

COMMUNITY of Practice And Safety Support



ABOUT THE COMPASS TOOLKIT

The Oregon Healthy Workforce Center's COMMUNITY of Practice And Safety Support (COMPASS) is an evidence-based *Total Worker Health*[®] toolkit designed for home care workers. Home care workers, who typically work in isolated settings, have elevated injuries and health problems. It is difficult to protect these caregivers from harm because they work alone, and many lack access to training, ergonomic tools, and social support. The COMPASS toolkit utilizes a peer-led social support group format designed to improve social well-being, reduce the risk of injuries, and promote health among home care workers. Home care workers learn together, set-goals, and get support for making changes to advance safety, health and well-being.

COMPASS TOOLKIT COMPONENTS



Offers a peer-led social support group meeting format involving teams learning together every two weeks for 3 to 4 months in groups of 6 to 12 people.



COMPASS Leader and Member Guidebook with team lessons and activities covering injury prevention, safety, health, and communication topics relevant to home care.



Team members in the COMPASS social support groups participate in group problem solving strategies, as well as individual goal setting with behavior tracking.

ACCESS AND LEARN MORE ABOUT



COMPASS

YourWorkpath.com/COMPASS

LEARN MORE ABOUT OHWC

ohsu.edu/ohwc





TESTIMONIAL

"I think anybody new coming into this field should have to take the COMPASS class. If you are brand new...you should have to take this class, because it will help exponentially"

WHY COMPASS?

The Oregon Home Care Commission has integrated COMPASS into their training system. This partnership will make the toolkit available to over 60% of home care workers throughout Oregon. COMPASS study participants reported:

- 76% improved safety behaviors
- 63% reported eating more fruits and vegetables
- 62% reported enhanced professional social community
- 50% corrected slip, trip, fall safety hazards in consumer-employer's homes

BEHIND THE SCIENCE

The Community of Practice And Safety Support (COMPASS) toolkit is a peer-led social support group designed to improve social resources, reduce the risk of injuries and promote health among caregivers. COMPASS has been found to improve home care workers' safety and health knowledge as well as their experienced community of practice (i.e., professional social network). In a randomized controlled trial, COMPASS study participants reported that they were more knowledgeable in identifying workplace hazards, reported less lost work days due to injury, and used new tools for moving objects and housecleaning that could help reduce injuries.

WHERE CAN I ACCESS COMPASS?

Option 1: COMPASS is a ready-to-use toolkit that can take 3 to 4 months. Components of the toolkit are free. The only cost associated with implementing the toolkit is printing workbooks. This toolkit is free for your organizations with an exchange of research information and toolkit feedback.

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: Organization and branding options available. Contact us by emailing Helen Schuckers at schucker@ohsu.edu.

ACCESS THE COMPASS TOOLKIT:
YourWorkpath.com/COMPASS



EFFECTS OF COMPASS ON SAFETY, HEALTH AND WELL-BEING

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

- Significantly improved experienced social support (d=0.4)
- Lost work days due to injury (d=-0.7), and increased talks with client about work hazards (d=0.8), use of new tools for moving (d=0.7) and cleaning (d=0.5), corrections of slip hazards at home (d=0.5)
- Increase in fruit and vegetable servings (d=0.3), HDL cholesterol (d=0.2), grip strength (d=0.3), physical activity (d=0.8), and depressive symptoms (d=0.3)

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