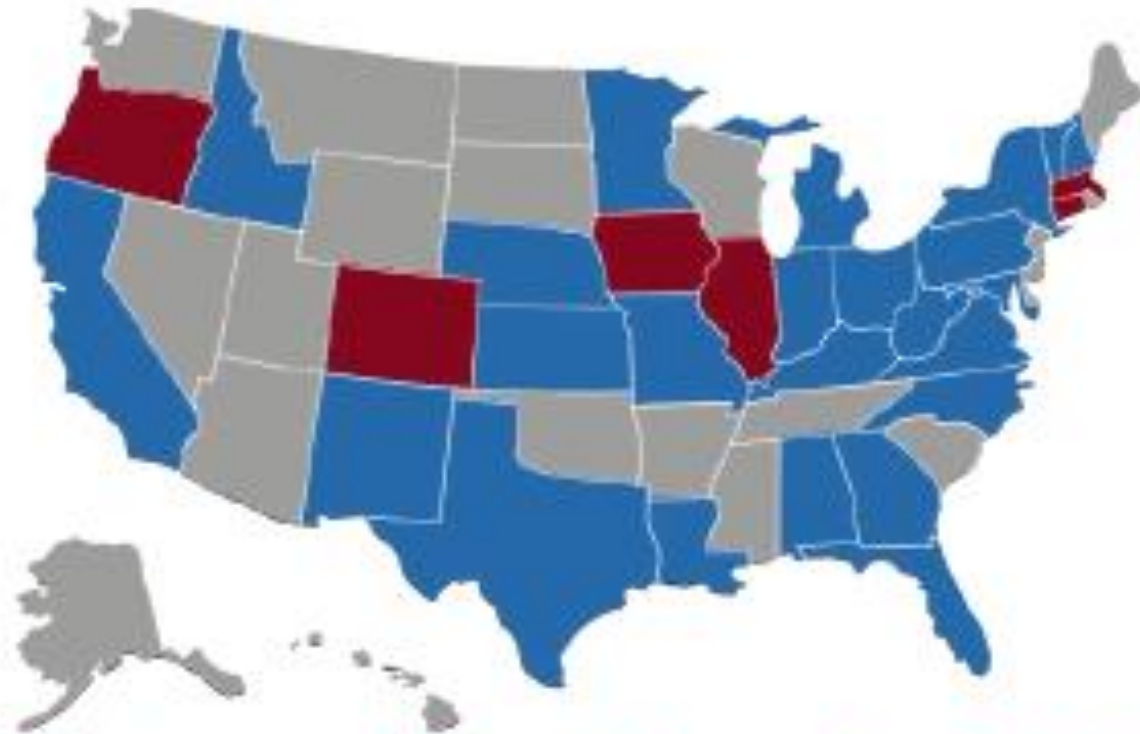
Our **mission** is to protect and preserve worker safety and health through knowledge generation and dissemination of evidence-based Total Worker Health[®] practices.



The HWCMMW is supported by Cooperative Agreement No. U19OH008858 from the Centers for Disease Control and Prevention (CDC) / National Institute for Occupational Safety and Health (NIOSH).



Centers of Excellence for TWH



Centers of Excellence for TWH
and TWH Affiliates



<https://www.cdc.gov/NIOSH/twh/>

Learning Objectives

Describe a *Total Worker Health*® approach to building a healthy and productive workforce.

Understand the need to use different methods to communicate workplace health and safety to a multigenerational workforce.

Recognize how interventions targeting the work environment are more effect than interventions targeting individuals.

Understand how encouraging safe and healthy behaviors early in life can reduce the risks of injury and chronic disease in later life.

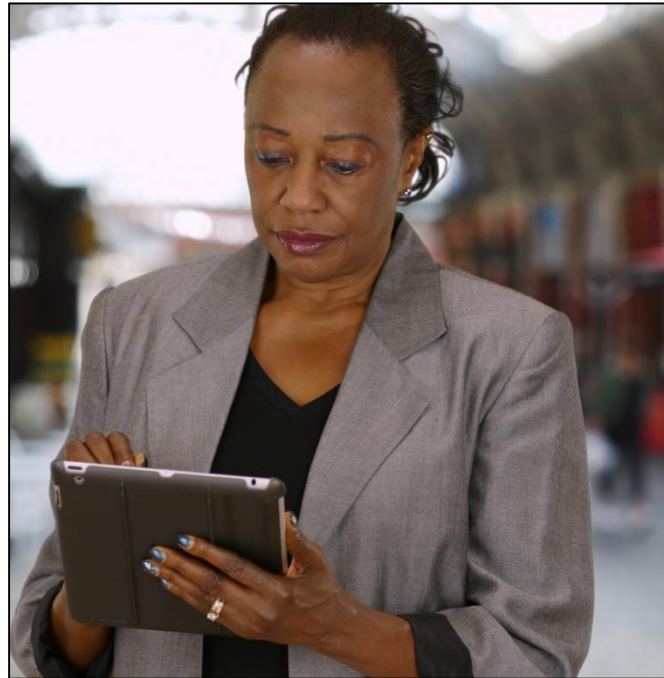


Work History?

What was your first job?

How many jobs have you had throughout your career?

When do you plan to retire?



Work Influences Health and Well-being

Work conditions = Risk for injury, illness and disability

Work =

Wages, a strong predictors of health, longevity

Benefits (healthcare, workers comp, income security)

Where we live/How we commute

Time from other pursuits (sleep, exercise, preparing food/diet, relationships and rest)

Relationships



Work Influence



Shift work has been associated with elevated risks for cancer, heart disease, diabetes, obesity, the risk of violence, and stroke severity



Work Influence



Work influences critical choices around tobacco use, physical activity, and other health behaviors



Work Influence



The average American worker takes less vacation time than a medieval peasant

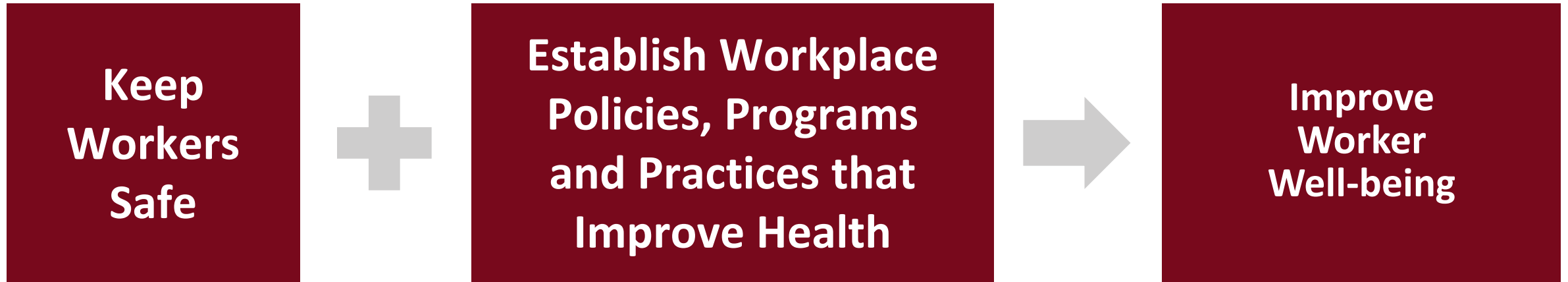
Lynn Parramore, Reuters, Nov. 7, 2016, 11:45 AM



Workplace Injuries



What is Total Worker Health®?



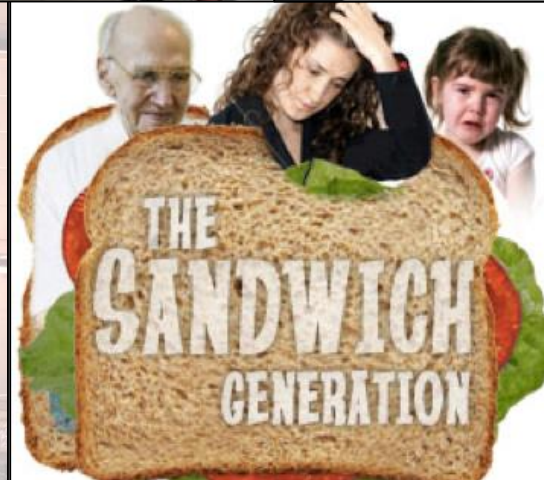
***Total Worker Health®*....policies, programs and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being**



Workplace Hazards



Workplace Hazards



Work Factors

Work hours/overtime
Job stability
Commute time
Co-workers/supervisors
Time pressure/workload
Physically demanding work
Chemical exposures
Outdoor work
Safety policy/behaviors

Health Behaviors

Substance use
Diet
Exercise
Sleep

Workplace Effects

Work ability/Productivity
Absenteeism
Insurance costs
Injury risks

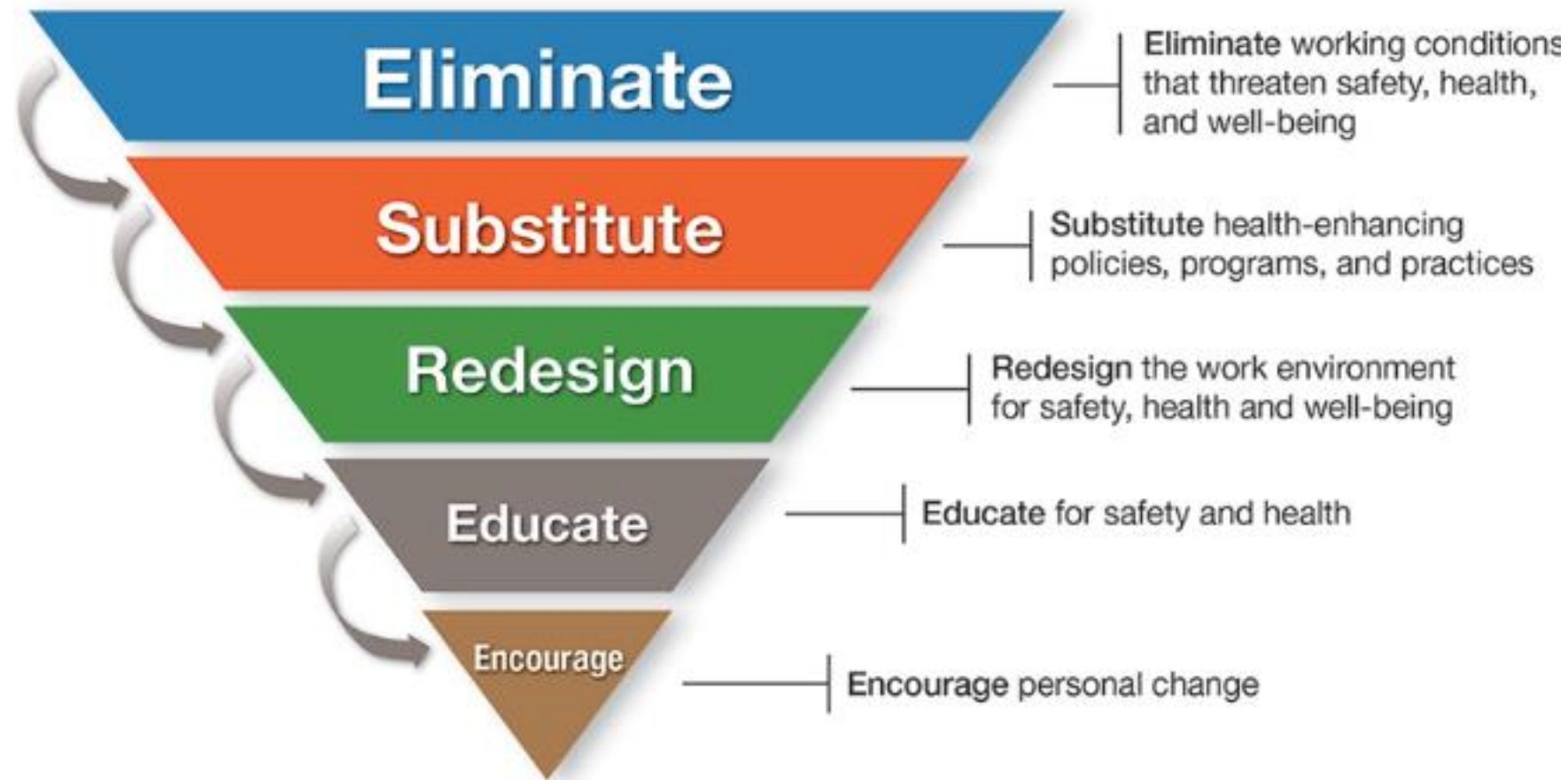
Health Outcomes

Low back pain/MSDs
High blood pressure
Cardiovascular disease
Mental Health

Prescription Pain
Medication



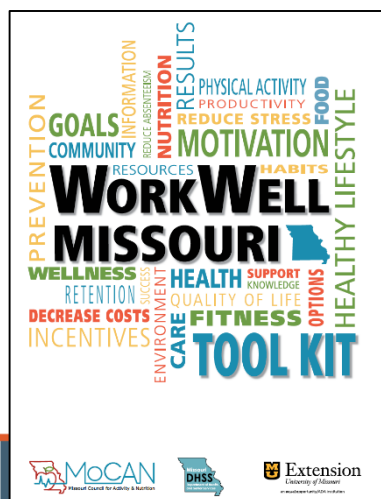
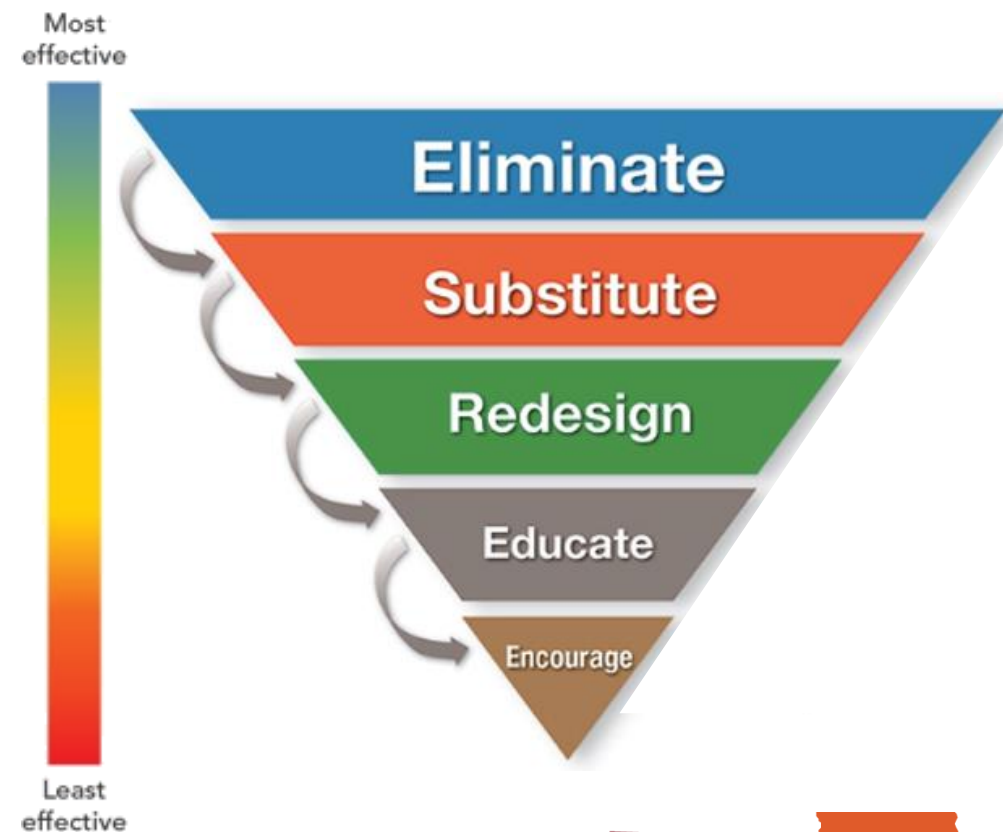
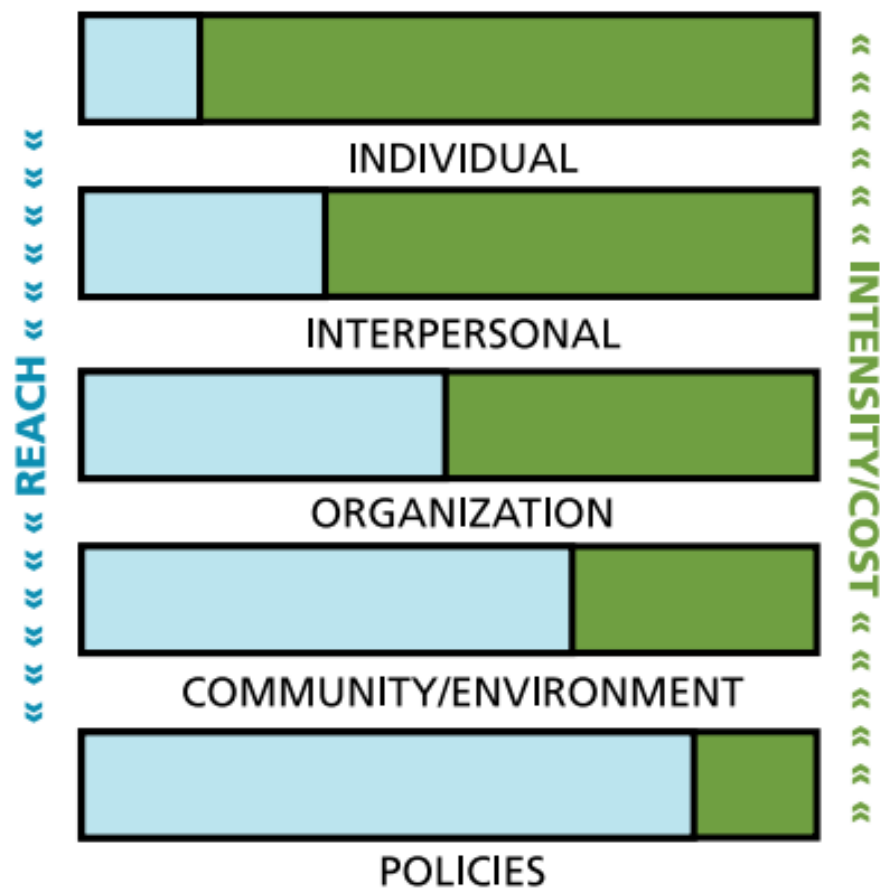
Prioritizing

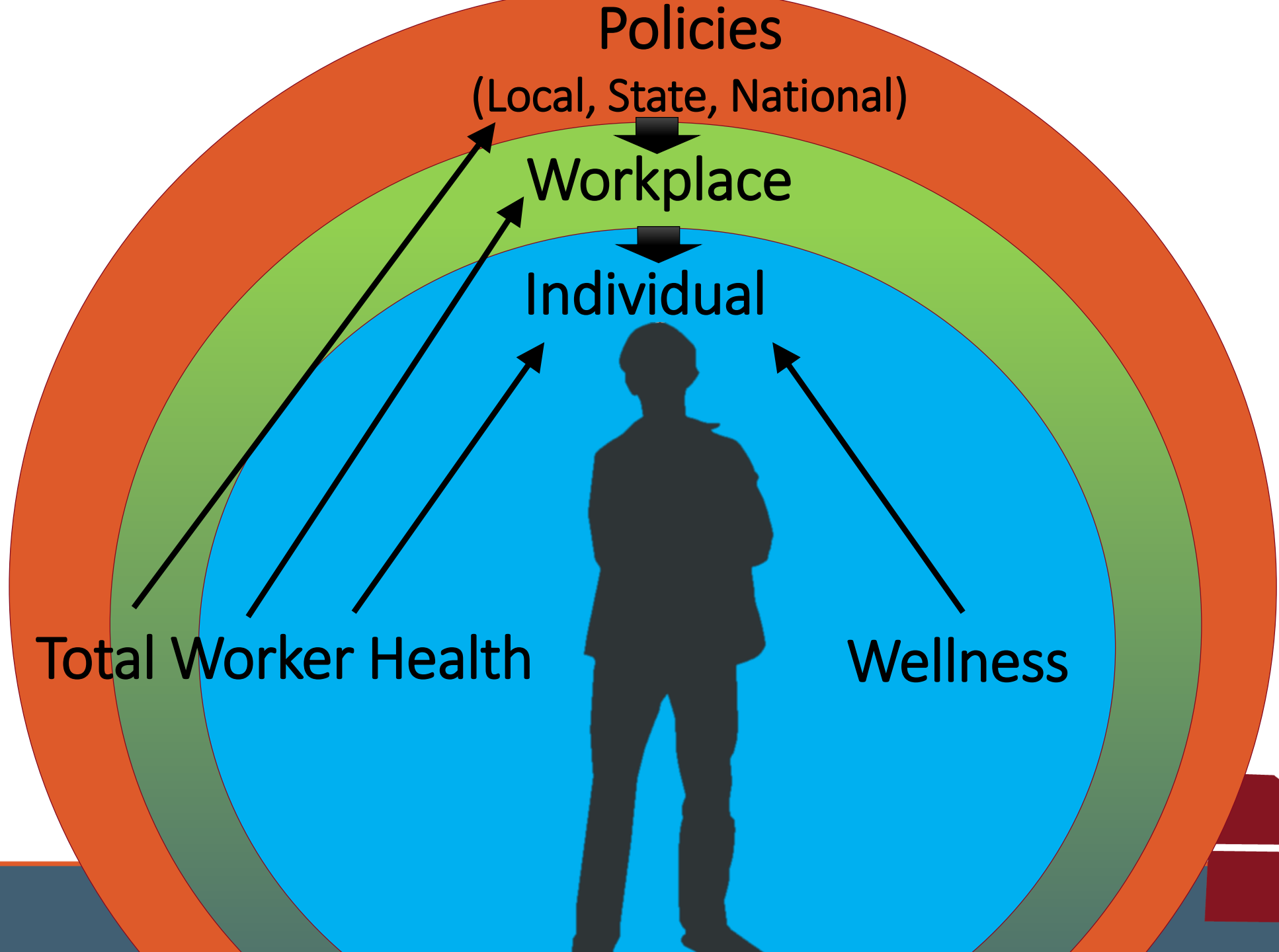


Hierarchy of Controls Applied to NIOSH Total Worker Health



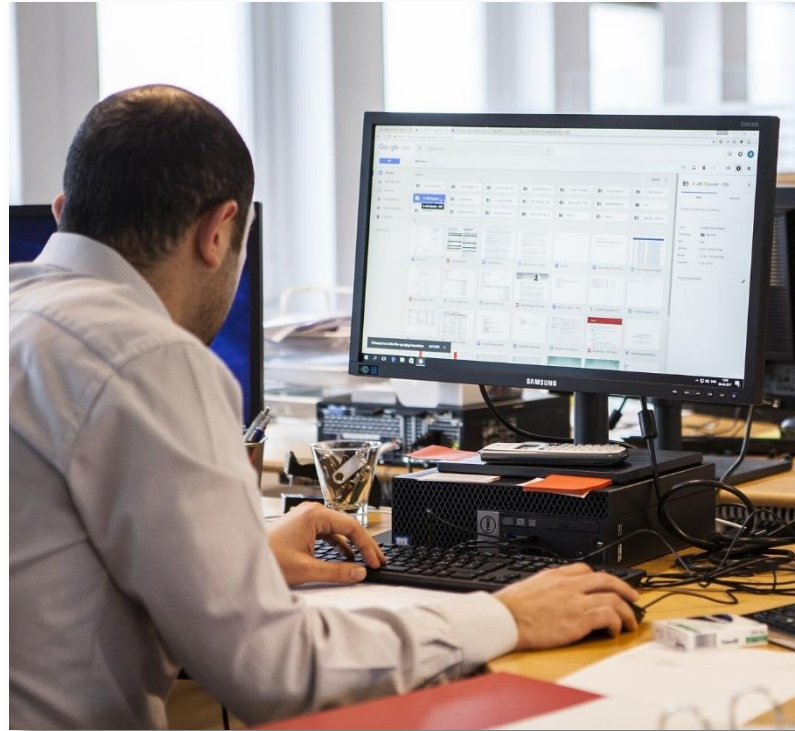
Prioritizing: Wellness vs. Safety



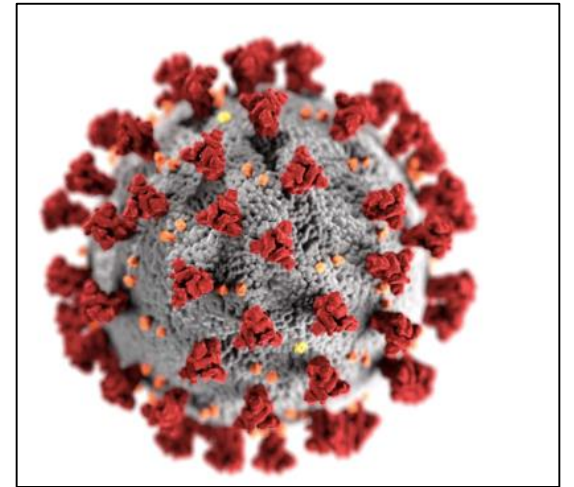


Changing Nature of Work

- Little job security
- Minimal advancement
- Hazardous work
- Health insurance
- Representation
- Vulnerable populations
- Automation
- Multigenerational
- Remote work



COVID - 19



Total Worker Health aims to

- Protect the health and safety of workers
- Increase retention
- Decrease absenteeism
- Enhance productivity
- Contain costs
- Improve worker well-being



The Workforce



Holy Hazards,
Batman! I don't think
I received the
proper training for
this job.



Young Workers (14-24 years old) by the Numbers



Over 1.5 million teens are working in the United States

Forty-eight percent of all teens aged 15 to 17 work in the “leisure and hospitality” industry

Every year about 70 teens die from work injuries in the United States

Most of the injuries and illnesses happen in food services and drinking places

<https://youngworkers.org/injuries/stats/>

Estes et al. 2010



Why Are Young Workers Vulnerable?



Lack training and on the job experience

Less likely to recognize hazards

Less aware of their legal rights

May not speak up

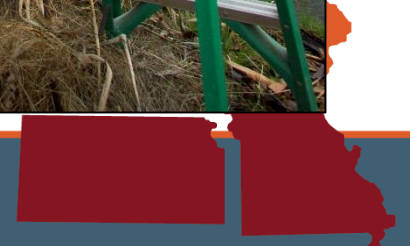


Protecting Young Workers

Traditional occupational safety training focuses on identification of hazards, emergencies at work, rights of young workers

Does not typically address work environment/organization that can also impact health and safety (e.g., long hours/fatigue, reluctance to speak-up, low decision making authority)

Workplace policies and frequent training is needed



Model Safe Behaviors

Assess worksite for hazards and address the hazards

Use PPE (seatbelts, hearing and eye protection, gloves, sunscreen)

Take breaks

Come to work rested and focused

Follow workplace policies and cell phone usage guidelines

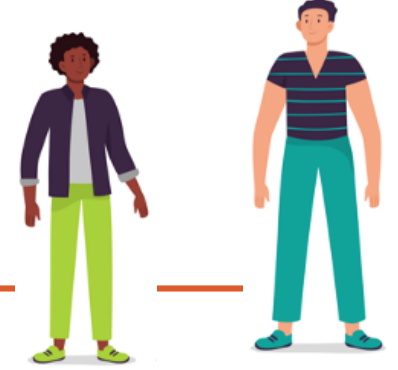
Assign jobs based on abilities and experience

Identify mentor who is a good role model





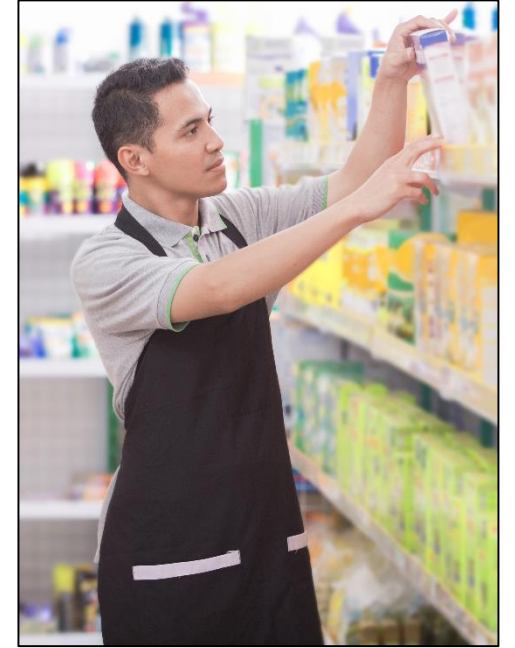
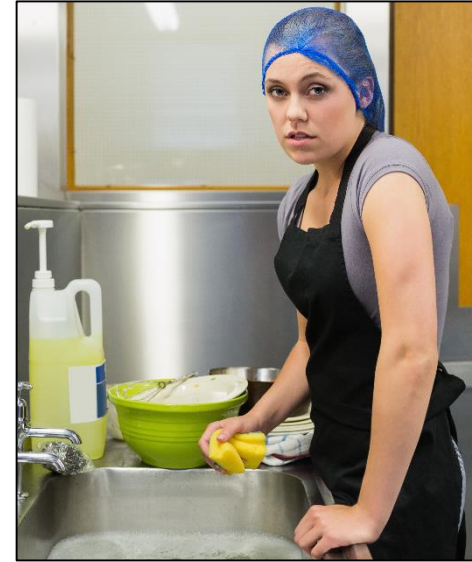
Precarious Workers/Gig Workers



- Hazardous work environments
- Suffer a higher rate of occupational safety and health injuries
- Experience ill health effects
- Experience increased work-life conflict
- Are less likely to receive adequate training
- Are less likely to be members of trade unions
- Have less protection due to limitations, loopholes and exclusive interpretations of legislation



Precarious Workers/Gig Workers



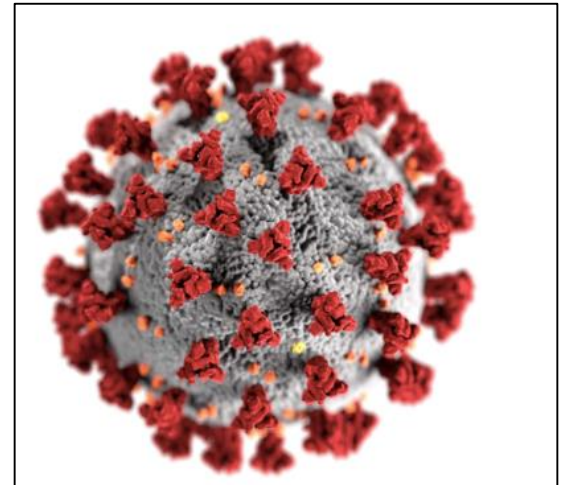
Protecting Precarious/Gig Workers

System Solutions

- minimum wage
- benefits/health insurance
- unpredictable work hours/10 days notice of schedule changes
- workplace accommodations for people with disabilities
- waive background checks until a conditional offer is made
- transportation
- sick leave



Sandwich Generation



Significant increase in stress related to Economy and Work during pandemic

ECONOMY

May 2020



August 2019



WORK

May 2020

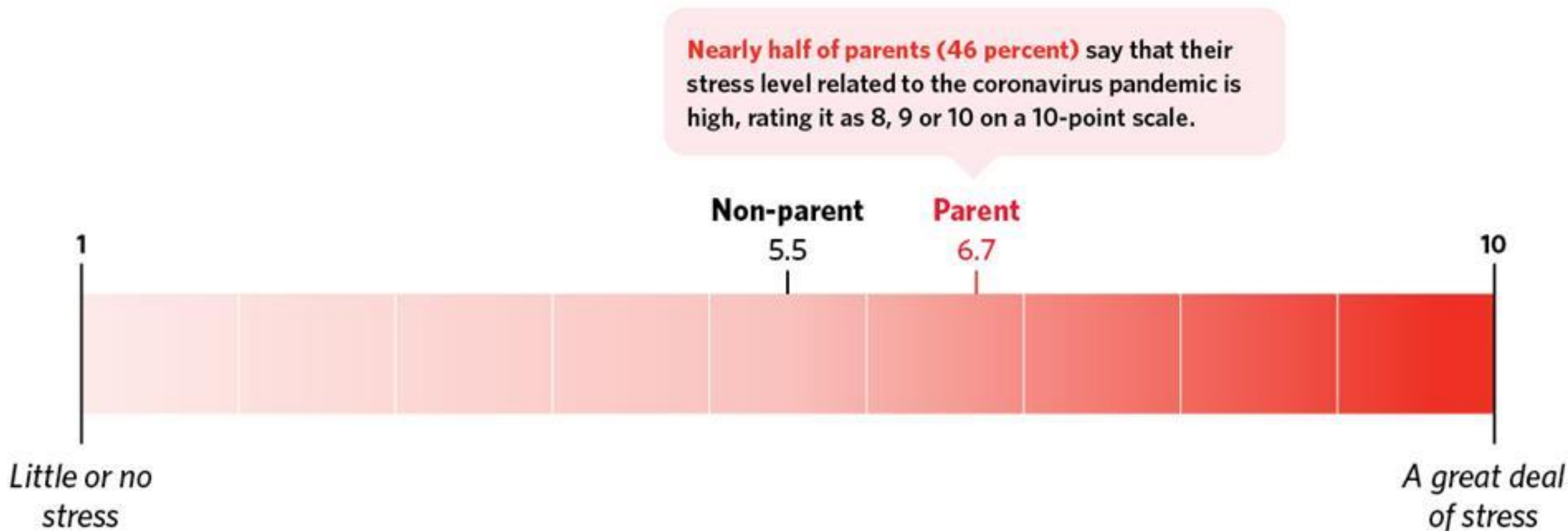


August 2019



Note: "Work" is among those who are employed

Parent vs Non-Parent average reported stress levels during the past month related to the coronavirus pandemic



Parental sources of stress as a result of the coronavirus pandemic

% reporting very/somewhat significant source of stress in their life

A family member getting coronavirus

74%

Government response to coronavirus

74%

Disrupted routines/adjusting to new routines

74%

Getting coronavirus

73%

Managing distance/online learning for their child(ren)

71%

Basic needs (i.e., availability of and access to food, housing)

70%

Self-isolation

67%

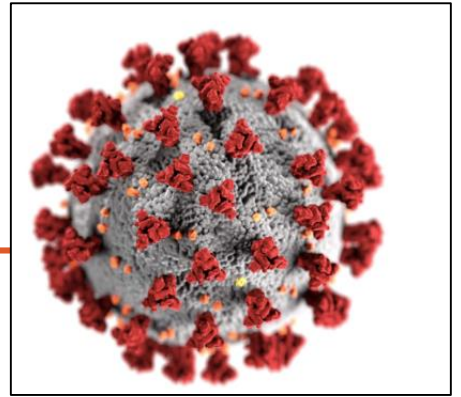
Access to health care services

66%

Missing out on major milestones

63%

Employee Wellness Survey



Working on site: 23%

Working from home: 75%

Furloughed: 2%

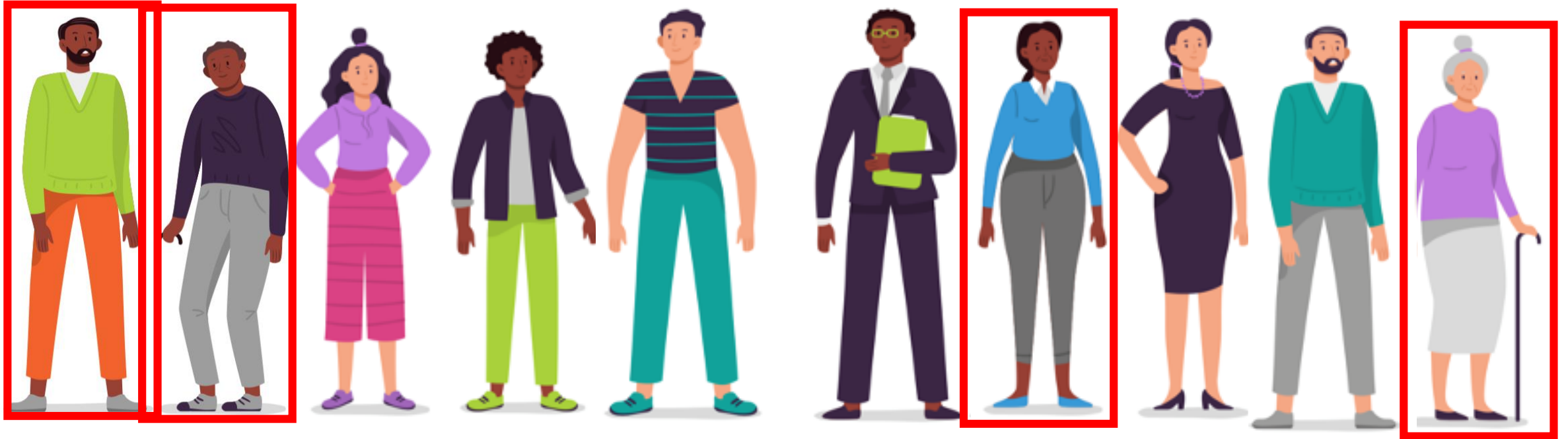
- High levels of anxiety, depression, and work exhaustion (particularly among clinicians)
- Almost half report their workload has increased
- Supervisors that support family is important



Today's Workplace/Workforce Reality



Productive Aging and Work



Chronic Conditions Impact on Productivity

Table 2: Approximate Percentage of Annual Workload Lost by Risk Condition			
Risk Condition	Absenteeism	Presenteeism*	Total %
Diabetes mellitus	4.94%	18.26%	23.20%
Depression	2.61%	14.51%	17.12%
Alcohol abuse	5.00%	4.78%	9.78%
Overweight/obesity	1.40%	8.30%	9.70%
High cholesterol	3.14%	4.91%	8.05%
Cigarette smoking	2.84%	4.78%	7.62%
High stress	3.08%	4.45%	7.53%
Arthritis	2.36%	4.90%	7.26%
High blood pressure	0.37%	5.70%	6.07%
Asthma	4.80%	1.20%	6.00%
Migraine	3.96%	1.99%	5.95%
Physical inactivity	1.25%	4.35%	4.37%

Generations



TRADITIONALISTS:
Value authority and a top-down management approach; hard working; 'make do or do without'.



BABY BOOMERS:
Expect some degree of deference to their opinions; workaholics



GENERATION X:
Comfortable with authority; will work as hard as is needed; importance of work life balance.



GENERATION Y:
Respect must be earned. Technologically savvy; goal and achievement oriented.

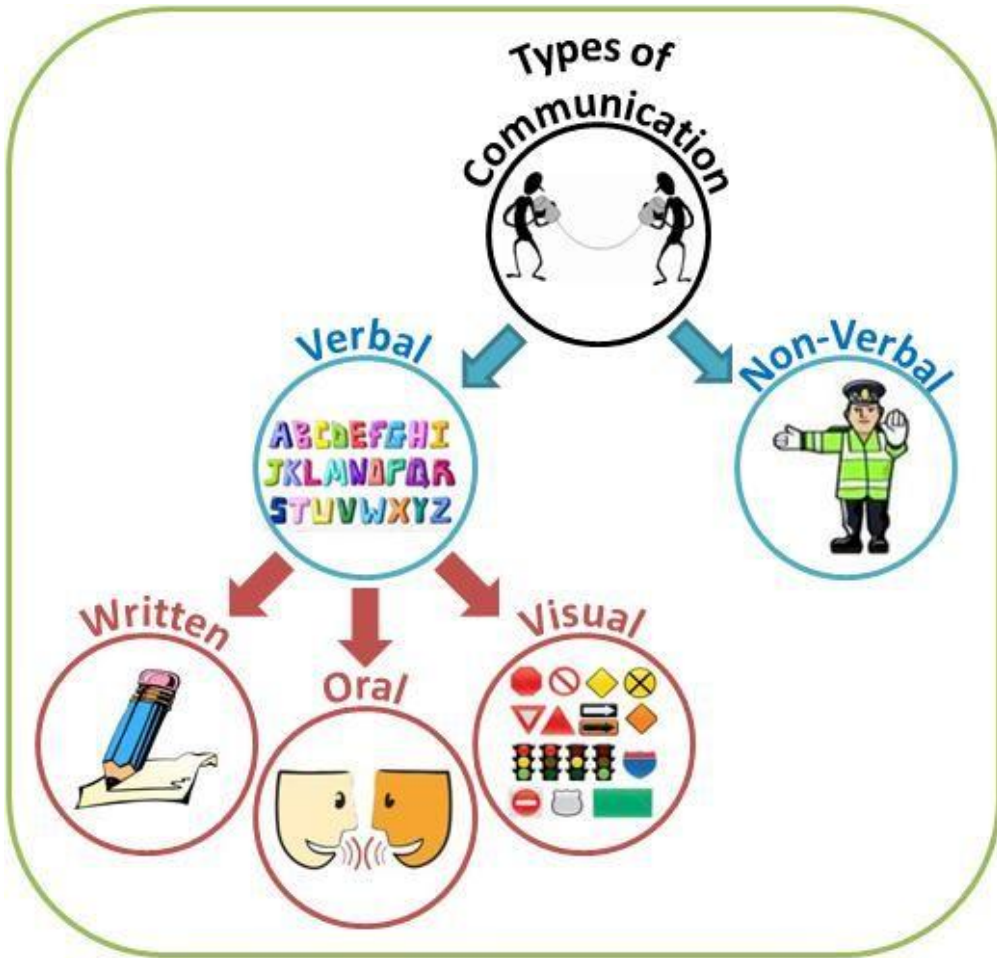


GENERATION Z:
Many traits still to emerge. Digital natives, fast decision makers, highly connected.

<https://www.consultancy.uk/news/2061/generation-y-less-satisfied-than-other-generations>



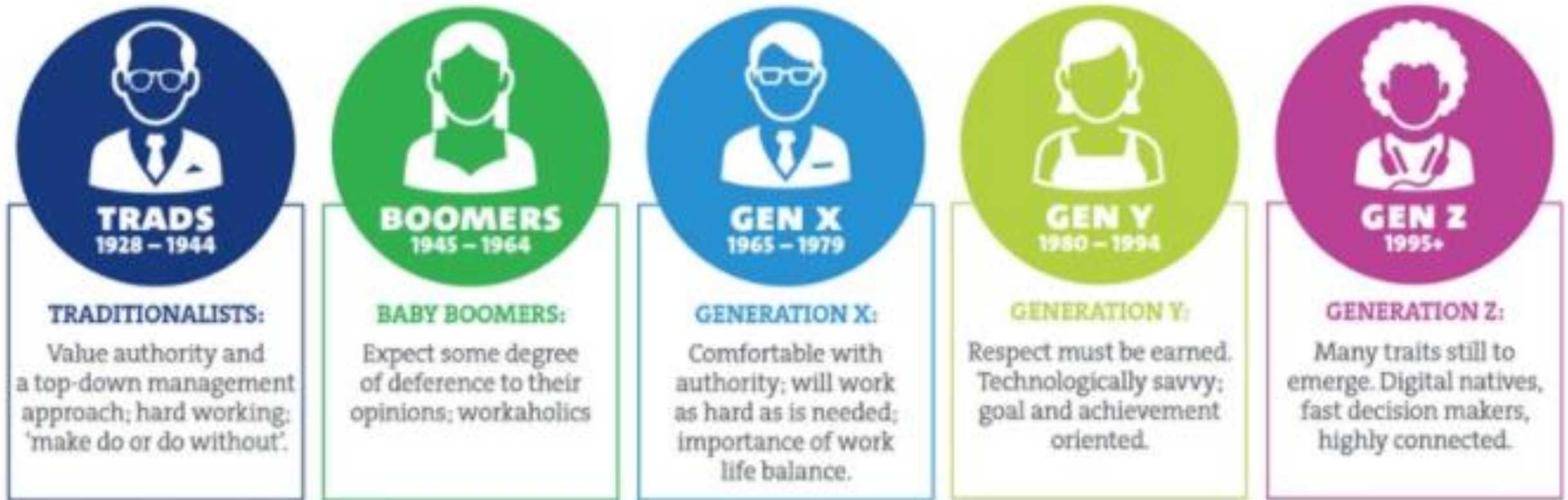
Communication Methods



- 1) One size does not fit all - NOT EVERYONE USES EMAIL!
- 2) Print, Email, Website, Videos, Word of mouth, Social media
- 3) Nonverbal communication & what you DON'T say



Generations – preferred communication?



<https://www.consultancy.uk/news/2061/generation-y-less-satisfied-than-other-generations>



Discussion

Understand how work impacts health and how we need to have an expanded approach to health and safety in the workforce.


The most effective interventions target the work environment and are more effective than interventions targeting individuals.

Our current workforce includes people from all ages and background, how do we address their needs at each stage to promote worker well-being and reduce the risks of injury and chronic disease in later life.

Different communication methods are needed depending on your workforce.



Resources



The screenshot shows the website header with the logo and navigation menu. A dropdown menu for 'Breaking News' is open, listing 'What is Total Worker Health?', 'The Business Case for TWH', and 'Outreach Partners'. The main content area features a video player with a woman speaking, overlaid with a 'Hierarchy of Controls' pyramid diagram. The pyramid levels from top to bottom are: Elimination (blue), Substitution (green), Engineering Controls (yellow), Administrative Controls (orange), and PPE (red). The video title is 'HWC Releases "Hierarchy of Controls" TWH In-Depth Video'.



Have you heard?

The Healthier Workforce Center
proudly presents

Workplace Matters

Short podcasts.
Healthy work design.



The screenshot shows the website header with the logo and navigation menu. The main content area is titled 'COVID-19 Employer Resources' and includes a date 'March 17, 2020'. Below the title is a large image of a coronavirus particle. To the right, there is a 'RECENT POSTS' section listing several articles, including 'COVID-19 Employer Resources', 'CDC Releases COVID-19 Interim Guidance for Businesses and Employers', '2020 Pilot Grant Request for Proposals', 'It's That Time of Year Again - Limerick Contest 2020', and 'Register now for the Occupational Health Symposium 2020'.

Apply what you learned...



Questions?

diane-rohlman@uiowa.edu

www.HealthierWorkforceCenter.org

