

# Workplace Health Promotion



RTI International evaluates and provides technical assistance to promote workplace health. We examine workplace health promotion interventions and study employee health behavior and its determinants in the social and physical work environments.

## RTI's Workplace Health Promotion Team

RTI's multidisciplinary teams include industrial/organizational psychologists, sociologists, statisticians, public health scientists, economists, survey methodologists, and other experts.

## Our Research Focus

Our work focuses on three areas:

- **Program evaluation**—We assess workplace interventions using the appropriate level of scientific rigor to address project needs. The focus of the evaluation may be on the process, outcomes, or costs of the program, depending on the evaluation questions. We have evaluated worksite-based interventions and programs targeting obesity, physical activity, heart disease, stroke, HIV/AIDS, tobacco use, work-family conflict, depression, and substance use.
- **Employee and organization-level surveys**—RTI conducts large, nationally representative surveys of organizations and employees as well as employee-level screenings to measure health status. We use proven methodologies to achieve high response rates and ensure high-quality data. Our survey designs include advanced technologies and social media as well as traditional methods.
- **Technical assistance and tools**—We provide direct technical assistance to employers that are planning,

implementing, or evaluating programs. Our technical assistance includes consultation, guides/toolkits (e.g., step-by-step guides for estimating program costs), and customizable educational materials. We also develop science-based tools to move research findings into practice for a broad range of audiences.

## Program Support Expertise

- Design evaluation studies, including cross-site evaluations
- Develop logic models and conceptual frameworks
- Use large-scale data collection methods, including mobile survey platforms
- Design survey instruments and interview guides
- Develop sampling designs and weights
- Conduct statistical analyses, including modeling and simulation
- Collect biometric and biological data
- Conduct focus groups and key informant interviews
- Perform qualitative analyses, using tools for thematic coding
- Develop case studies
- Conduct systematic and comprehensive literature reviews
- Perform needs assessments
- Create interactive tools for employers

## Selected Project Highlights

### Evaluation

- Evaluating U.S. Centers for Disease Control and Prevention's (CDC's) National Healthy Worksite Program, focused on employer demonstration sites in eight counties
- Conducting the national evaluation of CDC's Work@Health employer training program, involving 200 employers nationwide
- Conducted the cross-site process evaluation, outcome evaluation, and cost studies of the Substance Abuse and Mental Health Services Administration's Young Adults in the Workplace program. The evaluation focused on eight interventions targeting young workers in eight industries.
- Evaluated an intervention program targeting work-family conflict in the long-term care and high-tech industries
- Completing a systematic review of the evidence base for the National Institute for Occupational Safety and Health's Total Worker Health program
- Implemented and evaluated a successful weight loss intervention for military dependents

### Surveys and data collection

- Leading CDC's *Workplace Health in America* survey of worksite health promotion programs and practices.
- Collecting survey and biometric data from employees and organizations for the National Healthy Worksite Program
- As the data coordinating center for the Work, Family and Health Network, compiled survey and biological data at the employee and organization level

### Technical assistance and tools

- Created technical assistance materials for workplaces to help prevent prescription drug abuse, including educational materials, webinars, and empirically-based, customized screening tools
- Provided evaluation technical assistance to local evaluators
- Developed new methods of evaluation such as CDC's Swift Worksite Assessment and Translation tool
- Designed the Obesity Cost Calculator™ tool for employers to estimate their obesity-related costs and to compare the costs and benefits of user-defined interventions to reduce obesity
- Designed mobile applications with health and wellness screening tools and educational content for military personnel and flight attendants

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### More Information

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