Resources for Intervention Planning

Resources are offered below to assist with intervention planning and evaluation on a range of topics identified through the use of the CPH-NEW Healthy Workplace All Employee Survey.

RESOURCES FOR ORGANIZATION LEVEL INTERVENTIONS

ERGONOMICS AND MUSCULOSKELETAL DISORDERS

CDC Workplace Health Promotion - Work-Related Musculoskeletal Disorders (WMSDs) Prevention

> This site provides information and resources on preventing work-related musculoskeletal disorders.

NIOSH (National Institute for Occupational Safety and Health) Workplace Safety & Health Topics - Ergonomics and Musculoskeletal Disroders

> This site provides information on ergonomics and musculoskeletal disorders in the workplace. It includes a list of ergonomics programs and interventions, evaluation of risk factors for lifting tasks, back injuries, keyboard and display terminal analysis, and the effects of vibration.

OSHA (Occupational Safety and Health Administration) Ergonomics - Outreach and Assistance

> This site provides materials on ergonomic outreach and assistance. It includes ergonomic eTools, cooperative programs, training and education, and industry-developed guidelines.

Ergonomic Technology Center (ErgoCenter) at the University of Connecticut Health Center

> This site provides information about the services and resources provided by the Ergonomic Technology Center. It includes the ideal work station, office ergonomics, and online resources to help bridge the gap between the development of ergonomic knowledge and the practical needs of industry and workers.

IWH (Institute for Work and Health) - MSD Tool Kit

> This site provides toolkits for reducing musculoskeletal disorders in the workplace.

OCCUPATIONAL SAFETY AND HEALTH

OSHA (Occupational Safety and Health Administration): This site provides the best sources of information for job safety and health. It includes prevention and training programs for injury and illness, injury and illness statistics by industry that can be used for benchmarking, and a Program Evaluation Profile tool to help evaluate your organization's health and safety program.

> http://www.osha.gov/
> http://www.osha.gov/dsg/topics/safetyhealth/index.html
> http://www.osha.gov/dcsp/compliance_assistance/index_programs.html

http://www.osha.gov/dsg/topics/safetyhealth/pep.html
http://www.osha.gov/oshstats/work.html

NIOSH (National Institute for Occupational Safety and Heath): This site provides information from the CDC for job safety and health. It includes safety and prevention programs, total worker health, a list of workplace safety and health topics, and training and a workplace development section.

http://www.cdc.gov/niosh/
http://www.cdc.gov/niosh/twh/
http://www.cdc.gov/niosh/topics/safety.html

EPA (Environmental Protection Agency): This site provides information on environmental health and safety with specific sections dedicated to job-related concerns such as indoor air quality and pesticides.

http://www.epa.gov/
http://www.epa.gov/gateway/learn/health.html

The **Canadian Centre for Occupational Health and Safety**: This site provides free resources for organizations dealing with health and safety issues. It includes a free resource list with education and training information, topics for healthy workplaces, occupational health and safety programs and management systems, and products and services for organizations.

http://www.ccohs.ca/
http://www.ccohs.ca/resources/
http://www.ccohs.ca/keytopics/healthy_wplaces.html
http://www.ccohs.ca/keytopics/oshprograms.html

The **Center for the Promotion of Health in the New England Workplace** (CPH-NEW): This is the website for the NIOSH-funded UMass-UConn Total Worker Health center (the academic partner on the CDC-Viridian National Healthy Worksite Program).

http://www.uml.edu/Research/centers/CPH-NEW/default.aspx
http://www.uml.edu/Research/centers/CPH-NEW/Publications/column.aspx

SAFETY CLIMATE

Nonprofit Risk Management Center Resources

http://www.nonprofitrisk.org/tools/workplace-safety/public-sector/concepts/orgchk-ps.htm

http://nonprofitrisk.org/tools/workplace-safety/public-sector/wsp-ps.htm

The first site provides information on workplace safety climates and cultures. It includes a checklist of what leadership and supervisors can do to strengthen safety culture and climate. The second link includes links to a variety of tools for improving workplace safety.

IWH (Institute for Work and Health) - In Focus: Safety Climate

This site provides links to several issue briefs and best practice summaries on specific safety and health related topics and safety climate interventions.

Oregon Health and Science University - Innovations in Safety Climate

This site provides materials on innovations in safety climate. It includes FREE webinars on transforming safety climate, intervention paths for climate and employee safety in health care.

WORK-LIFE BALANCE

Work, Family and Health Network

This site is written for employers, researchers and working people. It provides information for employers, evidence on effective worksite interventions for workers and families, as well as family resources. The program is funded by NIH and the CDC.

Families and Work Institute

This site provides research findings on employer Work-Life practices and benefits, the changing workforce, family and community. It includes reports available for download, research and publications, and a newsroom section featuring a blog and press releases.

WORKPLACE STRESS

NIOSH Stress…At Work

This publication highlights knowledge about the causes of stress at work and outlines steps that can be taken to prevent job stress.

Reducing Stress in the Workplace: An Evidence Review

The 2012 report provides a plain language review of the scientific evidence for strategies to reduce the health impacts of workplace stress. Specific examples of best practice strategies for workplace stress reduction are provided along with a frame work for designing systems level workplace interventions.

Stress in America: Our Health at Risk

The report summarizes the results of the American Psychological Association's 2011 national Stress in America™ survey. The Stress in America™ survey measures attitudes and perceptions of stress among the general public and identifies leading sources of stress, common behaviors used to manage stress and the impact of stress on our lives.

University of Massachusetts Lowell's Stress@Work Website

http://www.uml.edu/Research/centers/CPH-NEW/stress-at-work/default.aspx

This website provides an overview of causes, impacts, and intervention strategies for work-related stress. Written for human resources and workplace health practitioners, and employees.

Exposure to Stress: Occupational Hazards in Hospitals

The brochure can be used to identify the sources of occupational stress, and recommend work practices to reduce occupational stress.

RESOURCES FOR EMPLOYEE LEVEL INTERVENTIONS

This resource list was adapted from a "Resources for Action" list produced for use with the CDC National Healthy Worksite Program, and later published as the CDC Workplace Health Resources List, available at http://www.cdc.gov/workplacehealthpromotion/pdfs/wh-resources.pdf.

DIABETES

Diabetes At Work

A free, easy-to-use website that enables companies to assess their need for diabetes education at the work site. Users can download more than 30 lesson plans and fact sheets resources that can be used to inform employees about how to best manage their diabetes while at work and how to reduce their risk of further complications. This site was developed by the National Diabetes Education Program's (a joint CDC/NIH program) Business Health Strategy Workgroup for top-level managers, occupational health providers, benefits and human resource managers, and employees.

The National Diabetes Education Program (NDEP)

NDEP is a partnership of the National Institutes of Health, the Centers for Disease Control and Prevention, and more than 200 public and private organizations. NDEP translates the latest science and spreads the word that diabetes is serious, common, and *costly, yet controllable and, for type 2, preventable. The resources do not have a copyright so may be co-branded.*

EMERGENCY RESPONSE TO HEART ATTACK AND STROKE

ACOEM Automated External Defibrillation (AED) in the Occupational Setting

The American College of Occupational and Environmental Medicine has a position statement entitled "Automated External Defibrillation in the Occupational Setting" that summarizes pertinent legislation and provides guidelines for AED use in the workplace.

OSHA Best Practices Guide: Fundamentals of a Workplace First-Aid Program

The Occupational Safety and Health Administration's "Best Practices Guide: Fundamentals of a Workplace First-Aid Program" has information and resources for AEDs, CPR and workplace first aid.

American Red Cross OSHA Guide

The American Red Cross has a guide to help determine if your company is in compliance with OSHA standards for first aid training including AEDs and CPR.

American Red Cross Workplace CPR, First Aid and AED Information

The American Red Cross has many resources related to AEDs and CPR training.

HIGH BLOOD PRESSURE AND HIGH CHOLESTEROL

CDC's High Blood Pressure Webpage

CDC's High Cholesterol Webpage

These two sites provide a variety of information on high blood pressure and cholesterol including trends and statistics, economic consequences, state-based programs, related CDC websites, and recommended strategies and other resources for patients and professionals.

A Purchaser's Guide to Clinical Preventive Services

Developed in collaboration with the National Business Group on Health and the CDC, the *Purchaser's Guide* translates clinical guidelines and medical evidence, providing large employers with the information they need to select, define, and implement preventive health benefits such as hypertension and lipid screening, counseling, and treatment.

National Heart, Blood, Lung Institute

Includes publications, fact sheets, websites and interactive web applications such as Your Guide to Lowering High Blood Pressure and Your Guide to Lowering Cholesterol with Therapeutic Lifestyle Changes.

American Heart Association – High Cholesterol

This site will provide information about cholesterol including why cholesterol matters; understanding your risk for cholesterol; symptoms, diagnosis, and monitoring of cholesterol; prevention and treatment of cholesterol; and cholesterol tools and resources.

American Heart Association – High Blood Pressure

This site will provide information about high blood pressure (HBP); why HBP matters; your risk for HBP; symptoms, diagnosis and monitoring of HBP; and prevention and treatment of HBP.

Stanford Patient Education Research Center

The Chronic Disease Self-Management Program is a workshop given two and a half hours, once a week, for six weeks, in community or worksite settings such as senior centers, churches, libraries and hospitals. People with different chronic health problems, such as high blood pressure or cholesterol, can attend together. Workshops are facilitated by two trained leaders, one or both of whom are non-health professionals with a chronic diseases themselves. Each participant in the workshop receives a copy of the companion book, *Living a Healthy Life with Chronic Conditions, 3rd Edition*, and an audio relaxation tape, *Time for Healing.* Employers can access this program through the Stanford School of Medicine for their employees.

MENTAL HEALTH

Workplaces That Thrive: A Resource for Creating Mental Health-Friendly Work Environments

The Substance Abuse and Mental Health Services Administration (SAMHSA) has developed this resource to help human resources professionals understand the benefits and design of a mental health-friendly workplace.

Depression calculator

This resource allows businesses to calculate the impact of depression in the workplace and the benefits of treatment.

Treatment Works: Get Help for Depression and Anxiety

This CDC web page offers guidance on the signs of depression and where to find help.

NUTRITION

CDC's Nutrition Webpage

This site provides a variety of information on nutrition including data and statistics, programs and campaigns, recommended strategies and other resources for the health professional.

CDC Healthier Worksite Initiative – Nutritious Eating Toolkits

This site, designed specifically for worksites to encourage nutritious eating, contains checklists, guides, budgets, and other tools to aid in program planning, design, and management.

CDC Healthier Worksite Initiative – Establish a Garden Market

This toolkit provides information on how to establish a garden market in a federal agency or other organization, and is based on a demonstration project at the Centers for Disease Control and Prevention (CDC).

Choosing Foods and Beverages for Healthy Meetings, Conferences and Events

This resource provides guidelines for selecting healthful foods and beverages for breaks or meals at workplace meetings, conferences, and events.

Improving the Food Environment through Nutrition Standards: A Guide for Government Procurement

This resource provides practical guidance to states and localities for use when developing, adopting, implementing, and evaluating a food procurement policy.

PHYSICAL ACTIVITY

Physical Activity Guidelines for Americans

This site provides information on the 2008 Physical Activity Guidelines for Americans. The guidelines address physical activity for Americans of all ages including special populations.

National Physical Activity Plan

This site provides information on the U.S. National Physical Activity Plan, a comprehensive set of policies, programs, and initiatives that aim to increase physical activity in all segments of the American population. There is a section of the plan focused on business and industry.

Physical Activity Workplace Toolkits

This webpage provides links to toolkits that address reducing barriers and increasing access to places for physical activity in the work place. Includes Steps to Wellness: A Guide to Implementing the 2008 Physical Activity Guidelines for Americans in Workplaces.
http://www.cdc.gov/nccdphp/dnpao/hwi/downloads/Steps2Wellness_BROCH14_508_Tag508.pdf

Worksite Policies

This webpage contains specific policies that impact health promotion at federal workplaces. Workplaces that are not federal agencies can use this information to generate ideas about how policies impact health promotion in their organization.

CDC's Physical Activity Webpage

This site provides a variety of information on physical activity including physical activity guidelines and recommendations, data and statistics, recommended strategies and other resources.

Physical Activity Tools for Health Professionals

This webpage provides resources and tools for professionals to use including planning, promoting, and evaluating physical activity programs. The promotion section includes links to brochures that CDC has developed for the general public and links to other organizations that provide resources for physical activity promotion.

Active Environments

This webpage provides links on public health, community design and related sites that complement active environment efforts.

Exercise is Medicine

This webpage addresses physical activity counseling for health care providers.

SIGNS AND SYMPTOMS OF HEART ATTACK AND STROKE

National Heart, Lung, and Blood Institute Heart Attack Signs

The National Heart, Lung, and Blood Institute has free downloadable posters, brochures, and other support materials available for the *Act In Time To Heart Attack Signs* campaign.

Massachusetts Department of Public Health "Stroke Heroes Act FAST"

The Massachusetts Department of Public Health Heart Disease and Stroke Prevention has free downloadable videos, posters, brochures and other materials available from their *Stroke Heroes Act FAST* campaign in English, Spanish, Portuguese and Khmer. The *Stroke Heroes Act FAST* message was created using the evidence-based Cincinnati Pre-Hospital Stroke Scale.

Stroke Information Toolkits and Posters

The National Institute of Neurological Disorders and Stroke has a *Know Stroke Community Education Kit* and support materials available in English and Spanish.

TOBACCO CONTROL

CDC's Tobacco Webpage

This website provides a variety of information on tobacco including data and statistics, effective policies, programs and campaigns, recommended strategies and other resources for consumers and the health professional. Includes a link to a PDF that discusses the importance of health insurance coverage for tobacco cessation services. **Another link** (http://www.cdc.gov/tobacco/quit_smoking/ cessation/coverage/index.htm) within the tobacco page specifically focuses on smoking cessation and includes a PDF version of the Public Health Services (PHS) Guideline for Effective Cessation Treatments.

A Purchaser's Guide to Clinical Preventive Services

Tobacco Use Treatment Chapter – This section of *A Purchaser's Guide to Clinical Preventive Services* describes the importance of developing, implementing and evaluating a comprehensive tobacco dependence treatment benefit. Tobacco-use treatment has been ranked as one of the top 3 preventive services in terms of impact, cost effectiveness and effectiveness. SPD language and coding for benefit implementation is included.

[**Tobacco Cessation Benefit Coverage and Consumer Engagement Strategies: A California Perspective**](#)

> This report summarizes current employer coverage of smoking cessation benefits. To what degree do large California employers currently offer such benefits? Of those that offer them, what treatments do they cover? In addition, the report summarizes knowledge about the use of such services among employees and the barriers which may prevent them from tapping this important resource. Finally, it highlights best practices for employer coverage of tobacco cessation support programs and services, including promising employer incentive programs to promote their use.

[**Investing in Health: Proven Health Promotion Practices for Workplaces**](#)

> Included in this guide are steps any employer can take to improve employee health by: reducing tobacco use and exposure; promoting breast, cervical, and colon cancer screening and early detection; and encouraging physical activity and healthy eating.

WEIGHT MANAGEMENT

[**CDC's Overweight and Obesity Webpage**](#)

> This site provides a variety of information on overweight and obesity including obesity trends, economic consequences, state-based programs, recommended strategies and other resources for the health professional.

[**CDC's Healthy Weight Webpage**](#)

> This site provides a variety of information on achieving and maintaining a healthy weight including important information on weight assessments, balancing calories, health effects of overweight and obesity and other resources.

[**CDC's LEAN *Works!***](#)

> This web-based resource offers interactive tools and evidence-based resources to design effective worksite obesity prevention and control programs.

ORGANIZATION SUPPORTS FOR WORKPLACE SAFETY AND HEALTH PROMOTION

The CPH-NEW Healthy Workplace Participatory Program online toolkit

This site provides step-by-step instructions, training tutorials, and implementation tools for implementing a Total Worker Health™ participatory approach to workplace health, safety, and wellness.

CDC/NIOSH Total Worker Health

This resource provides an integration of occupational safety and health protection with health promotion to prevent injury and illness and to advance health and wellbeing.

The NCCDPHP Workplace Health Promotion Toolkit Planning/Workplace Governance Module

This site describes a number of organizational strategies that provide the infrastructure to ensure program objectives are achieved, employee health risks are appropriately managed, and the company's resources are used responsibly. It includes information on leadership support, wellness council or committees, health improvement action plans, dedicated resources, communications, and data.

CDC Healthier Worksite Initiative - Health Risk Appraisals (HRA)

This site provides practical guidance for the use of Health Risk Appraisals (HRA). The site describes what an HRA is; reasons why employers might use HRAs; and important employer considerations when implementing and using an HRA such as ethics, incentives, and method of follow-up with employees.

NCI Making Health Communications Programs Work

A planning guide developed by the National Cancer Institute with participation from the CDC on all aspects of effective communication of health information.

Agency for Healthcare Research and Quality: Surveys on Patient Safety Culture

A planning guide developed to assist hospitals with coordinating a patient safety culture survey. Provides specific guidance for contracting with a vendor to administer a survey.

BRFSS Operational and Users Guide

An online user guide for implementing the Behavioral Risk Factor Surveillance Survey. See pages 59-67 for useful tips on issuing a request for proposals for survey vendors.