Total Worker Health intervention for construction improves safety, health and well-being

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TOPIC/TARGET AUDIENCE: occupational safety and health professionals

ABSTRACT: Objective: We tested the hypothesis that a Total Worker Health (TWH) intervention could be implemented in the commercial construction industry and produce targeted impacts on Kirkpatrick's 4 levels of training evaluation. Methods: Computer-based training on team building, work-life balance and reinforcing targeted behaviors was paired with self-monitoring to practice the skills for supervisors. Scripted healthy lifestyle training was provided in small groups and paired with incentivized practice activities completed outside work. Results: Reactions to the training were positive, and knowledge scores improved from pre- (78%) to post-test (98%); effect size d = 2.9. Supervisors reported significant self-reported behavior improvements in family-supportive behaviors (d = 0.72) and a trend (p=0.54) in improved safety climate (d = 0.27). The lifestyle training led to significant changes in participant exercise (d = 0.50) and muscle toning (d=0.59), reduced sugary snacks, drinks and fast food (d=0.57), and sleep time increases of 0.6 hours per day (d = 0.38). Systolic blood pressure decreased significantly (d = 0.27). Positive changes were seen in vitality (d = 0.42) and feelings of team cohesion (d = 0.38) Conclusions: A TWH intervention can change safety, health and well-being risk factors; all 4 levels of Kirkpatrick's training evaluation were impacted.

OBJECTIVE(S): Learn the definition of total worker health and its application in the workplace.

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