

PURPOSE

This briefing report presents the findings from an evaluation of Work@Health® 2015-2016, which is an employer-based training program to improve the health of participating employers with an emphasis on reducing chronic disease and injury risk and improving worker productivity. Work@Health® was established by the Centers for Disease Control and Prevention (CDC), National Center for Chronic Disease Prevention and Health Promotion (NCCDPHP).

PROGRAM COMPONENTS AND OUTCOMES

Work@Health® 2015-2016 included the following training and technical assistance components:

- Master Trainer Program to prepare a select group of Certified Trainers to lead the Train-the-Trainer training;
- Train-the-Trainer (T3) Training and Technical Assistance(TA) to prepare participants to be trainers and lead at least 5 employers in their communities with training in the Work@Health® Core Curriculum Training using the Blended training model;
- Employer Core Curriculum Training delivered to employers via the Blended model;
- Basic Technical Assistance to provide support to employers after completion of the Core Curriculum training program. Technical assistance includes a range of structured and organic support services to help employers and trainers plan, establish, and operate a comprehensive worksite health program; and
- Advance Technical Assistance which provides advanced customized training and technical assistance to employers who have completed the Work@Health® Basic Technical Assistance, with the end goal of increasing employers' readiness to apply for third-party accreditation/recognition.

During Work@Health® 2015-2016, 6 Master Trainers completed their training and led a training of Train-the-Trainer (T3) participants, 18 Train-the-Trainer participants completed the training and technical assistance and trained 98 employers in the Core Curriculum, 27 employers completed Basic Technical Assistance and 21 completed Advanced Technical Assistance.

The evaluation of Work@Health® included a process and outcome evaluation and followed the RE-AIM framework, a model for evaluating public health interventions. The evaluation included the collection of primary and secondary data. The primary data consists of pre and post surveys, focus groups, key informant interviews with employers and participants as well as observations of training sessions. The secondary data consisted of administrative data tracking the progress of employers and participants through training and technical assistance.

The Work@Health® training and technical assistance appears to have had an impact on employers' and participants' knowledge and skills and led to the development or enhancement of worksite health programs. Employers who completed Basic TA improved their knowledge related to worksite health and employers who completed Advanced TA showed improvement in their scores related to Accreditation Readiness. Both employers receiving Basic and Advanced TA showed an improvement in their overall CDC Worksite Health ScoreCard. Employers participating in Basic TA planned programs to address gaps in their HSC and employers participating in Advanced TA planned programs to address the scores on the Accreditation Readiness Assessment (ARA).

T3 participants who completed the training and technical assistance improved their knowledge about leading effective trainings and about worksite health. T3 participants increased their self-rated skills in conducting and leading in-person and online trainings. At the conclusion of training and technical assistance, T3 participants were also more likely to report feeling more prepared and confident to lead an in-person and online training. T3 participants trained 98 employers in the Work@Health® Core Curriculum. An overwhelming majority of these employers agreed or strongly agreed that the training materials increased their knowledge of worksite health and wellness.

The findings from this evaluation suggest a number of areas that the Work@Health® program could revise and improve to best meet the needs of employers and participants and improve the outcomes of Work@Health®. These areas include the following:

- Providing more flexibility in the TA timeline to allow employers and participants to participate in TA as it best fits their schedule,
- Revising the Training and Technical Assistance Portal to best meet the needs of employers and participants some of whom have low technology skills or resources,
- Fostering the development of learning communities to increase the impact of the program and increase retention of employers and participants, and
- Identifying strategies to improve retention, such as providing clear expectations of program requirements and timelines, expanding the timeline to complete training and technical assistance or reduce some of the components of training and technical assistance, leverage existing grants and financial support for worksite health that exist in state and local health departments, and encouraging management support.

CONCLUSIONS

Work@Health® 2015-2016 expanded upon the robust employer training and technical assistance structure that was created in Work@Health® 2014. The program continued to provide employers with training and technical assistance to plan, develop, implement, and/or enhance a worksite health program and evaluate the impact of their worksite health programs. Work@Health® continued to provide the Core Curriculum training, Basic Technical Assistance (TA), and the Train-the-Trainer (T3) training and technical assistance. In addition, the program expanded to include an opportunity for select T3 participants and Technical Assistance Providers (TAPs) to participate in a Master Trainer training and employers to receive Advanced Technical Assistance. The Master Trainer training was used to convey the knowledge and skills needed to lead a training of T3 participants. Advanced Technical Assistance provided employers with ongoing one-on-one support from TAPs and Subject Matter Experts to assist employers with preparing their worksite health program for accreditation and/or recognition.

At the conclusion of Work@Health® 2015-2016 the graduates of the various program components included:

- 6 Master Trainers, four of whom received a certification as a Master Trainer,
- 18 Train-the-Trainers,
- 98 employers from the Core Curriculum,
- 27 employers from Basic Technical Assistance,
- 21 employers from Advanced Technical Assistance.

The evaluation identified key themes that were relevant across program components and worth considering as Work@Health® continues to develop and expand.