

Total Worker Health[®] for Occupational Safety and Health Professionals

Syllabus

Course Overview



Total Worker Health[®] for Occupational Safety and Health (OSH) Professionals is a self-paced online course that provides a foundational introduction to the concept of *Total Worker Health* (TWH) and how it applies to OSH professional practice. The course has three modules. We anticipate that the course content and application activities will take approximately five hours to complete:

- Module 1: Course Overview - 40 minutes
- Module 2: Introduction to TWH - 2 hours
- Module 3: Fundamentals of a TWH Approach - 2.5 – 3 hours

Note, all times are approximate and will vary based on the time spent on readings and activities. We recommend allowing sufficient in-between each module to fully engage in learning activities.

Participants who complete all modules, activities, and course requirements will receive a certificate of completion.

Course Objectives

After completing this course, learners will be able to:

- 1) Recognize the value of TWH for worker well-being
- 2) Explain the defining elements of a TWH program
- 3) Identify the relevance of TWH to your professional practice;
- 4) Develop an interest for and excitement about TWH practice.

Audience

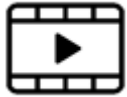
This program is intended for OSH professionals working in a variety of workplace settings. The course content is appropriate for industrial hygienists, environmental safety and health managers, safety specialists, occupational health nurses, and union health and safety stewards. Learners can use the certificate of completion from this course to claim continuing education credit from their professional accrediting boards such as the Board for Global EHS Credentialing (BGC)/the American Board of Industrial Hygiene (ABIH[®]) or the Board of Certified Safety Professionals (BCSP).

Technical Requirements

This course is hosted in Brainshark.com, an online training platform used by the University of Massachusetts Lowell for hosting non-degree university courses. Learners must create a user account for Brainshark in order to access the program.

Learning Activities

Each module consists of a variety of learning activities, all of which are self-directed.



View

Learners should begin by viewing all chapters within a module.



Read

Readings are meant to emphasize or deepen concepts presented in the video learning modules. In addition to the required readings, optional peer-reviewed articles are provided in the Appendix and on the [program homepage](#).



Visit

Website links to relevant organizations are provided for learners to explore freely available resources for learning more about TWH.



Apply

Each module has multiple workplace application activities.

- **Reflect** activities (required) are designed for professionals with no or limited prior TWH experience.
- **Engage** activities are meant to challenge and further explore TWH and are highly recommended.

After completing the activities, learners must return to Brainshark to report back on the Reflect and Engage activities.



Evaluate

Following the completion of the 3 modules, you will be asked to complete a course program evaluation survey. The purpose is to provide feedback on the course materials and it is required to obtain a certificate of completion.



Certify

A certificate of completion will be issued upon completion of three criteria:

1. View all learning videos,
2. Report back on workplace application activities
3. Complete a course evaluation survey

Contacting the Instructors

For questions or to receive feedback on the Workplace Application responses, please contact the instructors by sending an email to cphnew@uml.edu.

COURSE CONTENT

Module 1: Introduction to the Course

Module 1 Objectives

- Gain familiarity with the *Total Worker Health*[®] for Occupational Safety and Health Professional modules
- Become familiar with the Brainshark learning environment

View

Chapter 1: Brainshark Orientation

Chapter 2: Course Overview

Read

Required Reading*

Phillips, K. (2020) <i>An Introduction to Total Worker Health</i> , American Industrial Hygiene Association.	5 minutes
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****Supplementary materials available in Appendix A***

Visit

National Institute for Occupational Safety and Health (NIOSH) *Total Worker Health - Total Worker Health* | NIOSH

Apply

The activities below are meant to get you thinking about TWH as it pertains to your role and your organization. The thought questions and feedback exercise should be completed before moving to Module 2.

Reflect (*Required*)

Reflect on the questions below and report back within the learning module.

- Why am I interested in TWH? What motivated me to enroll?
- What is my goal for this course?

Engage (*Recommended*)

Perform the activity below and report back within the learning module. Speak with someone in your organization about *Total Worker Health* (or a colleague in general about TWH) to learn how it might be relevant for them.

- Identify 1-2 potential partners who work in OSH or a TWH relevant field.
- Explain your interest in exploring a TWH approach to worker well-being.
- Find out their interest in working through this course together.

Report (*Required*)

Return to the Brainspark module to report back on your Reflect and Engage activities.

Module 2: Introduction to *Total Worker Health*

Module 2 Objectives

- Describe factors that influence the current state of work, the workforce, and the workplace
- Define *Total Worker Health* using the definition provided by the National Institute for Occupational Safety and Health
- Describe the influences of work and non-work factors on worker safety, health, and well-being
- Define work organization and recognize how it can influence worker well-being
- Describe the Healthy Workplace Participatory Program

View

Chapter 3: Work Today

Chapter 4: *Total Worker Health* Defined

Chapter 5: Making the Work-Health Connection

Chapter 6: Work Organization and Health

Chapter 7: Introduction to the Healthy Workplace Participatory Program

Chapter 8: Module 2 Application

Read

Required Readings* (Choose 2)

Cavallari, J. & Nobrega, S. (2020) <u><i>Total Worker Health – An Integrated Approach to a Healthier Workplace</i></u> . CPH-News & Views Issue 64.	3 minutes
Henry, K. (2019) <u><i>Total Worker Health: How Does IH Fit?</i></u> , American Industrial Hygiene Association.	2 minutes

Hill, L., Montgomery, D. Bowers-Payne, R. (2019) <u><i>Journey to Be Well: Implementing Total Worker Health in Eugene Oregon.</i></u> , The Synergist.	10 minutes
Schill AL. (2017) <u><i>Advancing Well-Being Through Total Worker Health®.</i></u> Workplace Health & Safety.	15 minutes

* **Supplementary articles are available in Appendix A**

Visit

- [NIOSH Centers of Excellence in Total Worker Health® page](#) for descriptions and links to each Center
- [Center for Promotion of Health in the New England Workplace page](#)

NIOSH resources to learn more about TWH

- [Promising Practices for Total Worker Health®](#)
- [TWH Training Resources](#)
- [NIOSH Total Worker Health® Webinar Series](#)
- [Total Worker Health® in Action! E-newsletter](#)

Apply

The activities below are meant to get you thinking about important concepts within the TWH approach. The thought questions and feedback exercise should be completed before moving to Module 3.

Reflect (*Required*)

Choose 1 question below to reflect and report back within the learning module.

- Think about your role as an OSH professional; in what way(s) does your work go beyond the traditional paradigm of controlling chemical, biological, and physical hazards in your workplace?
- Given the multi-disciplinary scope of well-being, are there other professionals in your organization, outside of the OSH discipline, that you can partner with to assist in exploring a TWH approach?
- Think about safety, health, or well-being concerns in your organization or an organization that you consult or work with. Make a list of 2-3 issues that you think could be addressed using a TWH approach.

Engage (*Recommended*)

Choose 1 activity below to perform and report back within the learning module.

- Ask a friend or colleague about the work and non-work factors influencing their well-being. For example, you can ask about sleep, exercise habits or stress and how work and non-work factors influence each.

- Talk with a co-worker about the list of safety, health and well-being concerns that can be addressed using a TWH approach created in the reflection exercise. Does your colleague agree with your assessment and priorities? What more do they have to add?

Report (*Required*)

Return to the Brainshark module to report back on your work from the reflect and engage activities.

Module 3: Fundamentals of a *Total Worker Health*[®] approach

Module 3 Objectives

- Recognize the 5 essential elements of TWH as described by NIOSH
- Explain how the Hierarchy of Controls can be adapted to *Total Worker Health*
- Reflect on the value of the TWH essential elements for your practice or organization
- Locate resources available for implementing a TWH program

View

Chapter 9: Overview of the Fundamentals of a *Total Worker Health*[®] Approach

Chapter 10: Leadership Commitment

Chapter 11: Promoting Employee Engagement

Chapter 12: Assessment of Work and Non-work Factors Influencing Well-being

Chapter 13: Designing Work to Eliminate or Reduce Hazards and Promote Well-being

Chapter 14: Program Integration

Chapter 15: Pulling it All Together

Chapter 16: Module 3 Application

Chapter 17: Course Evaluation

Chapter 18: Course Conclusion

Read

Required readings*

<p>NIOSH Resources</p> <p>NIOSH (2018) <u><i>Fundamentals of Total Worker Health[®] Approaches: Essential Elements for Advancing Worker Safety, Health, and Well-Being</i></u>, Centers for Disease Control and Prevention.</p> <p>NIOSH (2018) <u><i>Making the Business Case: How Total Worker Health Approaches Can Benefit Both Your Workers and Your Organization</i></u>, Centers for Disease Control and Prevention.</p>	<p>15 minutes</p> <p>5 minutes</p>
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<p>Case Studies (Choose 1)</p> <p>Themann CL, Morate T, Afanuh S. (2019) <u><i>Using Total Worker Health Concepts to Address Hearing Health</i></u></p> <p>Afanuh S. (2018) <u><i>Using Total Worker Health Concepts to Reduce Fatigue Among Retail Workers</i></u></p> <p>Afanuh S. and Johnson AI. (2017) <u><i>Using Total Worker Health Concepts to Reduce the Health Risks from Sedentary Work</i></u></p> <p>Afanuh S., Lee M., Hudson H. (2015) <u><i>Using Total Worker Health Concepts to Enhance Workplace Tobacco Prevention and Control</i></u></p> <p>Case studies from U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, DHHS.</p>	<p>15 minutes</p> <p>15 minutes</p> <p>10 minutes</p> <p>10 minutes</p>
<p>TWH implementation guides for the workplace (Choose 1)</p> <p><u><i>Healthy Workplace Participatory Program Facilitator Manual, Section I. Getting Ready for Program Start-up</i></u> (2019) Center for Promotion of Health in the New England Workplace, University of MA Lowell.</p> <p><u><i>Implementing an Integrated Approach: Weaving Worker Health, Safety, and Well-being into the Fabric of Your Organization</i></u> (2017) Executive Summary (p. 1-13). Center for Work, Health, and Well-being, Harvard T.H. Chan School of Public Health, Boston MA</p>	<p>20 minutes</p> <p>20 minutes</p>

*** Supplementary articles are available in Appendix A**

Visit

- NIOSH Promising Practices for *Total Worker Health*[®]
- NIOSH TWH On-Demand Training
- CPH-NEW Healthy Workplace Participatory Program
- Harvard Center for Work Health and Well-being
 - Guidelines for Implementing an Integrated Approach
 - Workplace Integrated Safety and Health (WISH) Assessment
- Oregon Healthy Workforce Center (OHWC)-Your Work Path

Apply

Reflect (*required*):

Choose 2 questions below to reflect and report back within the learning module.

- You can think about the TWH essential elements both as something you practice as well as something practiced within an organization. Do you (or your company) take a siloed or integrated approach to worker health and safety? Do you consider risk factors outside of work? Do you collaborate with departments outside of OSH?
- What information do you currently collect or assess related to worker well-being (e.g., workplace injury rates, audiometry, etc.)? Now think about and describe information you don't collect but could be relevant for key safety or wellbeing concerns you are trying to address (e.g., smoking rates, stress). How can this new information be used to apply a TWH approach to that concern?
- What additional ways can you engage workers to protect and promote worker well-being?
- Think about a health and safety hazard that is relevant to your work. Use the "Hierarchy of Controls Applied to NIOSH *Total Worker Health*" approach to identify what a program to address this hazard may look like. See [NIOSH's website](#) for examples.

Engage (*recommended*):

Perform the activity below and report back within the learning module.

- Download and print [NIOSH's Fundamentals of *Total Worker Health*® Approaches Workbook Worksheet 1: Self-Assessment of Defining Elements of *Total Worker Health*](#). Take the assessment in the learning environment and record your responses. Discuss your notes and ratings with another colleague. Identify one or two priorities for yourself or your organization as you consider how to implement *Total Worker Health* practices.

Report (*required*):

Return to the Brainshark module to report back on your work from the reflect and engage activities.

Instructor information

Jennifer Cavallari, ScD, CIH, is an Associate Professor of Public Health Sciences at the University of Connecticut School of Medicine. She is an industrial hygienist and Outreach Co-Principal Investigator at CPH-NEW. She conducts research to understand how work and non-work factors influence worker well-being and how a TWH approach can enhance worker well-being.

Suzanne Nobrega, MS is the Director and Principal Investigator for Outreach for the Center for Promotion of Health in the New England Workplace (CPH-NEW) at the University of Massachusetts Lowell. She conducts research and evaluation to advance *Total Worker Health* in practice. She also provides training and consultation to workplace professionals as they implement *Total Worker Health* programs.

About CPH-NEW

The Center for Promotion of Health in the New England Workplace (CPH-NEW) is a *Total Worker Health* Center for Excellence funded by the National Institute for Occupational Safety and Health. CPH-NEW conducts research to evaluate the health benefits, obstacles, and cost effectiveness of workplace programs that integrate occupational health and safety with other efforts to enhance worker well-being. CPH-NEW examines *Total Worker Health* interventions to address musculoskeletal, cardiovascular, and mental health outcomes; the underlying role of work organization; and the importance of worker participation in program design and implementation. The Center offers research-based program tools and guidance to employers, unions, health professionals, and policy makers to promote a worker-centered approach to safety and well-being.

Visit www.uml.edu/cphnew

Contact CPHNEW@uml.edu

Total Worker Health® is a registered trademark of the U.S. Department of Health and Human Services (HHS). Participation by CPH-NEW does not imply endorsement by HHS, the Centers for Disease Control and Prevention, or the National Institute for Occupational Safety and Health.

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Appendix A: Supplementary Peer-Reviewed Articles

Module 2: Introduction to *Total Worker Health*

Chari, R., Chang, C.-C., Sauter, S. L., Petrun Sayers, E. L., Cerully, J. L., Schulte, P., & Schill, A. L. (2018). <u><i>Expanding the Paradigm of Occupational Safety and Health: A New Framework for Worker Well-Being.</i></u> Journal of Occupational and Environmental Medicine.	22 minutes
Schulte, Paul A., et al. (2019) <u><i>"Toward an expanded focus for occupational safety and health: a commentary."</i></u> International Journal of Environmental Research and Public Health.	40 minutes
Tamers, Sara L., et al. (2019) <u><i>"Total Worker Health® 2014–2018: the novel approach to worker safety, health, and well-being evolves."</i></u> International Journal of Environmental Research and Public Health.	45 minutes
Peckham, T.K., Baker, M., Camp, M.G., Kaufman, J.D., Seixas, N.S. (2017) <u><i>Creating a Future for Occupational Health.</i></u> Annals of Annals of Work Exposures and Health, Vol. 61, No. 1.	30 minutes
Schulte, P.A., Pandalai, S., Wulsin, V., Chun, H. (2012) <u><i>Interaction of Occupational and Personal Risk Factors in Workforce Health and Safety.</i></u> American Journal of Public Health.	53 minutes
Miranda, Helena et al. (2015) <u><i>Health Behaviors and Overweight in Nursing Home Employees: Contribution of Workplaces Stressors and Implications for Worksite Health Promotion</i></u> The Scientific World Journal.	30 minutes
Nobrega, Suzanne et al. (2016) <u><i>Obesity/Overweight and the Role of Working Conditions: A Qualitative, Participatory Investigation</i></u> Health Promotion Practice.	35 minutes
Chari, R., Chang, C.-C., Sauter, S. L., Petrun Sayers, E. L., Cerully, J. L., Schulte, P., & Schill, A. L. (2018). <u><i>Expanding the Paradigm of Occupational Safety and Health: A New Framework for Worker Well-Being.</i></u> Journal of Occupational and Environmental Medicine.	22 minutes

Shaw et al. (2020) <u><i>Work Environment Factors and Prevention of Opioid-Related Deaths.</i></u> American Journal of Public Health.	25 minutes
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Module 3: Fundamentals of a *Total Worker Health* Approach

Schwatka NV, et al. (2020). <u><i>Total Worker Health Leadership and Business Strategies Are Related to Safety and Health Climates in Small Business.</i></u> Int J Environ Res Public Health.	50 minutes
Punnett et al. (2020) <u><i>Defining "Integration" for Total Worker Health®: A New Proposal.</i></u> Annals of Work Exposures and Health Volume 64, Issue 3.	30 minutes
Dennerlein, Jack T., et al. (2020) <u><i>An Integrative Total Worker Health Framework for Keeping Workers Safe and Healthy During the COVID-19 Pandemic,</i></u> Human Factors.	20 minutes