Oregon Healthy Workforce Center *Total Worker Health®* Toolkit

SHIP Safety and Health Improvement Program

ABOUT THE SHIP TOOLKIT

The Oregon Healthy Workforce Center's Safety and Health Improvement Program (SHIP) is an evidence-based *Total Worker Health®* toolkit designed for supervisors and managers in any industry and offers the opportunity for team-based discussions to help improve work-life balance. SHIP contains online training modules, downloadable supervisor support behavior tracking templates, and team discussion and strategies that can help improve the safety, health and well-being of employees. Supervisors participating in SHIP are encouraged to track their use of the family and safety supportive behaviors learned in the online training for a period of two weeks after to reinforce knowledge and skill utilization.

SHIP TOOLKIT COMPONENTS

1-hour online supervisor training in four 15-minute modules on how to support safety and work-life balance among employees

2-week behavior tracking where supervisors and managers track how much they applied the trained supportive supervisor behaviors with their teams

4-hour facilitated Follow-up sessions to brainstorm improvements in work practices, communication, and team collaboration

Check-ins to ensure what is learned and discussed becomes part of daily practices

ACCESS AND LEARN MORE ABOUT THE SHIP TOOLKIT

YourWorkpath.com/SHIP

LEARN MORE ABOUT OHWC

ohsu.edu/ohwc

OREGON HEALTHY WORKFORCE CENTER
NIOSH TOTAL WORKER HEALTH® CENTER OF EXCELLENCE

TESTIMONIAL

"Employees were cautious at first, but now they're the ones asking supervisors if they can revisit the team effectiveness goals. They're really enthusiastic." -Suzanne Kahn, Portland Bureau of Transportation

WHY SHIP?

SHIP has produced multiple benefits for organizations, including:
- Reductions in employees' stress and work-life conflict
- Increases in team communication and effectiveness
- Improvements in employee health and safety
- Enhancements to work processes and practices

BEHIND THE SCIENCE

The SHIP intervention was tested in the construction industry and with a sample of 528 employees, we found that the intervention was effective at reducing worker blood pressure. Each of the SHIP components (online training, behavior tracking, and follow-up) was based on previous research which demonstrated their effectiveness. The SHIP intervention focused on increasing supervisor support and team effectiveness to impact employee safety, health, and well-being.

SHIP has undergone a recent revision to improve its aesthetics and accessibility. It is currently being prioritized for dissemination, and partnerships – including a key partnership with SAIF Corporation – have been established to host and disseminate the program for statewide and national stakeholders.

WHERE CAN I ACCESS SHIP?

Option 1: SHIP is a self-paced and ready-to-use toolkit that can take 6 hours to complete. All components of the toolkit are free except for an annual license for the online training.
- **Online Training:** Free online modules available on *YourWorkpath.com/SHIP*
- **Behavior Tracking Cards:** no cost
- **TEP Process and Follow-up:** no cost

Option 2: Join OHWC's YourWorkpath Program to access the toolkit for one year at no cost. Includes additional incentives and provide feedback to help improve future toolkit design. Visit, *YourWorkpath.com/ tryourtoolkits* for more information.

Option 3: Customization, branding, and licensing of training content or Learning Management System (LMS) options available. Contact us at Helen Schuckers, schucker@ohsu.edu.

ACCESS THE SHIP TOOLKIT: YourWorkpath.com/SHIP

EFFECTS OF SHIP ON EMPLOYEE HEALTH AND WELL-BEING

We used a randomized controlled study to evaluate the effectiveness of SHIP. We found that SHIP led to improvements in the following employee outcomes:

- The SHIP intervention directly improved blood pressure. *(.19)

SHIP was especially helpful for employees who initially perceived a weaker relationship with their supervisors prior to the intervention. For these employees, SHIP improved:

- Family Supportive Supervisor Behaviors* (.43)
- Team Effectiveness* (.70)
- Work-Life Effectiveness* (.57)

*$p < .05$, Note: Effect size in Cohen's d: .20=small, .50=medium, .80=large