A Healthier Workforce: The Total Worker Health Way

Diane S. Rohlman, PhD

www.HealthierWorkforceCenter.org
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 HWCMW 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

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 effective 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 critical choices around tobacco use, physical activity, and other health behaviors.
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.

- Keep Workers Safe
- Establish Workplace Policies, Programs and Practices that Improve Health
- Improve Worker Well-being

www.cdc.gov/niosh/twh
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

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

**Workplace Effects**
- Work ability/Productivity
- Absenteeism
- Insurance costs
- Injury risks

**Prescription Pain Medication**
Prioritizing

Hierarchy of Controls Applied to NIOSH Total Worker Health

- Eliminate: Eliminate working conditions that threaten safety, health, and well-being
- Substitute: Substitute health-enhancing policies, programs, and practices
- Redesign: Redesign the work environment for safety, health, and well-being
- Educate: Educate for safety and health
- Encourage: Encourage personal change
Prioritizing: Wellness vs. Safety

- INDIVIDUAL
- INTERPERSONAL
- ORGANIZATION
- COMMUNITY/ENVIRONMENT
- POLICIES

Intensity/Cost:
- Most effective
- Least effective

Strategies:
- Eliminate
- Substitute
- Redesign
- Educate
- Encourage
Individual

Workplace

Policies
(Local, State, National)

Wellness

Total Worker Health

Wellness
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

<table>
<thead>
<tr>
<th>Safe Behaviors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assess worksite for hazards and address the hazards</td>
</tr>
<tr>
<td>Use PPE (seatbelts, hearing and eye protection, gloves, sunscreen)</td>
</tr>
<tr>
<td>Take breaks</td>
</tr>
<tr>
<td>Come to work rested and focused</td>
</tr>
<tr>
<td>Follow workplace policies and cell phone usage guidelines</td>
</tr>
<tr>
<td>Assign jobs based on abilities and experience</td>
</tr>
<tr>
<td>Identify mentor who is a good role model</td>
</tr>
</tbody>
</table>
LET ME GET THIS STRAIGHT, YOU WANT TO SECURE THE GRAPPLING HOOK TO THAT LOOSE BEAM.

HMM. NOW THAT I THINK OF IT, LET'S TAKE THE STAIRS.
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
- wave 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: 70%
- August 2019: 46%

**WORK**
- May 2020: 70%
- August 2019: 64%

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

Nearly half of parents (46 percent) say that their stress level related to the coronavirus pandemic is high, rating it as 8, 9 or 10 on a 10-point scale.
STRESS IN THE TIME OF COVID-19

Parental sources of stress as a result of the coronavirus pandemic

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

<table>
<thead>
<tr>
<th>A family member getting coronavirus</th>
<th>Basic needs (i.e., availability of and access to food, housing)</th>
</tr>
</thead>
<tbody>
<tr>
<td>74%</td>
<td>70%</td>
</tr>
<tr>
<td>Government response to coronavirus</td>
<td>Self-isolation</td>
</tr>
<tr>
<td>74%</td>
<td>67%</td>
</tr>
<tr>
<td>Disrupted routines/adjusting to new routines</td>
<td>Access to health care services</td>
</tr>
<tr>
<td>74%</td>
<td>66%</td>
</tr>
<tr>
<td>Getting coronavirus</td>
<td>Missing out on major milestones</td>
</tr>
<tr>
<td>73%</td>
<td>63%</td>
</tr>
<tr>
<td>Managing distance/online learning for their child(ren)</td>
<td></td>
</tr>
<tr>
<td>71%</td>
<td></td>
</tr>
</tbody>
</table>
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
Productive Aging and Work
### Chronic Conditions Impact on Productivity

#### Table 2: Approximate Percentage of Annual Workload Lost by Risk Condition

<table>
<thead>
<tr>
<th>Risk Condition</th>
<th>Absenteeism</th>
<th>Presenteeism*</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diabetes mellitus</td>
<td>4.94%</td>
<td>18.26%</td>
<td>23.20%</td>
</tr>
<tr>
<td>Depression</td>
<td>2.61%</td>
<td>14.51%</td>
<td>17.12%</td>
</tr>
<tr>
<td>Alcohol abuse</td>
<td>5.00%</td>
<td>4.78%</td>
<td>9.78%</td>
</tr>
<tr>
<td>Overweight/obesity</td>
<td>1.40%</td>
<td>8.30%</td>
<td>9.70%</td>
</tr>
<tr>
<td>High cholesterol</td>
<td>3.14%</td>
<td>4.91%</td>
<td>8.05%</td>
</tr>
<tr>
<td>Cigarette smoking</td>
<td>2.84%</td>
<td>4.78%</td>
<td>7.62%</td>
</tr>
<tr>
<td>High stress</td>
<td>3.08%</td>
<td>4.45%</td>
<td>7.53%</td>
</tr>
<tr>
<td>Arthritis</td>
<td>2.36%</td>
<td>4.90%</td>
<td>7.26%</td>
</tr>
<tr>
<td>High blood pressure</td>
<td>0.37%</td>
<td>5.70%</td>
<td>6.07%</td>
</tr>
<tr>
<td>Asthma</td>
<td>4.80%</td>
<td>1.20%</td>
<td>6.00%</td>
</tr>
<tr>
<td>Migraine</td>
<td>3.96%</td>
<td>1.99%</td>
<td>5.95%</td>
</tr>
<tr>
<td>Physical inactivity</td>
<td>.28%</td>
<td>4.59%</td>
<td>4.87%</td>
</tr>
</tbody>
</table>
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?

**TRADS** (1928 – 1944)
Value authority and a top-down management approach; hard working; ‘make do or do without’.

**BABY BOOMERS** (1945 – 1964)
Expect some degree of deference to their opinions; workaholics

**GENERATION X** (1965 – 1979)
Comfortable with authority; will work as hard as is needed; importance of work life balance.

**GENERATION Y** (1980 – 1994)
Respect must be earned. Technologically savvy; goal and achievement oriented.

**GENERATION Z** (1995+)
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
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

Have you heard?

The Healthier Workforce Center proudly presents

Workplace Matters

Short podcasts. Healthy work design.

www.HealthierWorkforceCenter.org
Apply what you learned...
Questions?

diane-rohlman@uiowa.edu

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