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

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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
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)

COMPASS
before
after
6 mo after

CONTROL
before
after
6 mo after

Health Assessments (both groups)
Develop & Pilot COMPASS (Current - Oct 2012)

Enroll & Randomize (Jan 2012 - Mar 2013)

Conditions Implemented (2013)

Maintenance & Analyses (2014)
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
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.

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>1.</td>
<td>100</td>
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<tr>
<td>2.</td>
<td>250</td>
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<td>3.</td>
<td>150</td>
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<td>4.</td>
<td>300</td>
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80%
Reaction Results Detail

Reaction (Mean Rating)

- Healthy Food, Healthy You
- Neutral Spine
- Functional Fitness
- Take a Load off With Tools
- Communication & Hazard Correction
- Mental Health

- Liked
- Utility
Learning Results Detail

Learning (% Correct)

Healthy Food, Healthy You
Neutral Spine
Functional Fitness
Take a Load off With Tools
Communication & Hazard Correction
Mental Health

pre
post
Well Being Improved (Mean Rating)

- Healthy Food, Healthy You
- Neutral Spine
- Functional Fitness
- Take a Load off With Tools
- Communication & Hazard Correction
- Mental Health

Physical vs. Mental

- Healthy Food, Healthy You: 3.6
- Neutral Spine: 3.8
- Functional Fitness: 4.2
- Take a Load off With Tools: 3.8
- Communication & Hazard Correction: 3.8
- Mental Health: 4.2
Consultations & Outreach

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?
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