

Evaluation Framework

INPUTS →	OUTPUTS →		OUTCOMES - IMPACT		
	Activities	Participation	Short-term	Mid-Term	Long-term
MOHLTC funding PHU and workplace staff Evaluation & other tobacco control infrastructure <ul style="list-style-type: none"> • PTCC • STOP • SHL • OTRU • Waterloo Materials Nicotine Replacement Therapy (NRT)	Capacity building - Cessation training for workplace health professionals	Workplace health professionals are trained in smoking cessation	Health care providers Are knowledgeable of smoking cessation strategies and resources, especially as they relate to employees in their workplace	Health care providers - Increased confidence in cessation practice - Practice smoking cessation with more employees and family/friends- Increased employee referral to community support.	Increased engagement of workplace and local health care providers in workplace cessation - Increased number of workplaces with organizational cessation and smoke-free policies. - Increased number of workplaces with: sustainability plans, tobacco cessation integrated into workplace wellness programs
	Health promotion activities - Health education/cessation awareness campaigns - Advocacy/research to encourage policy development to support smoke-free organ. culture	PHU/workplace staffs hold health education events and campaigns. PHU/workplace staff produce policy research document/campaign etc... directed towards employer/employees			
	Recruitment activities	Employees & family/friends are recruited into workplace cessation intervention	Employers - Increased awareness of workplace smoking issues - Positive change in smoking attitudes and beliefs - Are knowledgeable and aspire to adopt organizational smoke-free and cessation policies	Employers - Draft policy documents and adopt organizational smoke-free and cessation policies - Plans to sustain initiative and integrate into employee health and wellness programming	
	Behavioural interventions - Referral to community services - Smoker's Helpline (fax back/self-referral) - Group/individual support - Competition and incentives - Self-help	Employees & family/friends are referred to SHL/community cessation services - attend group/individual support - participate in competition and incentives			
	NRT dissemination strategy	NRT is distributed to employees/friends & family through: - STOP/SHL collaborative - PHU or workplace staff - Employee benefits plan	Employees & family/friends Positive change in smoking attitudes and beliefs - Knowledgeable of quitting strategies and resources - Feel supported in their quit smoking journey.	Employees & family/friends - Increased confidence in ability to meet tobacco-related goals - Make quit attempts - Reduced no# cigs - Reduce time to first cigarette - Move along stages of change.	
	Work to support sustainability of workplace cessation project	Stakeholders (employers, employees, Ministry, PHU, community partners) meaningfully and sustainably engaged in cessation project.			