



**COLLABORATING WITH
COMMUNITY PARTNERS TO
PROMOTE HEALTH AND
PREVENT CANCER AT WORK:
CURRENT WORKSITE STUDIES, ONGOING
PARTNERSHIPS, AND NEXT STEPS**

 **57th Meeting of the National Cancer Institute: Director's Consumer Liaison Group**
Thursday, May 19th, 2011

Objectives

- Provide a rationale for addressing cancer and other chronic diseases at the work place
- Offer a few examples from current worksite health promotion and cancer prevention research
- Discuss implications for practice and future research

Addressing Chronic Diseases at Work

- ❑ More than 64% of US adults work; and spend a majority of their day at work
- ❑ Workforce is aging – chronic disease burden growing!
 - ❑ Preventable illness makes up 70% of the total burden of disease and their associated costs
 - ❑ 10 *modifiable* risk factors account for approximately 25% of all healthcare expenditures (Anderson, 2000)
 - ❑ Employer medical costs average \$7910 per employee annually (O'Donnell, 2010)
- ❑ **Comprehensive** worksite health promotion programs have demonstrated a positive impact on employee health, morale, productivity, and health care costs
- ❑ ROI for comprehensive programs range between \$3-\$5 for every \$1 invested



Who Offers a **Comprehensive** Worksite Health Promotion Program*?

- ❑ Only **6.9%** of employers offer a comprehensive health promotion program
- ❑ **Larger worksites** (w/750+ employees) were 4.4 times as likely to have a comprehensive program (p=.06)
- ❑ Worksites with a **dedicated staff person** were 10.3 times more likely to have a comprehensive program (p<.05)
- ❑ **Finance/agriculture/mining industry sectors** were significantly less likely to have a comprehensive worksite health promotion program (p<.05)

*Linnan, Bowling et al. 2008 AJPH



WAY to Health Research Studies



CDC WAY To Health

2004-2007
(CDC #DP000102)

- 17 NC community colleges
- 3 arms
 - Environmental only (ENV)
 - Web-based weight loss program (WEB)
 - Web-based weight loss program plus cash incentive for weight loss (WPI)
- Organizational key stakeholder interviews and environmental scans (baseline, 12 mo)
- Weight loss assessments (3, 6, and 12 mo)



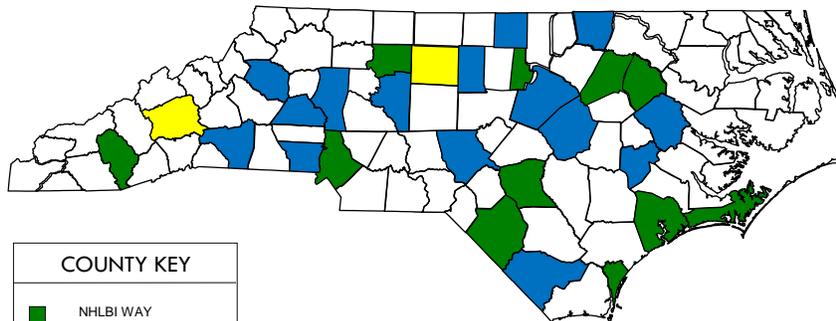
NHLBI WAY to Health

2006-2011
(R01 HL080656-01A1)

- 14 colleges (universities, HBCUs, and community colleges)
- 4 arms
 - Web-based weight loss program (WEB)
 - Cash incentive for weight loss (INC)
 - Web-based weight loss program plus cash incentive (WPI)
 - Usual care (UC)
- Organizational key stakeholder interviews and environmental scans (baseline, 12, 24 mo)
- Weight loss assessments (3, 6, 12, and 18 mo)



CDC/NHLBI WAY to Health Campus (Worksite) Map



COUNTY KEY	
■	NHLBI WAY
■	CDC WAY
■	NHLBI/CDC WAY

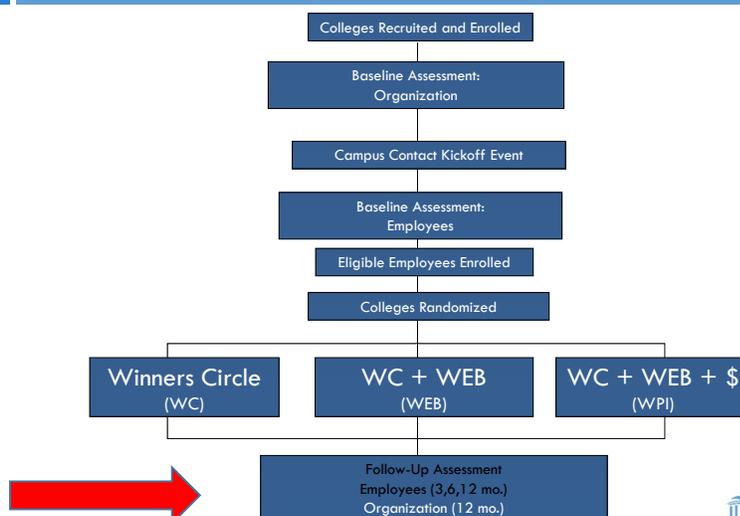


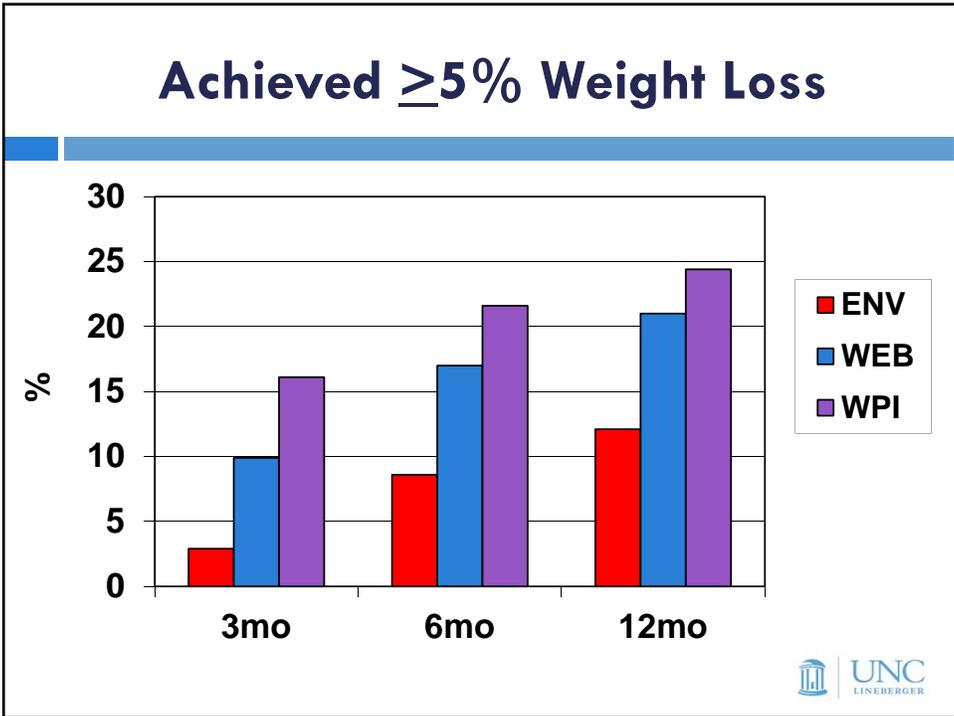
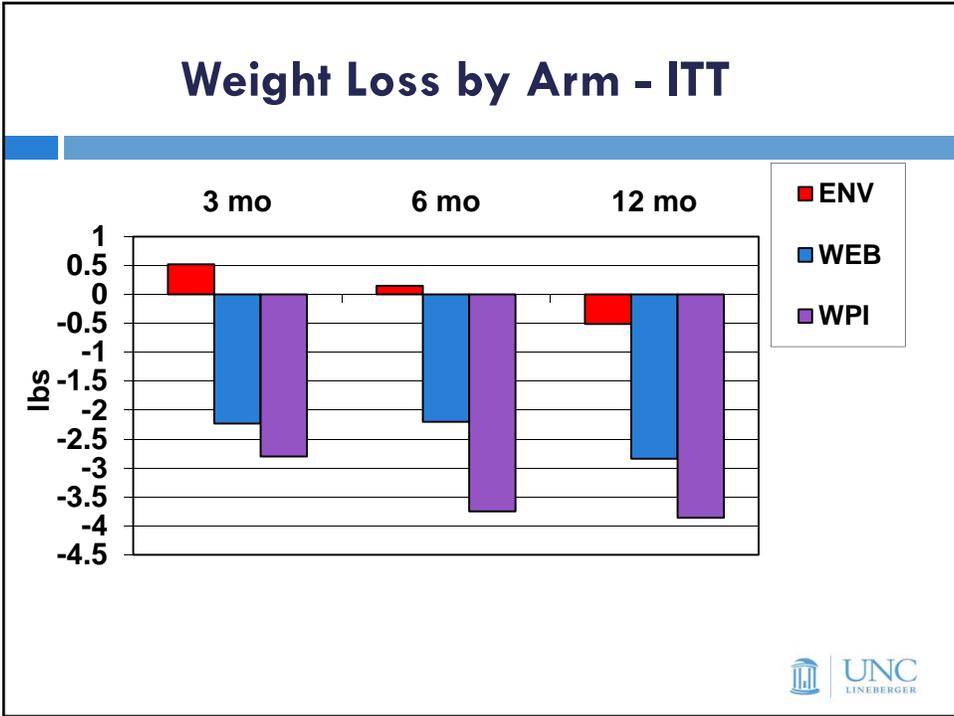
Community Colleges as Partners

- North Carolina has the third largest community college system in the nation (n=58 campuses) and is one of the largest employers in most counties
- These campuses have employees and students from all 100 NC counties so reach is excellent; from both urban and rural locations
- Very few studies in partnership with community colleges employees/students/residents have been done
 - NC community colleges are enthusiastic partners
- ***If interventions prove effective, exciting dissemination possibilities exist for employees/students/residents***

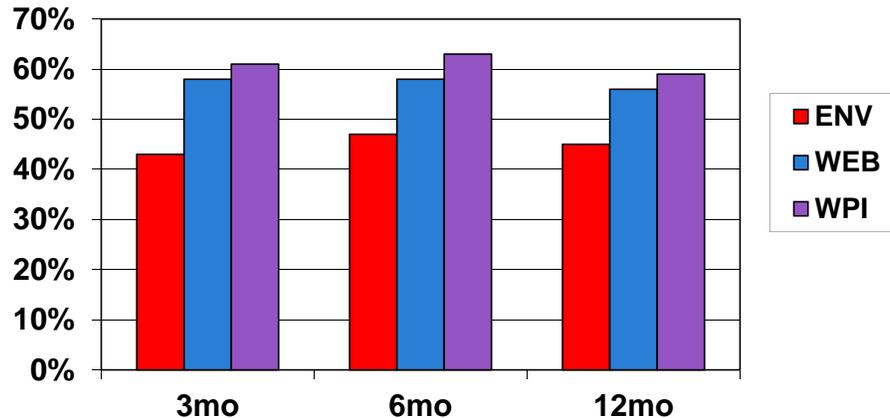


CDC WAY - Study Design





Achieved ANY Weight Loss



CDC WAY - Summary of Results

- Environmental change program -- Winners Circle -- was challenging for CCs to implement
- Two minimal intensity, easy to implement and relatively low-cost interventions (WEB and WPI) produced modest yet significantly greater weight loss compared with WC only
- Produced important weight gain prevention outcomes
- WPI minimized attrition and enhanced intervention outcomes (approx 1 pound greater weight loss at 12 months, on average, than WEB only) (but not SS)

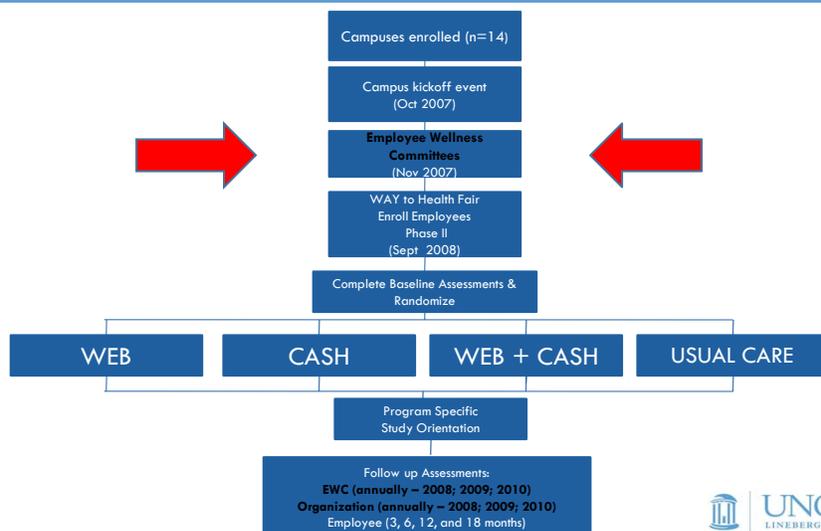


Next Research Steps

- **Can we enhance these weight loss effects by...**
 - Increasing the cash incentive slightly yet still keep within reach of what employers were willing to pay...?
 - Enhancing the web-based weight loss program via new features and tailoring?
 - Extending the measurement period to sustain wt loss..
 - Look at independent effects of WEB and \$\$\$ (alone)
 - ***Help employers with strategic planning for wellness to develop a comprehensive approach that supports employee health and creates healthy workplaces?***



NHLBI WAY - Study Design



Strategic Planning for Wellness

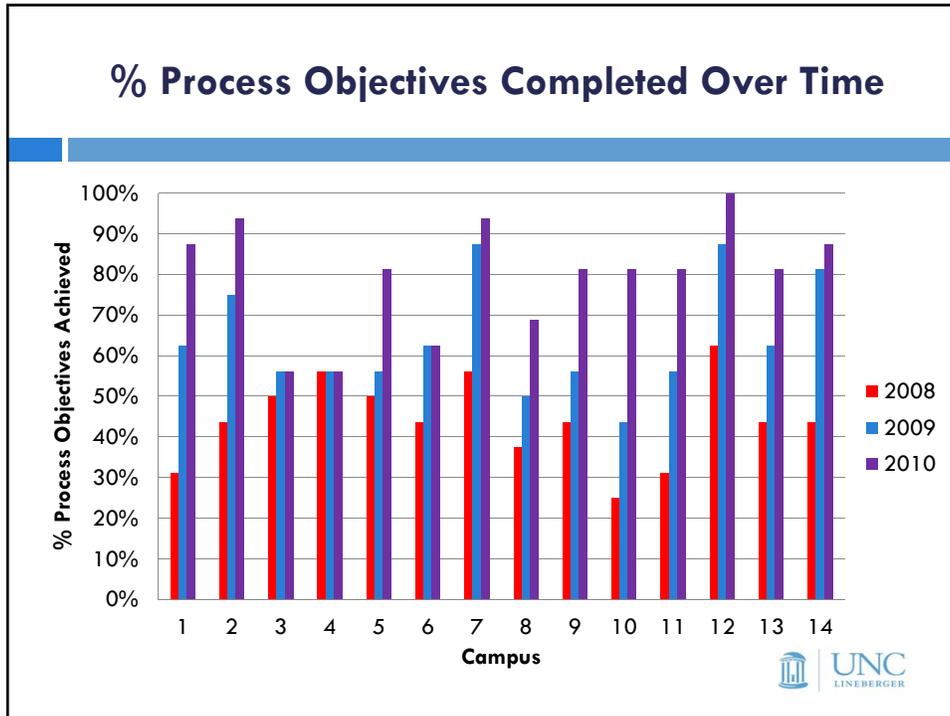
- **Intervention Components – Phase 1**
 - **Kickoff Orientation for Campus Contacts**
 - **Organize Employee Wellness Committees**
 - Hold campus-wide health fair
 - **Campus Contact Meetings**
 - Held every six months
 - **Technical Assistance/Support**
 - Focus on developing Wellness Action Plan
 - EBIs for tobacco use, healthy eating, PA and stress
 - **Study Listserv**
 - **Progress Reports**



Key Process Objectives

1. Identify a WAY to Health EWC contact person
2. Identify a WAY to Health EWC chair (or co-chairs)
3. Create a committee
4. EWC meets at least ten times per year
5. Active EWC membership
6. Conduct an inventory of campus-based resources for wellness
7. Conduct an inventory of local resources for wellness
8. Identify top 5 health care claims for chronic conditions and overall healthcare costs
9. Conduct key stakeholder assessment on campus (WAY to complete)
10. Assess employee needs, interests, and expectations for worksite wellness
11. Draft an Action Plan incorporating results from campus assessments
12. Get 1st Year Action Plan approved for implementation
13. 1st Year Action Plan is in progress
14. Overall Marketing plan is in progress
15. Overall Evaluation plan is in progress
16. 1st Year Action Plan is completed





HENC CC: Partnering with Community Colleges to Prevent Cancer Among Employees, Students and Residents

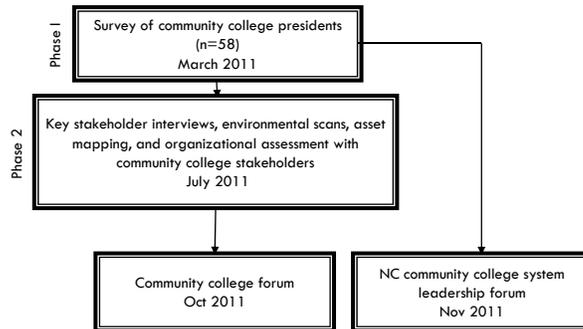
- **Purpose:** Understand community college motivations, preferences, resources, and needs related to adopting and implementing cancer prevention-related evidence-based interventions (EBIs) for their students, employees and community residents.

- **Study aims:**
 - **Aim #1:** Assess current activities, interests, assets, and perceived barriers and facilitators to implementing cancer prevention EBIs for employees, students, and the larger community

 - **Aim #2:** Present findings to the overall NCCCS leadership and with selected community colleges



HENC CC - Study Design



Implications for Practice & Research

- ❑ Strategic planning and partnerships are central to the development of effective comprehensive programs
 - ❑ North Carolina is uniquely positioned to lead!
- ❑ Evidence-based interventions must be tailored to changing nature of work & workforce
- ❑ Interdisciplinary research teams, working in collaboration with employers, insurers, government, and other providers, are essential to build the evidence base and accelerate the uptake of proven approaches



The Carolina Collaborative for Research on Work and Health



- ❑ Convened in October 2010 at UNC Chapel Hill
- ❑ An interdisciplinary team of researchers, academics, practitioners, government officials, and employers
 - ❑ **Mission:** Stimulate state-of-the-science research on the intersection issues of work, health and family/life issues with an aim toward *improving workplace and worker health by accelerating the adoption and implementation of evidence-based interventions*



For More Information



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