



*Effective Substance Abuse and  
Mental Health Programs  
for Every Community*

## The Healthy Workplace

The Healthy Workplace program is a set of workplace substance abuse prevention interventions that reduce unsafe drinking, illegal drug use, and prescription drug abuse while improving the health practices of adult workers. Cast in a health promotion framework and rooted in social-cognitive principles of behavior change, the program integrates substance abuse prevention material into popular health promotion programs, defusing the stigma that accompanies substance abuse, thus removing barriers to help-seeking behavior. The Healthy Workplace program achieves results because it—

- Reaches the mainstream of workers through the positive vehicle of health promotion
- Raises awareness of the benefits of healthful practices and the hazards of using alcohol, tobacco, and illegal drugs and misusing legal drugs
- Teaches employees specific techniques for improving health and reducing use of alcohol, tobacco, and illegal drugs
- Uses carefully constructed videos to raise self-efficacy and provide models for how healthful practices can be embraced and substance abuse reduced

## INTENDED POPULATION

The Healthy Workplace program has been tested in large- and medium-sized companies including manufacturing and printing facilities, an insurance company, and within groups of construction workers. It has been implemented in a wide variety of industries (e.g., insurance, printing,

## PROVEN RESULTS \*

- 47% reduction in the number of drinks consumed in past 30 days
- 67% reduction in the number of days of heavy drinking in past 30 days
- Improved motivation to reduce drinking
- Reduced use of alcohol or illegal drugs to relieve stress
- Increased perceived risks of alcohol and illegal drug use
- Improved health practices and beliefs, such as confidence in ability to improve health

*\*The Healthy Workplace program participants compared to control group.*

## INTERVENTION

Universal

Selective

Indicated



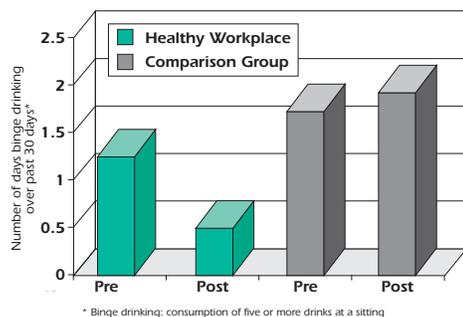
**U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES**  
Substance Abuse and Mental Health Services Administration  
Center for Substance Abuse Prevention  
[www.samhsa.gov](http://www.samhsa.gov)

## Outcomes

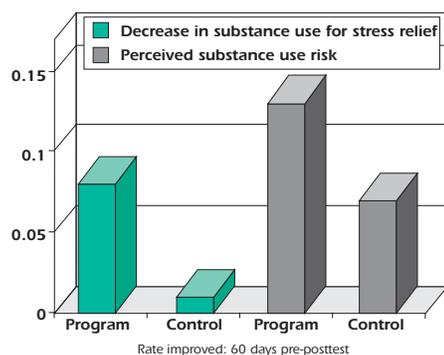
The studies of The Healthy Workplace program have typically shown reductions in alcohol and drug use among participants, along with improvements in other health measures such as stress coping abilities and dietary practices.

- In the test of the "Working People" intervention, program participants reduced their alcohol consumption by 47% and their number of days of binge drinking (five or more drinks at a time) by 60%.
- In the test of "Make the Connection," participants showed increases in perceived risks of alcohol or drug abuse and associations between health and alcohol and drug abuse, and decreases in the use of alcohol and drugs for stress relief.
- In the test of "Prime Life 2000," participants showed reductions in binge drinking and heavy drinking (five or more drinks on 5 or more days in the past 30 days).

Number of days of binge drinking over past 30 days, pre- and posttest, Healthy Workplace Program v. comparison group



Reductions in substance use and improvements in other health measures over 60 days-Healthy Workplace participants v. control group, pre-posttest



telecommunications, pharmaceutical manufacturing), occupational groups (clerical workers, technical/professional, construction, managerial), and ethnically diverse workforces, including African American, Asian American, Hispanic/Latino, and White workers. The program has been implemented in all regions of the country within workforces that include male, female, young, and middle-aged workers.

## BENEFITS

Increases motivation to reduce alcohol and eliminate drug abuse:

- Shows that others have been able to reduce use
- Describes benefits of low consumption, such as increased energy

Teaches skills for reducing alcohol and drug abuse:

- How to monitor and pace alcohol consumption
- How to refuse unwanted drinks
- How to refuse/avoid illegal drug use

## HOW IT WORKS

The Healthy Workplace program consists of five interventions that are delivered in small group sessions using specially developed videos and print materials. The interventions can be used in any order and are selected based on the organization's goals and workforce composition. Three of the interventions are relatively brief, typically requiring three to four sessions lasting 1 hour or less.

The "Say Yes!" intervention is a general health promotion containing substantial segments on alcohol and drug abuse. It can be used within organizations that want a general health promotion program with a clear emphasis on substance abuse prevention. (Three 1-hour sessions.)

The "Working People" intervention focuses on alcohol abuse prevention and is especially appropriate for a young (18 to 35 years old), blue-collar workforce. (Four 30-minute sessions.)

"Make the Connection" is a three-part series of video and print materials designed for insertion into workplace health promotion programs on stress management, weight management/nutrition, and fitness. For example, the Stress Management Connection shows how healthful stress management techniques (e.g., relaxation exercises) are preferable to using alcohol or drugs for stress relief. (Three 45-minute sessions.)

The "Power Tools" intervention is an eight-session program developed specifically for young male blue-collar workers. It combines instruction on general health issues with special sessions devoted to alcohol and drug abuse. (Eight 45-minute sessions.)

“**Prime Life 2000**” is a multitiered intervention consisting of a series of small group sessions on stress management, healthy eating, and fitness. In addition, videotapes and print materials are mailed to all employees, and supervisors receive training in Employee Assistance Program (EAP) utilization. All components include prevention information on alcohol abuse, illegal drug use, and prescription drug abuse.

## IMPLEMENTATION ESSENTIALS

Small group sessions of 10 to 20 employees are typically held in an organization’s training or conference room. A trainer who is familiar with the *Training Guide* and has the supporting videotapes and print materials can implement any of the interventions. If the work site already has an active health promotion program, modifications of “Make the Connection” or “Prime Life 2000” may be used since these interventions are designed to add alcohol- and drug-use information to existing programs.

### Training and Materials

Each intervention has a *Training Guide* and supporting materials that can be ordered at [www.centerforworkforcehealth.com](http://www.centerforworkforcehealth.com).

A special Web-based program—“The Prevention Connection”—has been created to train health promotion specialists to implement these interventions. This training program can be accessed at [www.PrevConn.com](http://www.PrevConn.com).

## PROGRAM BACKGROUND

The Healthy Workplace Program grew out of a 1990 monograph by Royer Cook, Ph.D., and Alan Youngblood, MA, that suggested that workplace health promotion programs could be effective vehicles for workforce substance abuse prevention education. Through a series of grants from the National Institutes on Health and the Substance Abuse and Mental Health Services Administration (both agencies of the U.S. Department of Health and Human Services), Cook and his colleagues began crafting workplace interventions set in the health promotion framework and social-cognitive model first articulated in the monograph. The Healthy Workplace program evolved through several years of developing and testing substance abuse prevention interventions in the workplace. During the past decade, using the series of training guides, videos, and print materials, these interventions have been implemented in scores of organizations throughout Australia, Canada, and the United States.

### EVALUATION DESIGN

The Healthy Workplace program interventions have been field-tested in five different worksites, using pre-posttest repeated measure designs. In three of the five studies, workers were randomly assigned to the program or a control group. In two studies, the design was quasi-experimental. The sample sizes in the studies ranged from 108 workers ("Working People") to approximately 1,500 workers ("Prime Life 2000"), with sample sizes in the other three studies being approximately 300 to 400. Outcomes were assessed mainly by the Health Behavior Questionnaire, which contained multiple measures of health and substance use practices and attitudes. The main analytic methods used were analysis of covariance and hierarchical regression.

### PROGRAM DEVELOPERS

#### **Royer Cook, Ph.D.**

Dr. Royer Cook and his colleagues at the ISA Group developed The Healthy Workplace program. Dr. Cook is the president of the ISA Group, a behavioral science research organization specializing in health and substance-abuse issues. During the past decade, Dr. Cook and the ISA Group have focused on workplace issues, developing and testing interventions that integrate substance abuse prevention into health promotion offerings in the workplace. In recent years, Dr. Cook and his associates have focused on the development of Internet-based workplace programs. In 2002, he established the Center for Workforce Health, a division of ISA devoted to disseminating innovations in workplace health promotion and substance abuse prevention.

### CONTACT INFORMATION

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### RECOGNITION

Model Program—Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services