



# 10 MINUTE BREAK





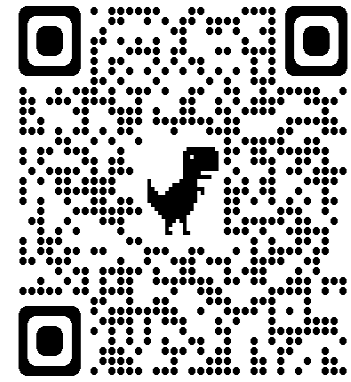


# Application of Total Worker Health<sup>®</sup>

## *Successful Solutions*



# Case 1- Trillium Family Services



Increase  
sense of  
safety and  
support



# Petrobras WELL-BEING Program

Promoting HEALTHY WORKPLACE ENVIRONMENTS

- EMPLOYEE ENGAGEMENT surveys
- MENTAL HEALTH surveys
- HSE CULTURE surveys
- EPIDEMIOLOGICAL data analysis
- ENVIRONMENTAL RISK assessments
- OMBUDSMAN RECORDS





## Case 3- Use of Tobacco

- Adopt tobacco-free policy.
- Encourage worker participation in tobacco control initiatives.
- Educate managers/supervisors on ways to reduce job stress.
- Identify worker's priorities and concerns and their health risks – involve them in all stages.
- Provide info about community & public policy initiatives on tobacco control.

**Leadership  
commitment**

**Reduce hazards &  
promote well-being**

**Engage  
workers**



**Protect  
confidentiality &  
privacy**

**Integrate  
relevant systems**





# Case 4 -Prevention of Heat-Related Fatality

## Incident Summary:

On June 26, 2021, a 38-year-old Hispanic farm worker was found unresponsive in the field where he had been working to install irrigation lines. The cause of death was determined to be hyperthermia due to environmental heat exposure and dehydration. The temperature on the day of the incident reached a high of 105°F. This incident occurred during the 2021 Northwest Heat Dome weather event.

## Multi-faceted OR-FACE Recommendations:

- Provide an acclimatization schedule for new employees and appropriate **work/rest schedule** based on type of work and clothing worn when employees are exposed to environmental heat.
- Provide adequate access to **shade** and **water** when exposed to outdoor environmental heat.
- Implement **communication** methods, buddy system, or electronic tracking of heat stress.
- **Train** supervisors and employees on the dangers of heat stress and how to recognize symptoms

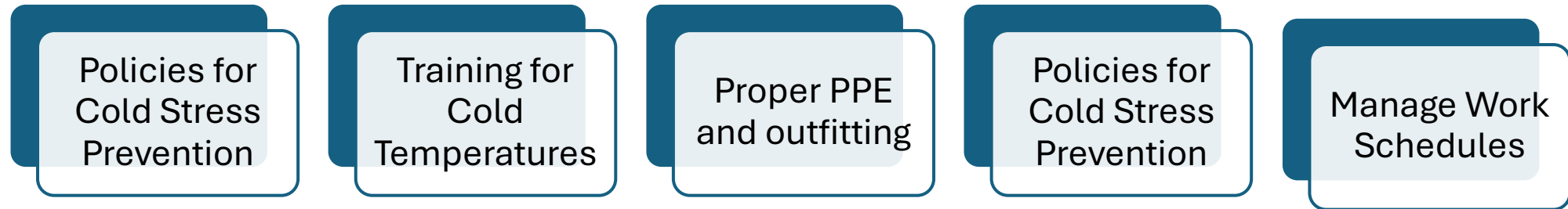
## Applying the Total Worker Health Approach:

- **Consider personal health factors** that can contribute to occupational heat stress risk: obesity, diabetes, certain medications, and alcohol use. This should be considered when developing a heat stress prevention plan.
- **Include employee input and feedback** on implementation of all heat stress prevention methods.



# Can this multifaceted approach apply to preventing cold stress?

“Employers should establish policies regarding cold stress prevention, provide training to help employees identify the signs of cold stress, and provide guidance on proper outfitting for working in the cold.” PSJ Dec 2024. ASSP



Always involving workers in the design of solutions

# Case 5 - City of Portland





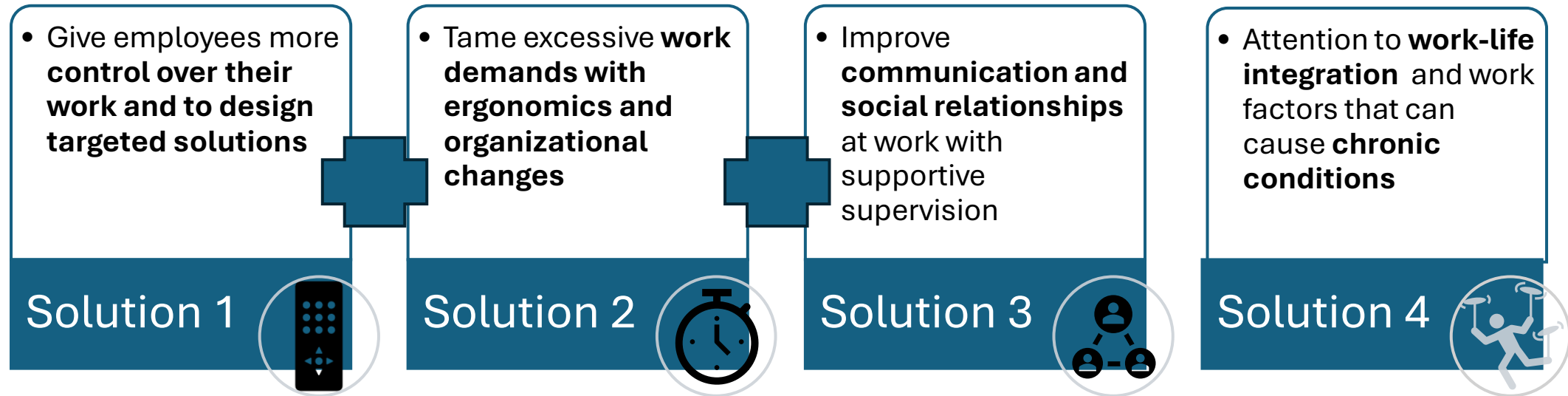
# Integration



HOW DO THESE CASES  
RESONATE TO YOU?  
Are they any different than what you  
already do?

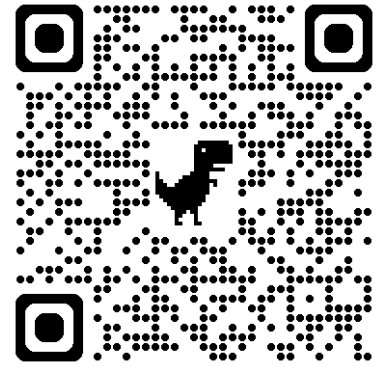


# What has been shown to be very successful?



Successful Solutions Related to Work (Re)Design





## Workplace Training Courses

*developed by leading experts at the Oregon Institute of Occupational Health Sciences*



### MENTAL HEALTH

Teaching leaders to recognize and respond to distress and support overall employee mental health.

[Workplace Mental Health ›](#)

[First Responder Mental Health ›](#)

[Military Mental Health ›](#)



### SLEEP HEALTH

Teaching leaders strategies to support employee sleep health for better work-life balance.

[Workplace Sleep Health ›](#)

[Military Sleep Health ›](#)



### SAFETY

Teaching leaders strategies to support employees' safety and improve their overall work-life balance.

[Workplace Safety ›](#)

[Veteran Transition ›](#)

[PUSH ›](#)



# Improving supervisor training to better support staff



REDUCED STRESS



REDUCED WORK-  
LIFE CONFLICT AND  
TURNOVER  
INTENTIONS



INCREASED TEAM  
EFFECTIVENESS



IMPROVED RETURN  
TO WORK  
OUTCOMES



IMPROVED JOB  
SATISFACTION AND  
ENGAGEMENT



ENHANCED WORK  
PROCESSES



IMPROVED SLEEP





# Breakout Session Two

1

**Design** the steps to address the main issues presented in breakout session (you may use the NIOSH worksheets).

2

**Consider the assessment tools and financial** language presented earlier.

3

**Present** your case and **receive** feedback from participants and facilitators.





## Worksheet 1: Self-Assessment of Defining Elements of *Total Worker Health*

HOW TO USE: Consider printing out this sheet and completing as you think about your current workplace initiatives relative to the Defining Elements of *Total Worker Health* outlined on pages 7–18. If you need more space, continue writing on your own paper.

- In the “Where we are now” column, summarize your current practices relative to a Defining Element of TWH.
- In the “Where we want to be” column, consider how your existing programs, policies, and practices could be adjusted or expanded to more effectively address Total Worker Health in your organization.

Defining element of TWH	Where we are now/What we do well	Where we want to be/ What must be improved
Demonstrate leadership commitment to worker safety and health at all levels of the organization		
Design work to eliminate or reduce safety and health hazards and promote worker well-being		
Promote and support worker engagement throughout program design and implementation		
Ensure confidentiality and privacy of workers		
Integrate relevant systems to advance worker well-being		



# Worksheet 2: Action Plan

HOW TO USE: Consider printing out this sheet and completing after Worksheet 1. For each Defining Element of TWH of interest to your organization, use the content in the “Where we want to be” column on Worksheet 1 to help populate “Needs identified.” For each need identified, continue working from left to right, answering the questions in each column as you go. If you need more space, continue writing on your own paper.

Defining element of TWH	Needs identified	Who should we include?	What obstacles might we encounter?	What are some solutions to those obstacles?  What resources outside the workplace could we pull in to help?	What steps must we take to make this happen?

# Total Worker Health Action Planning

## Session 2 - EXAMPLE

### PHYSICAL ENVIRONMENT

*The physical workspace*

- Moving heavy, awkward loads
- Obstruction in hallways that workers can trip over

### WORK ORGANIZATION

*Covers how work is organized, including tasks, job demands, and benefits of the job*

- Sedentary or stationary work where employees don't move enough to get the kinks out

### PSYCHOSOCIAL ENVIRONMENT

*Involves the social and interpersonal interactions that influence employees and organizational culture*

- An unsupportive supervisor can trigger stress, leading to tight back muscles that are more susceptible to strain

*Refer to page 5, Reference Page, for additional types and examples of working conditions.*

## Session 2 - YOUR COMPANY

Think about the issue you identified in Session 1.

What are the root causes you need to address to achieve your goal?

### PHYSICAL ENVIRONMENT

### WORK ORGANIZATION

### PSYCHOSOCIAL ENVIRONMENT

A scenic background image of a mountain range with snow-capped peaks under a blue sky with light clouds. In the foreground, there is a dense forest of tall evergreen trees, and a calm river or lake flows through the landscape, reflecting the surrounding scenery.

# REFLECTION

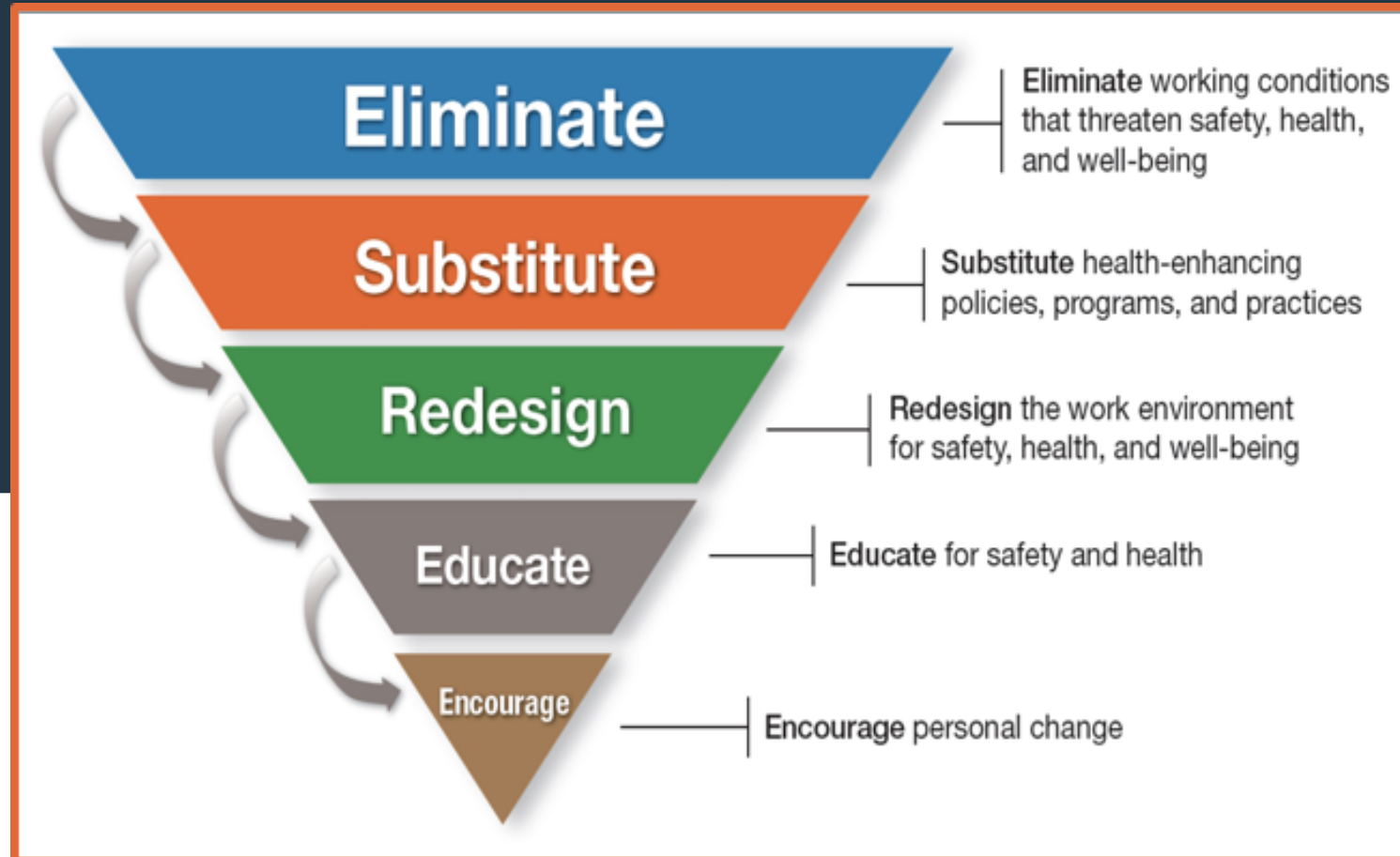
What was **one takeaway** that you can **apply immediately** in your organization?

What was **one thing** you wish we would have covered **more thoroughly**?

What would be **most useful workshops** to offer in the future, or a gap in **education opportunities** that you see in Alaska for **you** or **your leadership teams**?



# What to do & How to Succeed



The Hierarchy of Controls Applied to NIOSH Total Worker Health®

## Key Elements

**Leadership Commitment**

**Design Work**

**Worker Engagement & Consultation**

**Confidentiality & Privacy of Workers**

**Integration of Systems**



# Where we can fail?

- Poor organization readiness
- Poor understanding of social context
- Not having worker representation
- Conflicting interests and commitment especially between front line managers and upper management
- Lack of communication about the goals and the process
- Unclear roles and responsibilities
- Lack of program evaluation and implementation tracking tools

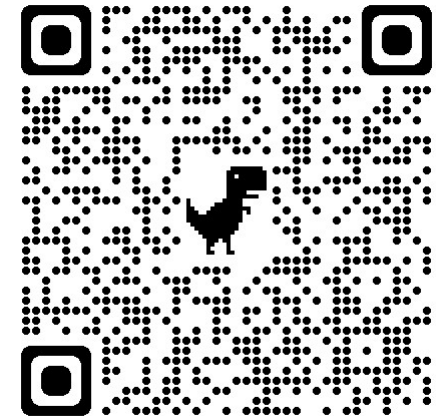


# AIHA



## TWH Resources

NIOSH has defined *Total Worker Health*® as policies, programs, and practices that integrate protection from work-related safety and health hazards with the promotion of injury and illness-prevention efforts to advance worker well-being. *Total Worker Health*'s primary goal is to improve the well-being of the U.S. workforce by protecting their safety and enhancing their health and productivity.



To submit your resource for the TEH/TWH project team review and add to the repository, use this form.



The tool is a compilation of *Total Worker Health*® resources. To search by topic, target audience, and type of content, select from the list below.

## AIHA Talking Points: Psychosocial hazards and Application of Ergonomics



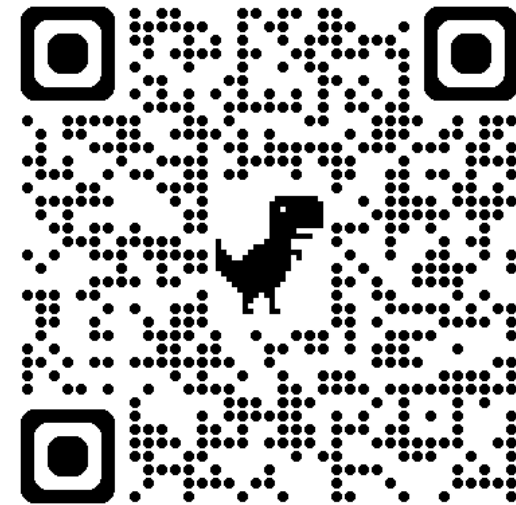


# Tips to Encourage Employee Input



## Encouraging employee input

- **Give notice of upcoming opportunities** for employees to share ideas
- **One-on-one/small group meetings** may increase the likelihood that people will participate by speaking with them individually or in small groups
- **Committee** – involve an existing committee or form a new committee to focus on solutions to identified challenges
- **Suggestion box** – provide opportunities for employees to confidentially contribute ideas



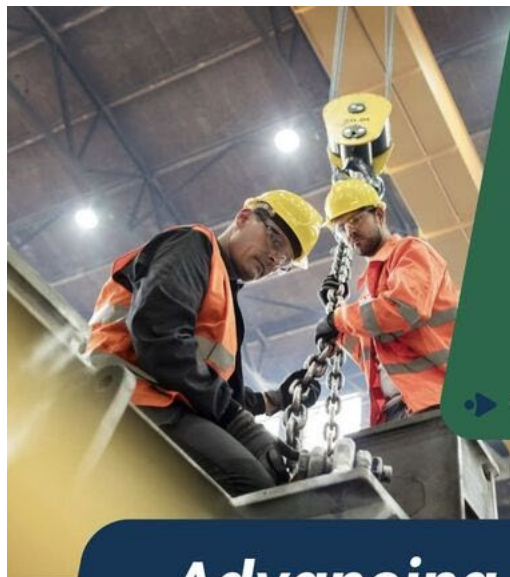


# FEEDBACK

## Upcoming Courses

## Local Connections & Support

*Please complete an evaluation. Thank you!*



# Total Worker Health<sup>®</sup> Certificate Program

▶ Co-sponsored by the Oregon Healthy Workforce Center

**Register by  
March 24th!**

## Advancing Worker Health & Well-being

- Integrating health promotion into workplace safety practices
- Advancing physical and psychological health in the workplace
- Developing effective leadership skills to foster well-being in organizations

## Program Includes:

### 4 Required Courses:

- ☐ Intro to Safety and Health Management
- ☐ Supervisory Safety & Health Duties
- ☐ Total Worker Health<sup>®</sup>
- ☐ Accelerating Leadership Development

### 3 Elective Courses:

- ☐ Chosen from a range of electives





# *Thank you for attending* **TOTAL WORKER HEALTH® IN ACTION**

## Strategies for Organizational Success in Alaska

Workshop - April 7, 2025

**Naomi DuCharme:**

**Katia Costa-Black:** [costabla@ohsu.edu](mailto:costabla@ohsu.edu)

**Nancy Simcox:**

*With Special Guest*

**Lili Tenney:**





## A TRUE KILLER: CARDIOVASCULAR DISEASE (CVD)

***Non-work risk factors*** (high blood pressure, cholesterol, obesity, smoking, inactivity, diabetes, etc.); and/or

***Work risk factors*** (noise, vibration, chemical hazards, air quality, psychosocial hazards such as night shift, harassment, job stress and many others)

**Contributing factors to CVD:** burnout, depression, and excessive alcohol use, sleep problems and fatigue, unhealthy diet and lack of exercise

Source: CDC <https://www.cdc.gov/niosh/topics/heartdisease/default.html>





# The Invisible Danger: Poor Mental Health



Companies with positive organizational cultures have 72% higher employee engagement ratings than organizations with weak cultures (Forbes 2023).



More than one in 10 US workers reported experiencing a somewhat or very toxic workplace (15%). Those experiencing higher PSYCHOLOGICAL SAFETY were 10x less likely to describe their workplace as toxic (APA 2024 Work in America Survey).



ROI for promoting **psychological safety and mental health** in the workplace is calculated as \$4 for every \$1 invested (Gallup Report 2023).





## DID YOU KNOW ABOUT ALL THESE STRONG CONNECTIONS?



- Chronic Pain + Opioid use
- Mental Health Conditions + MSDs
- Mental Health Conditions + CVDs
- Obesity + MSDs
- Burnout + Obesity
- Stress + MSDs

# Return of Investment of Poor Working Conditions

## ■ Associated Costs:

- Absenteeism
- Presenteeism + productivity loss
- Turnover and loss of highly skilled workers
- Human error and work interruptions
- Medical and benefit costs
- Worker's compensation costs
- Litigation and penalties
- (Re)Training

## ■ Associated Benefits:

- Morale and motivation
- Job Satisfaction
- Organizational resilience
- Engagement
- Retention + recruitment
- Reputation (profit gains and competition)
- Work and team efficiency
- Business growth by innovation



# What affects health?



"Social determinants of health"  
Image from The California  
Healthy Places Index (HPI)  
<https://healthplacesindex.org>