

# A Framework for Developing and Implementing TWH Interventions across Industries

Harvard School of Public Health  
Center for Work, Health and Wellbeing  
G. Sorensen, E. Nagler, J. Dennerlein, D. McLellan  
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# Session Objectives

- Present Center's conceptual framework
  - To shape intervention development
  - To inform evaluation design
- Describe how the framework guides intervention design across three industries

**PI: Glorian Sorensen**  
Co PI Jack Dennerlein  
Manager: Lorraine Wallace

***Be Well, Work Well***  
Integrated approaches for  
health care workers  
2007-



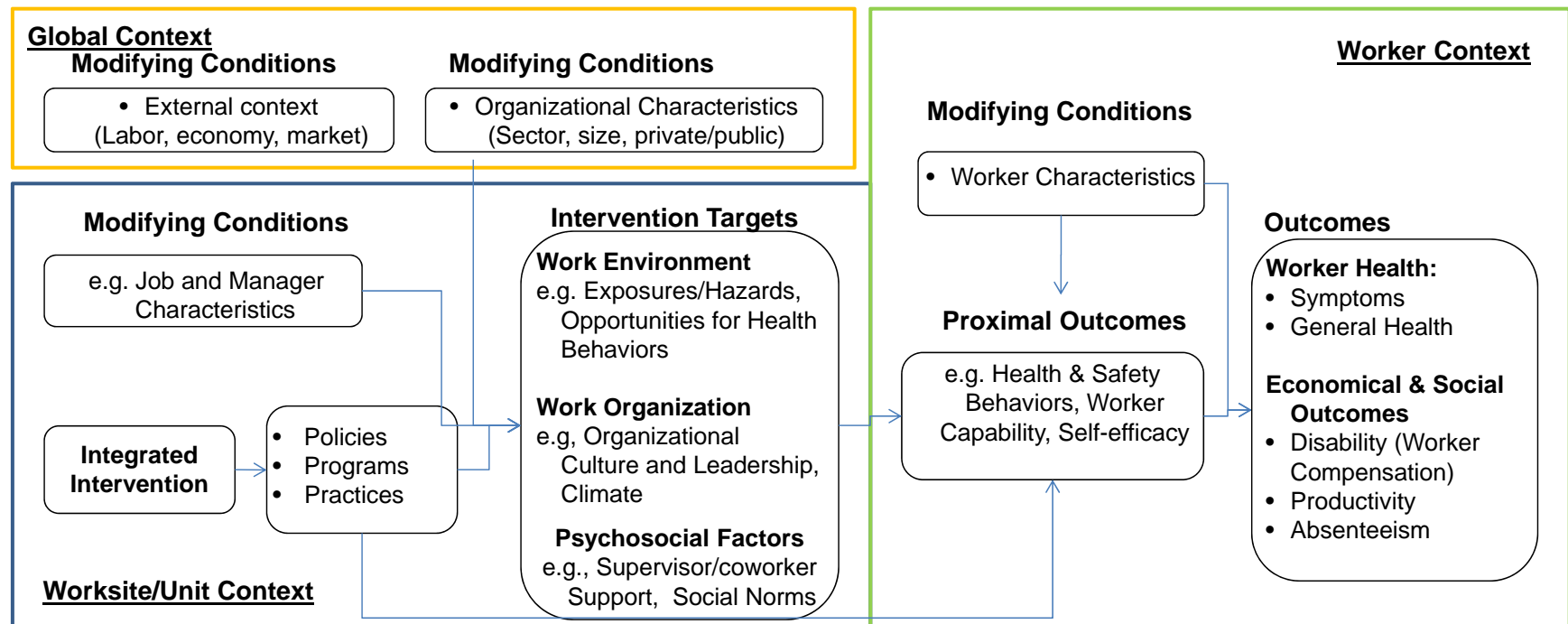
***All the Right Moves***  
Integrated approaches for  
construction workers  
2011-



***SafeWell***  
Disseminating integrated programs to  
small, medium businesses  
2011 -



# Common Conceptual Model



# Theoretical Foundations

## Occupational health & safety

- Hierarchy of controls
- Job strain model
- Ergonomic sciences
- Socio-technical systems theory

## Behavioral & social sciences

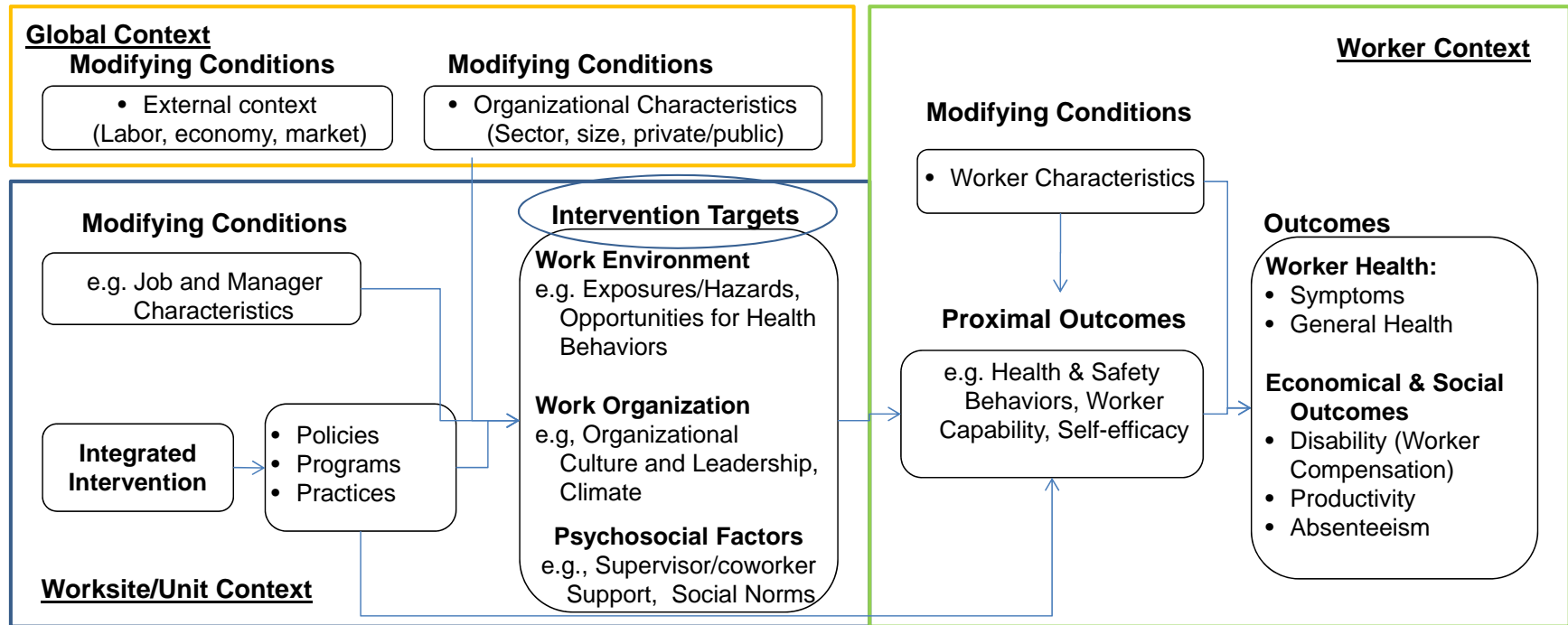
- Social ecological model
- Social epidemiology
- Organizational change models
- Participatory frameworks

# Key Components

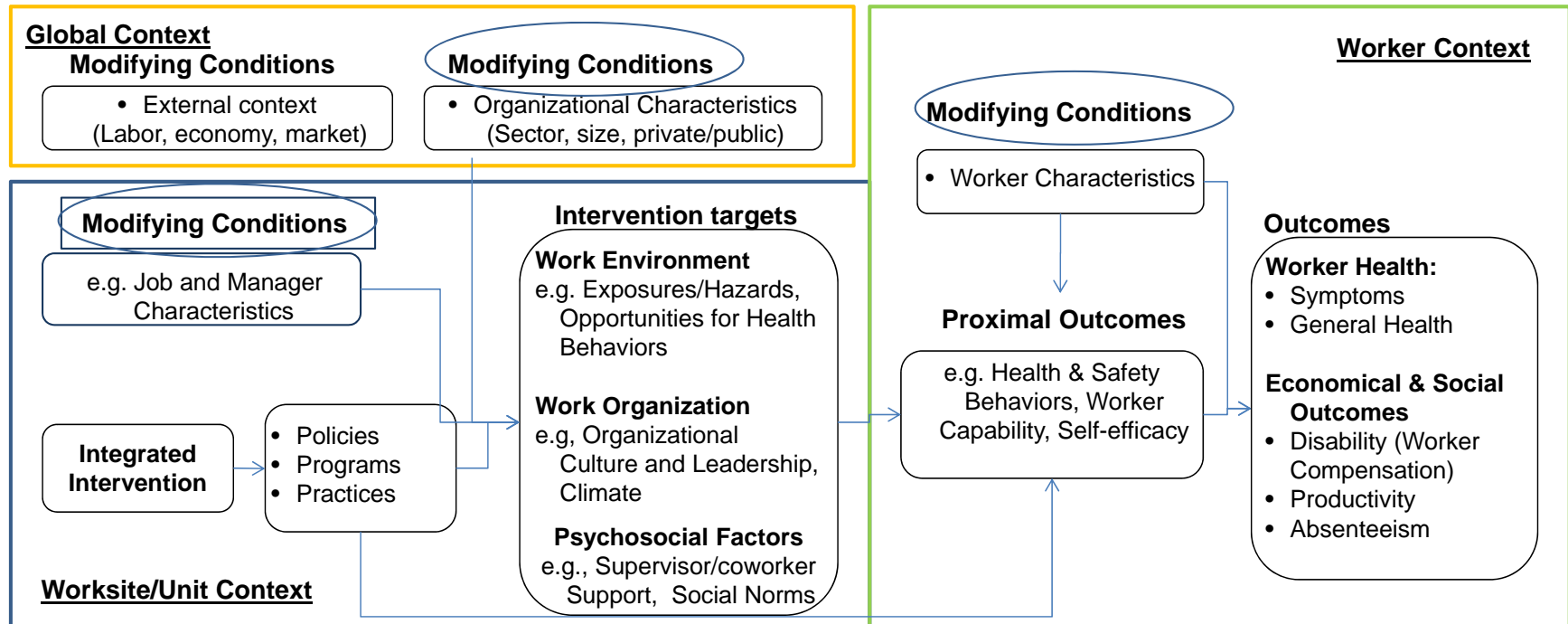
- Intervention targets – pathways through which the intervention is intended to impact the outcomes
- Modifying factors – variables outside the causal pathway that are important to intervention planning

Understanding the context of work  
for improved effectiveness

# Conceptual Model



# Conceptual Model





# Using the Conceptual Model in Three Settings

Characteristic	Health Care	Construction	Manufacturing
Organization	24 hour care, fast-paced, care-driven, patient care unit as settings	Transient workforce, varying trades	Small/medium sized, dependent on vendor for programs
Job	Physically demanding, long shifts, possible nights, irregular breaks	Physically demanding, trade-specific exposures	Sedentary and physically demanding jobs, possible nights
Worker	Female dominated, mostly nurses, work-family challenges	Male dominated, mostly skilled, likely long commutes	Mixed gender
Key challenges	Competing demands, little time to participate	Short window of contact and limited follow-up	Production schedules, organizational change adaptability/ scalability potential for vendor to use

# Adapting to the Setting

- Organizational, job and worker characteristics
- Risks related to the job and setting
  - Nature of work/job
  - Work environment/organization
- Existing resources– budget, staff, prior programs, leadership support
- Key priorities as gatekeepers to TWH
  - Examples: Safe patient handling in health care; project planning in construction; continuous improvement processes in manufacturing

# CWHW Investigator Team

- Glorian Sorensen (PI)
- Jack Dennerlein (co-PI)
- Lisa Berkman
- Les Boden
- Orfeu Buxton
- Alberto Caban-Martinez
- David Christiani
- Mike Grant
- Dean Hashimoto
- Karen Hopcia
- Jeffrey Katz
- Ichiro Kawachi
- Justin Manjourides
- Deborah McLellan
- Eve Nagler
- Cassandra Okechukwu
- Nico Pronk
- Erika Sabbath
- Anne Stoddard
- Greg Wagner
- Lorraine Wallace

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