

# Creating Health & Safety “Communities of Practice” for Home Care Workers

Ryan Olson, PhD

Diane Elliot, MD

Jennifer Hess, PhD, DC

Robert Wright, PhD

Brad Wipfli, PhD

Annie Mancini, BA



# Creating “COMPASS” Teams: *Community of Practice & Safety Support*

## Overarching goal

*Create a new work structure that:*

- promotes and protects health
- can be sustained and spread



Portland Neighborhood  
Community Centers



# Study Aims



1

Develop and pilot test COMPASS curriculum

2

Determine effectiveness with RCT

3

Measure integrity of sustained teams  
and maintenance of effects

# Study Design:

## *Randomized Controlled Trial*

16 Groups (160 Workers)

8

8

COMPASS

CONTROL

before

before

after

after

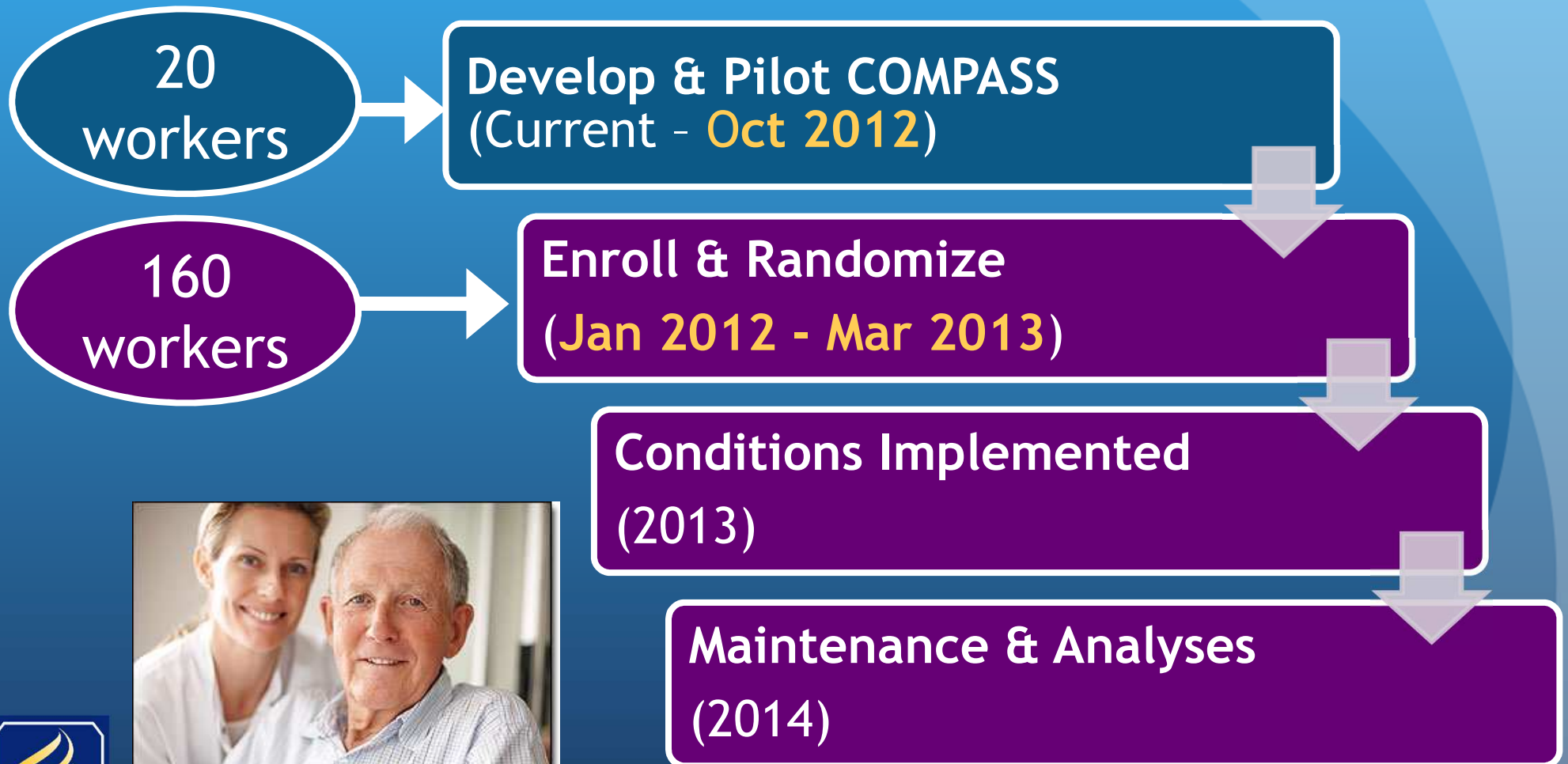
6 mo after

6 mo after

Health Assessments  
(both groups)



# Original Timeline (yellow=adjusted)



# So, how's the pilot going?



# COMPASS Pilot (2 teams; N=19)

Team building workshop + 6 monthly meetings

## MEETING STRUCTURE

### Scripted Workbooks

- WorkLife Check In
- Workbook Lesson
- Take Home Goals

### Social Support

- Shared Meal
- Structured Problem-Solving
- Meeting Reflection

	<u>Work</u>	<u>Life</u>
Susan	8	6
Carol	6	6
Laura	7	4
Rebecca	5	7
Sally	9	8
Fred	8	10
Natalie	4	5
Diana	3	7

# Actual Topics in Order (yellow=modified)



0. Team building workshop
1. Healthy Food, Healthy You
2. **Neutral Spine**
3. Functional Fitness or Healthy Moves
4. Take a Load Off with Tools
5. **Communication** & Hazard Correction
6. **Mental Health**



# Process Data Overview

Attendance = 81%

## Reaction

- 4.2 average (5=best)

## Learning

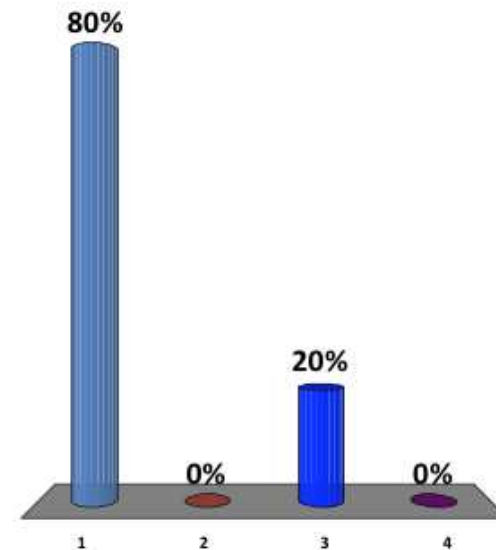
- 17.6% average knowledge gain

## Behavior Change

- 63% report making changes between meetings

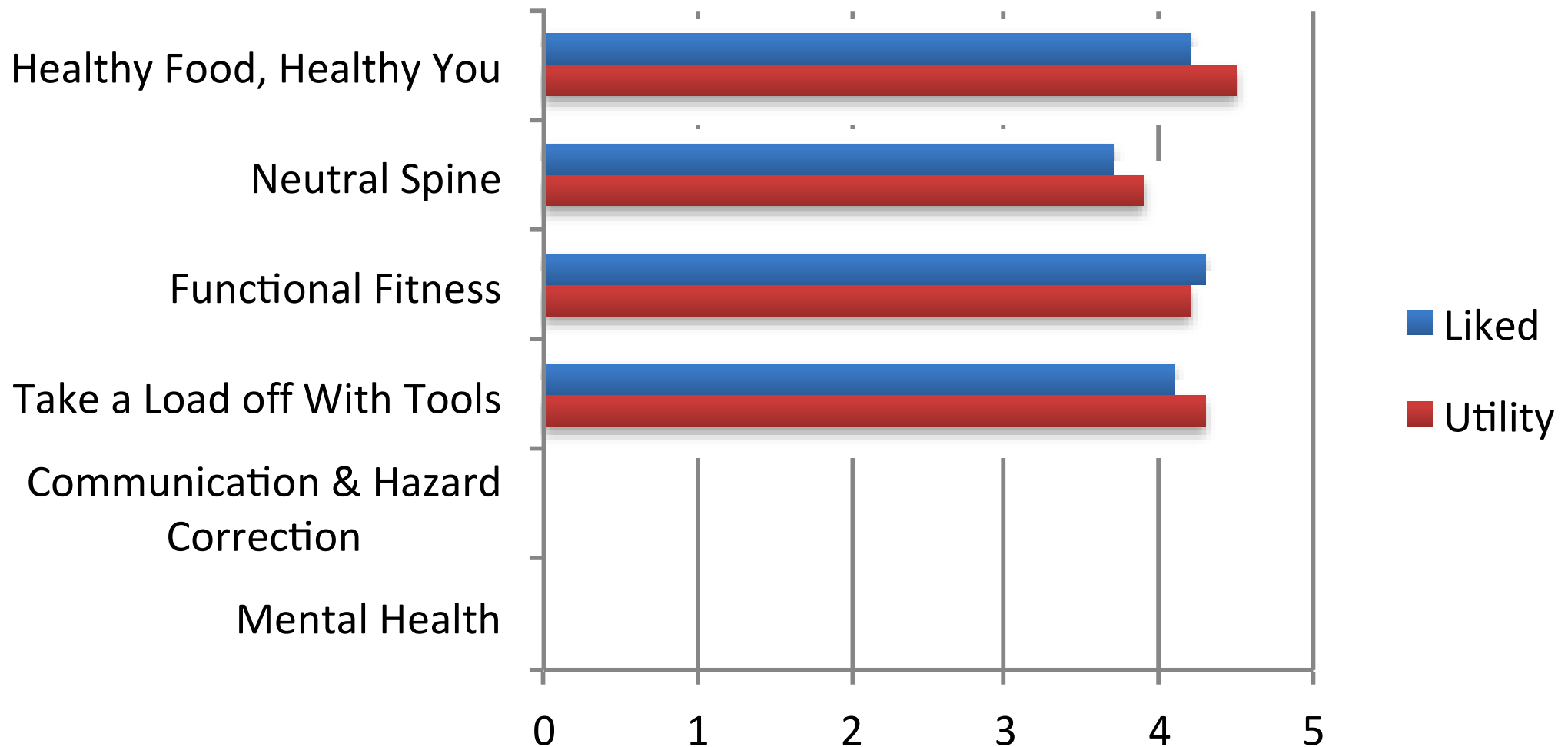
For every mile we walk at a brisk pace, we burn approximately \_\_\_\_\_ calories.

1. 100
2. 250
3. 150
4. 300



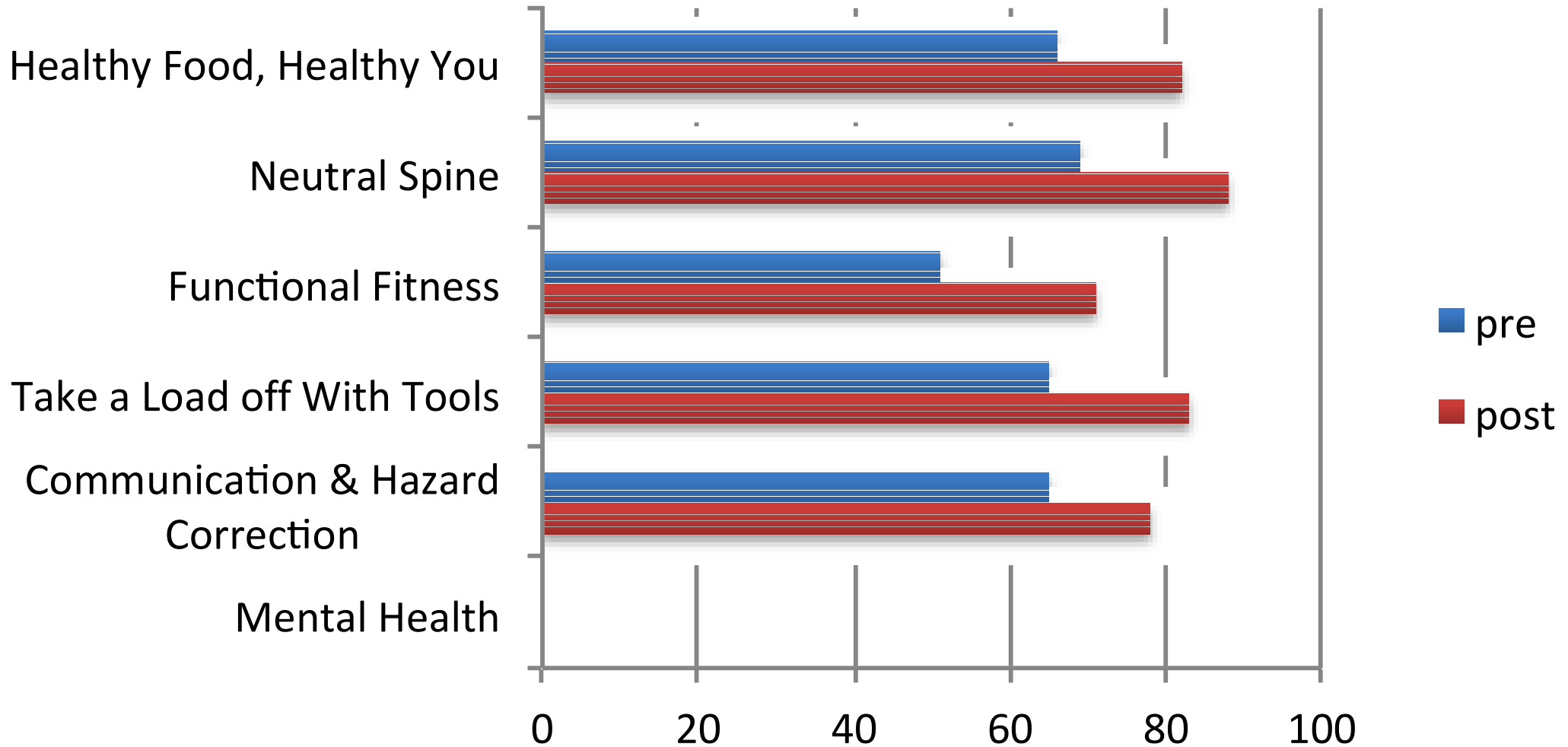
# Reaction Results Detail

## Reaction (Mean Rating)



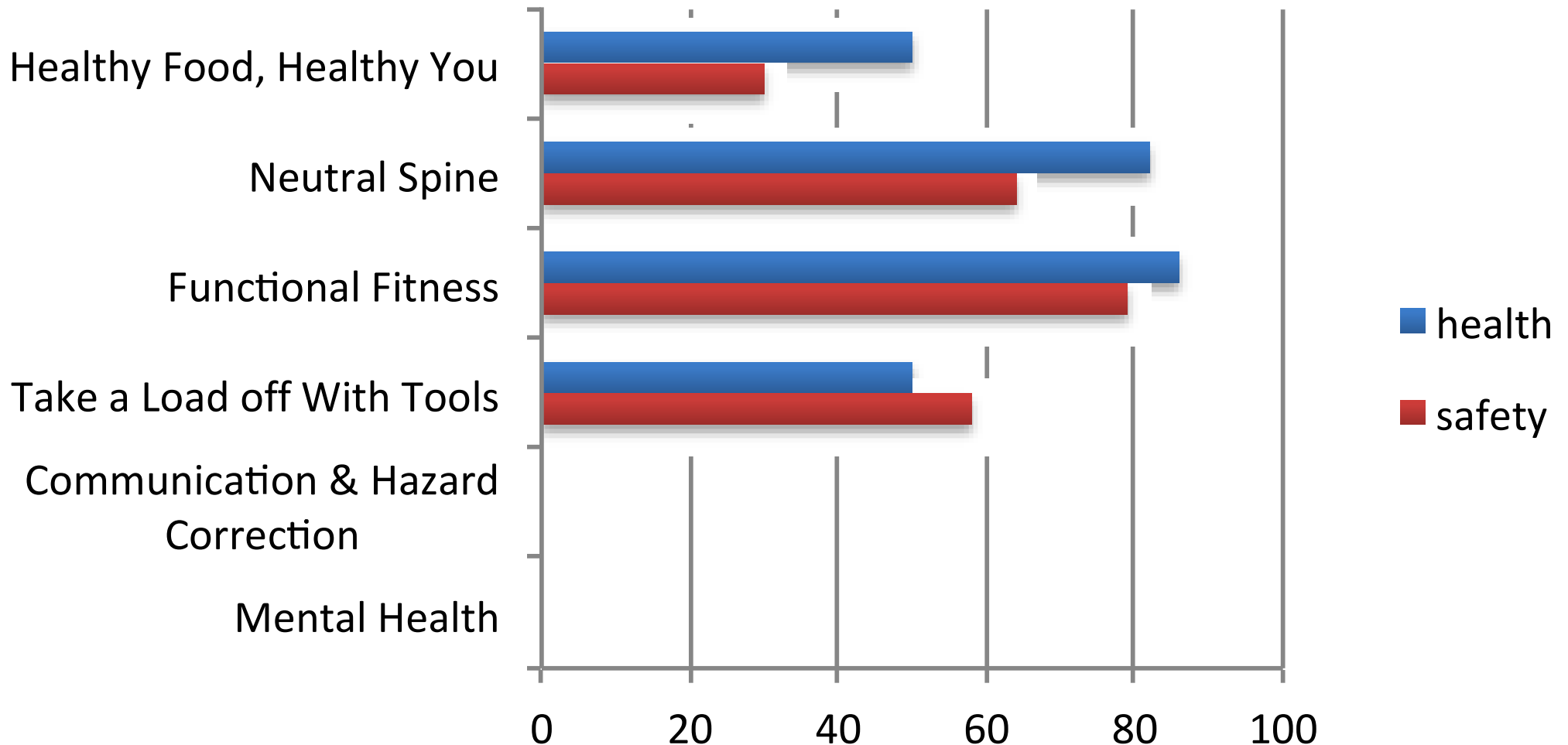
# Learning Results Detail

## Learning (% Correct)



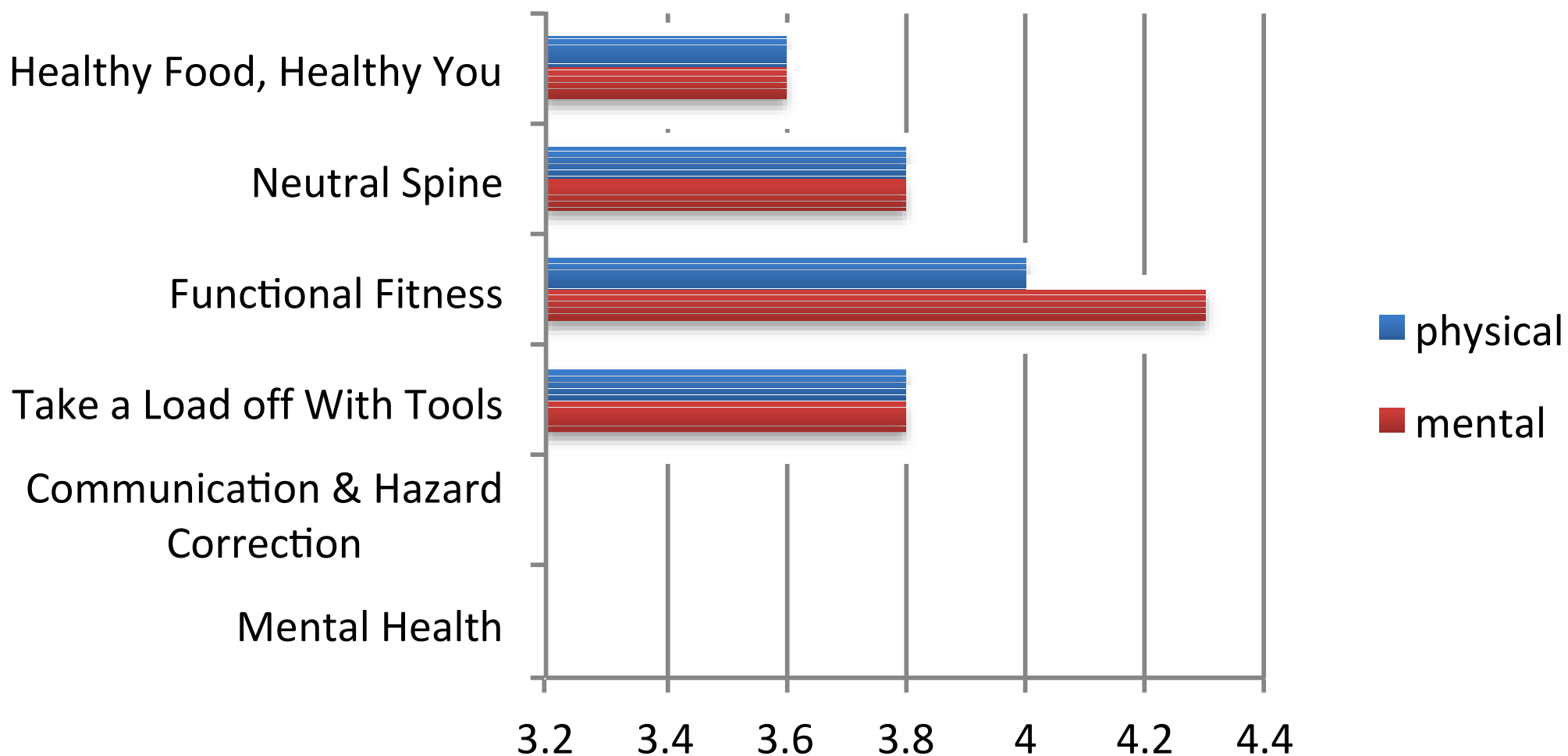
# Behavior Change Detail

## Behavior Change (% Agree +)



# Well Being Detail

## Well Being Improved (Mean Rating)



# Consultations & Outreach



Dr. Nguyen



Dr. White



Helen Moss

## Ongoing

- Union/Home Care Commission: plan & pilot kick-off
- Thuan Nguyen: data analysis
- Diana White: consumer-employer evaluations of participants; addition of communication topic
- Helen Moss: peer leader training @ LERC

## Planned

- Union/Home Care Commission: pilot results, worker organization & communication structure, recruitment plan
- Case Managers: job analysis and services for workers

# Planned Presentations & Publications in next 6 months

## Presentations

- Work Stress & Health Symposium submitted
- Home Care Commission Pilot Results

## Publications

- Preliminary data manuscript
- COMPASS pilot manuscript



# Possible “add-ons” and adjustments research plan

- Speed of climate/cohesion development
- Co-leaders for each RCT team (pilot + novice), and peer-leader training
- Long term plan for sustaining teams
  - Existing plan = Graduate COMPASS + 6 months unscripted meetings (pilot participants will help test)
  - Graduate + 6 months + open COMPASS team sessions in HCC curriculum
    - Can be attended by any COMPASS graduate who knows the meeting structure
- Clustering plan?





**Q and A?**

[olsonry@ohsu.edu](mailto:olsonry@ohsu.edu)

## *Acknowledgements*

*Leslie Houston*

*Cheryl Miller*

*HCC Training Committee*



*Deborah Schwartz*  
*Jeremy Grzybowski*



 **SEIU Local 503**.ORG  
SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC