

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 Team Effectiveness Process (TEP) sessions to brainstorm improvements in work practices, communication, and team collaboration
- 
 Follow-up meetings 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





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 training, and TEP) 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, accessibility, and spreadability. It is currently being prioritized for dissemination, and partnerships – including a key partnership with SAIF Corporation – have been established to host and advertise 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:** \$25 per user
- **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 for 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