

An Assessment of Total Worker Health[®] in Small Business

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Objectives

- Understand the Health Links™ approach
- Examine how small businesses are implementing Total Worker Health®
- Identify strengths and gaps of TWH in small business
- Discuss opportunities for improving health and safety and organizational culture in small business

Who We Are

- ❖ The Center for Health, Work & Environment at the Colorado School of Public Health
 - The Mountain and Plains Education and Research Center
 - Total Worker Health[®] Center of Excellence
 - Health Links



Who We Are

Health Links™ is a signature program spearheaded by the Center for Health, Work & Environment at the Colorado School of Public Health.

We collaborate with employers to build a culture of health and safety in the workplace.

We assess organizations' policies and programs; offer evidence-based recommendations in one-on-one advising sessions; connect employers with local resources; and certify qualifying employers as Healthy Businesses.



The Drive Toward TOTAL WORKER HEALTH™



The Health Links™ Approach



ASSESS



RECOGNIZE



ADVISE



CONNECT

The Assessment



The assessment evaluates health and safety programming & culture on 6 key benchmarks.



1. Organizational Support



4. Safety Policies & Programs



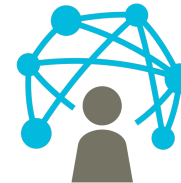
2. Workplace Assessment



5. Engagement



3. Health Policies & Programs







6. Evaluation

The Report Card



Once the assessment is completed the business gets immediate scoring and feedback benchmarking their business.

VISUAL SCORING MATRIX		
	Organizational Supports Leadership commitment, benefits, resources, teams	
	Workplace Assessment Employee surveys, healthcare and workers' compensation claims data, health risk factors	

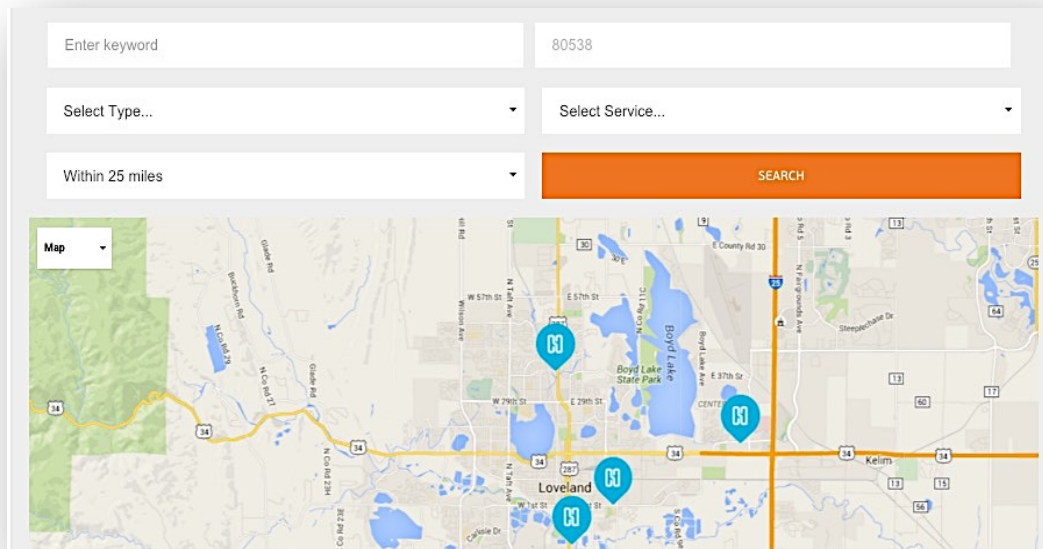


Advising



One-on-one or team advising helps organizations strategically target and improve health and safety based on TWH best practices and evidence-based solutions.

The Resource Center



Geo-coded vendors allow businesses to find great evidence based and local toolkits and resources.

Ex. Templates for safety policies, employee needs and interest surveys, occ health clinics

Results

An Assessment of Small Businesses in Colorado

Business Demographics

- Small businesses that completed the Health Links assessments between July 30, 2013- October 4, 2016

Certified Level	Business size				Total
	2-10	11-50	51-200	201+	
Kick-start	46 (33%)	63 (46%)	17 (12%)	12 (9%)	138
Certified	13 (22%)	25 (25%)	23 (23%)	41 (40%)	102
Total	59 (25%)	88 (37%)	40 (17%)	53 (22%)	240

Industries

	2-10 (N=59)	11-50 (N=88)	51-200 (N=40)	201+ (N=53)	Total (N=240)
Agriculture	1 (2%)	0 (0%)	0 (0%)	1 (2%)	2 (1%)
Construction	1 (2%)	4 (5%)	2 (5%)	1 (2%)	8 (3%)
Finance	1 (2%)	6 (7%)	0 (0%)	3 (6%)	10 (4%)
Health Care and Social Assistance	19 (32%)	22 (25%)	7 (18%)	12 (23%)	60 (25%)
Manufacturing	0 (0%)	0 (0%)	1 (3%)	1 (2%)	2 (1%)
Public Administration	3 (5%)	15 (17%)	9 (23%)	17 (32%)	44 (18%)
Retail	1 (2%)	2 (2%)	3 (8%)	1 (2%)	7 (3%)
Services	29 (49%)	34 (39%)	12 (30%)	15 (28%)	90 (38%)
Transport/ Communication/ Electric/ Gas/ Sanitation	1 (2%)	3 (3%)	3 (8%)	2 (4%)	9 (4%)
Wholesale	3 (5%)	1 (1%)	3 (8%)	0 (0%)	7 (3%)

Motivation for TWH

	2-10 (N=13)	11-50 (N=25)	51-200 (N=23)	201+ (N=41)	Total (N=102)
To improve the health of our employees and their families	13 (100%)	25 (100%)	23 (100%)	41 (100%)	102 (100%)
To improve employee morale	12 (92%)	22 (88%)	21 (91%)	36 (88%)	91 (89%)
To enhance productivity	11 (85%)	22 (88%)	19 (83%)	37 (90%)	89 (87%)
To contain costs	6 (46%)	13 (52%)	15 (65%)	37 (90%)	71 (70%)
To decrease absenteeism	5 (38%)	10 (40%)	13 (57%)	32 (78%)	60 (59%)
To increase employee retention	8 (62%)	19 (76%)	22 (96%)	31 (76%)	80 (78%)

Organizational Support

<200 Employees

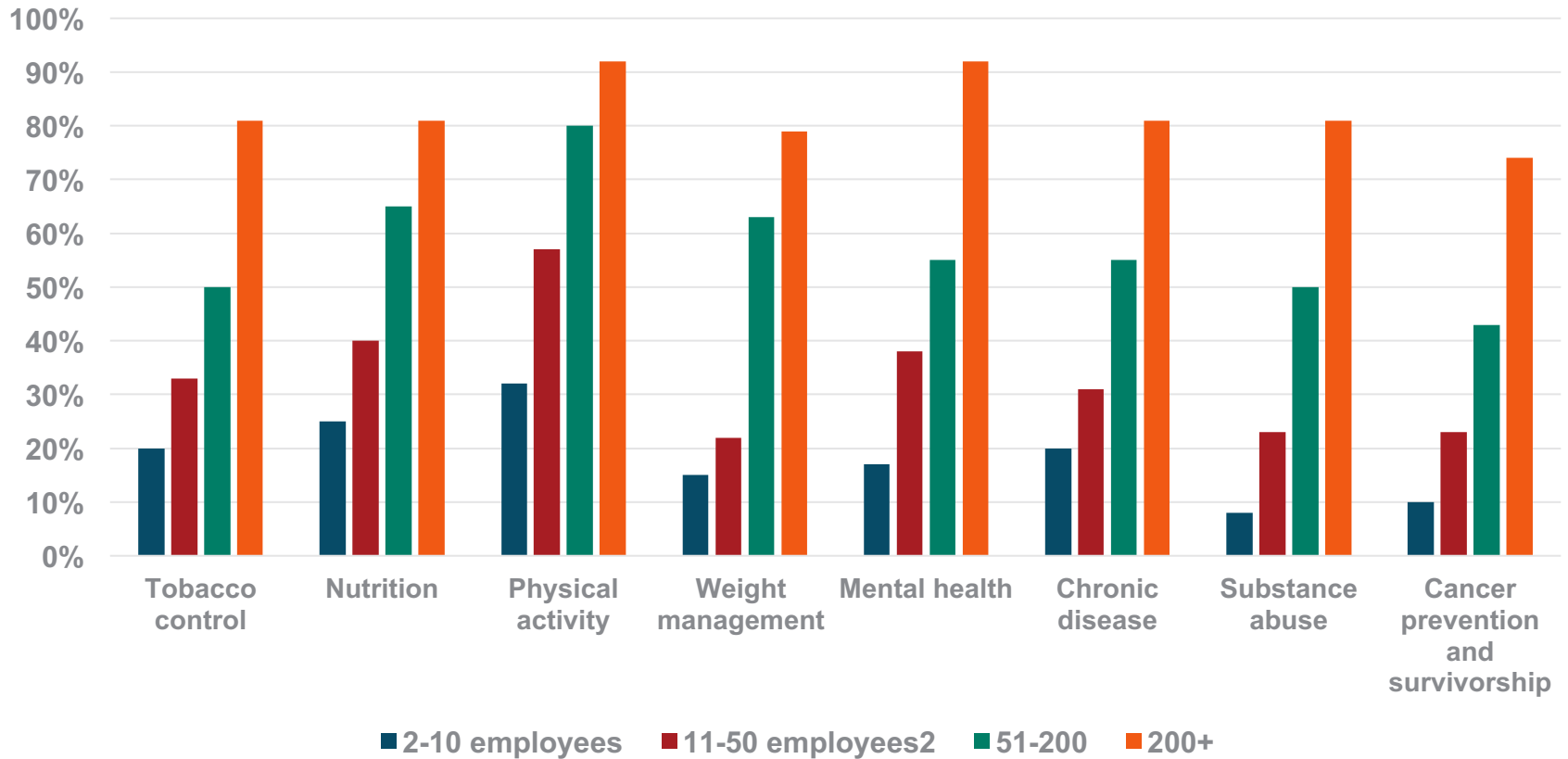
- Businesses with less than 200 employees are less likely to have as many supports, including:
 - Support for paid coordinators (health & safety)
 - Conducting employee surveys, HRAs, worksite assessments
 - Using data sources to determine TWH needs (health care and workers' comp)

200+ Employees

- Larger businesses do better in offering a culture that supports health and safety, including:
 - Leadership that participates in TWH activities
 - Coordination with safety
 - Conducting workplace assessments

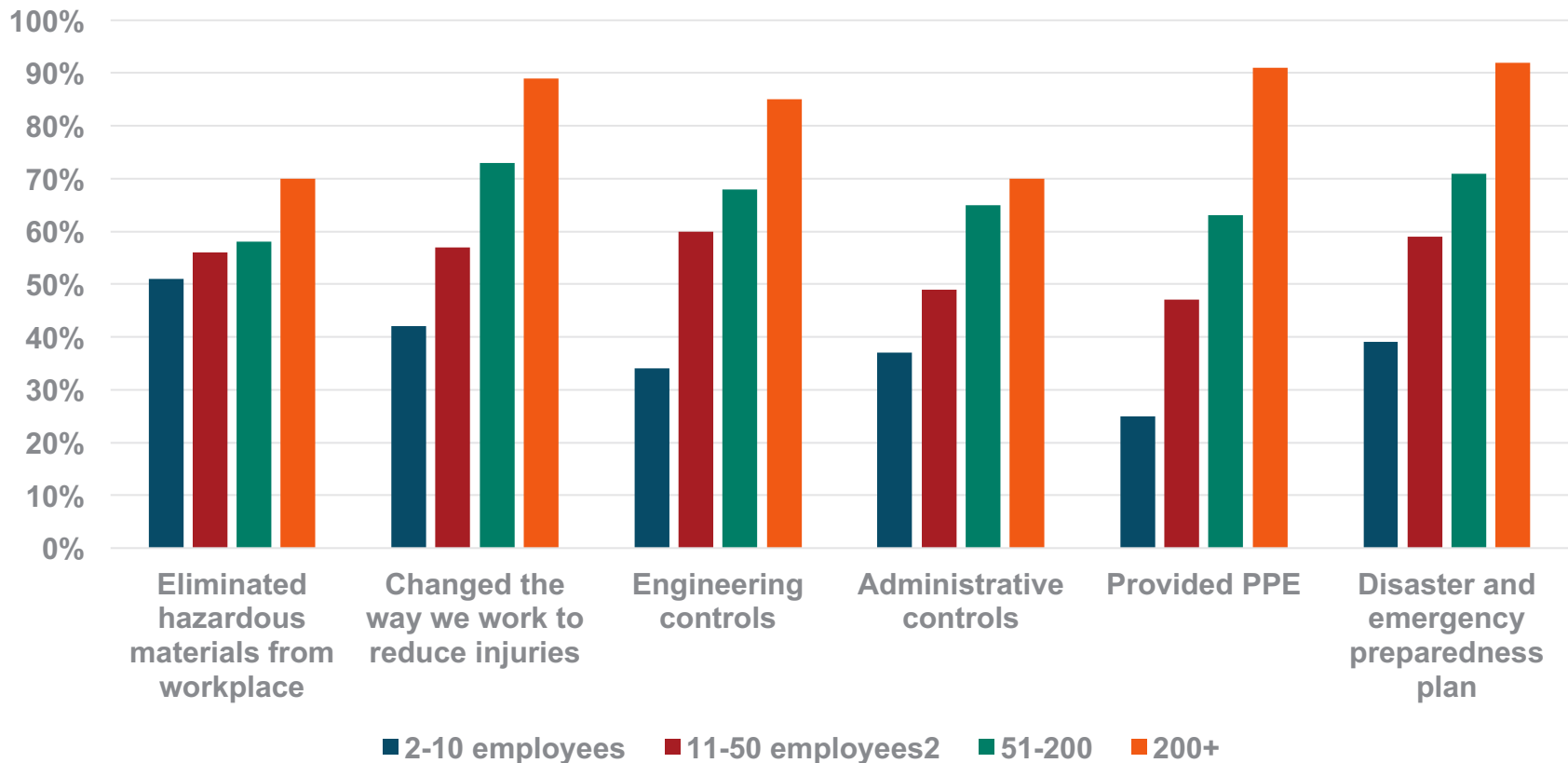
Health Policies & Programs

Types of health topics by business size and group.



Safety

Safety implemented by business size and topic.



Engagement

Types of engagement strategies by business size.



Lessons Learned

- Bigger businesses have stronger organizational supports, more resources to dedicate
- Safety is being implemented in small businesses regardless of size, but less than 50% of businesses <50 employees are doing anything
- Physical activity, nutrition, tobacco cessation, mental health are top priorities for small businesses
- Small businesses are motivated, but don't know where to start
- Businesses are interested in engaging in being community (and industry) leaders
- Micro businesses (2-10 employees) face challenges for accessing data to inform decision making

Next Steps

- Understand employer motivations for executing TWH in small business
- Determine strategies for effective and sustainable TWH interventions
- Simplify the business case for small business
- Conduct SSWell study to understand organizational behavior change and impact on employee perceptions on health and safety culture

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Resources

- Comprehensive worksite wellness information for all organizations:
CDC National Healthy Worksite Program:
<http://www.cdc.gov/nationalhealthyworksite/index.htm>
- Comprehensive worksite wellness information (designed for state and federal government but has resources for all organizations):
CDC National Healthier Worksite Initiative:
<http://www.cdc.gov/nccdphp/dnpao/hwi/index.htm>
- Integration of NIOSH and workplace health promotion, with comprehensive resources:
Total Worker Health:
<http://www.cdc.gov/niosh/TWH/>
- General guide, resources, and framework:
CDC Worksite Health Promotion:
<http://www.cdc.gov/workplacehealthpromotion/>

Resources

- Evidence-based interventions specific to workplace:
The Guide to Community Preventive Services:
<http://www.thecommunityguide.org/worksite/index.html>
- Assessment tool, and program ideas:
CDC Worksite Health Scorecard Manual:
http://www.cdc.gov/dhdsp/pubs/docs/HSC_Manual.pdf
- Comprehensive evidence-based resources on a variety of workplace wellness topics:
<http://www.cdc.gov/workplacehealthpromotion/pdfs/wh-resources.pdf>
- Wellness information targeting hospitals:
Healthy Hospital Choices:
<http://www.cdc.gov/nccdphp/dnpao/hwi/docs/HealthyHospBkWeb.pdf>