

# Bottom-up Innovation: Healthy and happy to work in vocational education.

No registrations found.

<b>Ethical review</b>	Not applicable
<b>Status</b>	Recruiting
<b>Health condition type</b>	-
<b>Study type</b>	Interventional

## Summary

### ID

NL-OMON27115

### Source

Nationaal Trial Register

### Health condition

Duurzame inzetbaarheid, werkvermogen, burnout, verzuim, gezondheidsgerelateerde kwaliteit van leven.

Sustainable workability, burn-out, absenteeism, health-related quality of life.

## Sponsors and support

**Primary sponsor:** TNO (Work & Health)

**Source(s) of monetary or material Support:** ZonMW, The Netherlands Organization for Health Research and Development, MBO-raad

## Intervention

## Outcome measures

### Primary outcome

1. (Sustainable) workability;
2. Burnout;

3. Absenteism.

### **Secondary outcome**

1. Social support of colleagues and manager;
2. Autonomy;
3. Workload;
4. Developing possibilities;
5. Work engagement;
6. Vitality;
7. (Occupational) Self-efficacy;
8. Knowledge and skills;
9. Inrole performance;
10. Wanting to prolong working life;
11. Being able to prolong working life;
12. Job satisfaction.

## **Study description**

### **Background summary**

The working population in vocational education is growing old. Besides the ageing of this part of our workforce, teachers in this field suffer more frequently than workers in other sectors from burnout. Furthermore, absence rates are higher in vocational education than in other sectors. The ageing, burnout and absence rates endanger the sustainable workability of these teachers and staff.

Therefore the process-oriented 'Heuristic Method' intervention is implemented in two vocational education institutes, aiming to stimulate happy and healthy work in this field. A main element of this intervention is the involvement of relevant stakeholders at all phases of intervention (i.e. prepare, research, develop, implement). The exact intervention will only be

determined in the development phase of the intervention, in line with other frameworks for intervention (e.g. Intervention Mapping Protocol).

This study will be conducted as a controlled trial and evaluated by means of an effect evaluation at 3 and 12 months after implementation. Besides workability, burnout and absenteeism, secondary outcomes are a.o.: social support, autonomy, developing possibilities and work engagement.

### **Study objective**

After implementation of the intervention the sustainable workability of teachers and staff in the intervention group will be significantly higher than the sustainable workability of those in the control group, both directly after intervention and in the long term (12 months).

### **Study design**

Measurements will take place at baseline, 3 and 12 months.

Measurements will include validated questionnaires (Job Content Questionnaire, Work Ability Index) and interviews with the participants and executors.

### **Intervention**

The Heuristic Method (DHM), developed by Heijting Weerts Group, will be applied to teachers and staff in vocational education, in a controlled trial. This process-oriented intervention will be used to stimulate a movement from 'bottom-up', by forming a focusgroup, that will participate in all phases of the intervention (i.e. prepare, research, develop, implement).

Only in the development phase, the exact elements of intervention can be determined, as in line with other intervention strategies (e.g. Intervention Mapping Protocol).

Possible interventions could be:

1. Implementation of a plan to stimulate social support between colleagues;
2. Implementation of a plan to foster efficiency within the vocational educational institute.

The control group will receive treatment as usual.

## Contacts

### **Public**

TNO<br>  
Work & Health<br>  
Polarisavenue 151  
Roos Schelvis  
Hoofddorp 2132 JJ  
The Netherlands  
+31 (0)88 8662313

### **Scientific**

TNO<br>  
Work & Health<br>  
Polarisavenue 151  
Roos Schelvis  
Hoofddorp 2132 JJ  
The Netherlands  
+31 (0)88 8662313

## Eligibility criteria

### **Inclusion criteria**

1. Age: All ages;
2. Number of participants: two vocational education institutes will participate. Each institute will have an intervention and controlgroup consisting of at least 150 participants respectively;
3. Availability: Available till midst 2013;
4. Permission: Signed an informed consent.

### **Exclusion criteria**

1. Teacher nor staff: Non-educational personnel was excluded from the study;

2. Vocational education for elderly: Teachers of elderly education were excluded.

## Study design

### Design

Study type:	Interventional
Intervention model:	Parallel
Allocation:	Non-randomized controlled trial
Masking:	Open (masking not used)
Control:	N/A , unknown

### Recruitment

NL	
Recruitment status:	Recruiting
Start date (anticipated):	01-11-2011
Enrollment:	600
Type:	Anticipated

## Ethics review

Not applicable	
Application type:	Not applicable

## Study registrations

### Followed up by the following (possibly more current) registration

No registrations found.

### Other (possibly less up-to-date) registrations in this register

No registrations found.

## In other registers

Register	ID
NTR-new	NL3140
NTR-old	NTR3284
Other	ZonMW : 50-51400-98-019
ISRCTN	ISRCTN wordt niet meer aangevraagd.

## Study results

### Summary results

N/A