

Building Worksite Wellness Programs

Worksite Wellness Committee Forum
October 22, 2008



Introduction

Gabrielle Solomon, MPH

Research Program Associate,
Health Foundation of South Florida
(786) 888-5513
gsolomon@hfsf.org



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Agenda

- Introduction to Consortium
- The Benefits of Worksite Wellness
- Implementation Tips
- Program Components
- Awards Ceremony



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Consortium's Mission & Vision

- **MISSION:** To be a major catalyst for healthy living in Miami-Dade
- **VISION:** Healthy Environment, Healthy Lifestyles, Healthy Community



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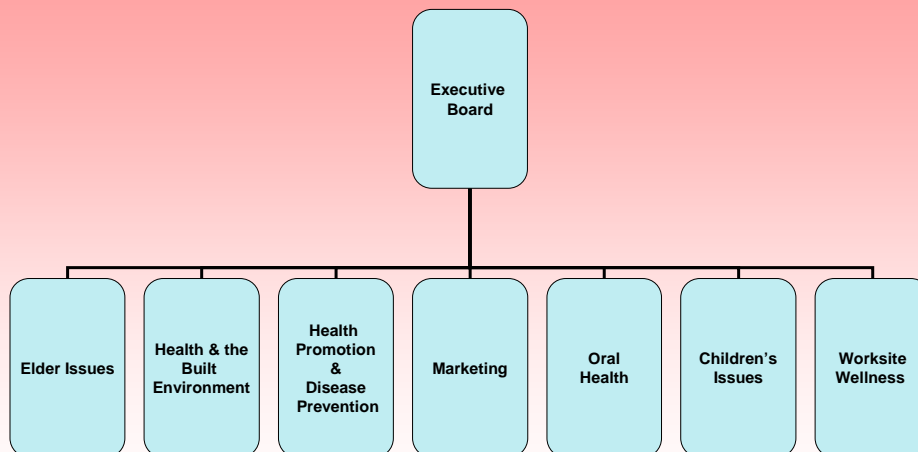
Consortium for a Healthier Miami-Dade

- Members promote the activities of their organizations and collaborate with other organizations to better serve the community.
- Three Main Goals:
 - Educate the community about cost-effective benefits of healthy lifestyles;
 - Support health policy at local and state levels that encourages healthy lifestyles and supportive environments;
 - Collaborate on jointly prioritized goals to achieve community goals.



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Consortium for Healthier Miami-Dade



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Worksite Wellness Subcommittee

- Goal: Community awareness about benefits of promoting health in the work environment
- Committee meets once a month
- Forums held 4 times/year
- Website



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Please note...

- Handouts
- Survey
- Exit from back of room
- Cell phones on silent please!
- Q&A at end



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The Benefits of Worksite Wellness

Todd Goodwin, M.S., CH

Certified Consulting Hypnotist
Miami Hypnosis Center

(305) 672-6900

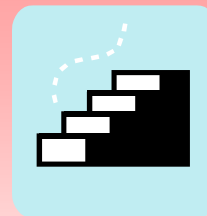
todd@MiamiHypnosis.NET



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Wellness is taking steps to . . .

- Feel good
- Be physically active
- Eat healthy
- Maintain a healthy weight
- Be happy
- Take responsibility for your own health
- Get adequate rest and relaxation



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Healthy Workforce 2010

Why Invest in Worksite Wellness?

1. To control high health care costs

- Average increase in cost of health insurance has been 12.5% per year for the last 3 years
- Higher health care costs have been linked to unhealthy lifestyle behaviors and chronic risk factors
- Healthy employees generally have lower health care costs

Environmental and Ecological Worksite-based Health Promotion Interventions: What works and what is cost-effective?
<http://www.niehs.nih.gov/news/events/pastmtg/2004/built/docs/goetzel.pdf>



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Why Invest in Worksite Wellness?

(continued)

2. To improve productivity

- Employees are more likely to be on the job and performing well when they are in optimal physical and psychological health.

3. To reduce absenteeism

- Back injuries, common in overweight and unfit workers, are a major cause of loss of work time and health care costs.



Healthy Workforce 2010: An Essential Health Promotion Sourcebook for Employers, Large and Small. Partnership for Prevention. Washington, DC: 2001

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Why Invest in Worksite Wellness?

(continued)

4. To improve corporate image & reduce turnover

- Companies that show an interest in the health and well-being of employees project a positive image.
- Employers interested in the health of employees increase worker retention and reduce turnover costs.

Workforce Health Costs

- The U.S. spent over **\$2 trillion** in health care in 2006, and employers pay over one-fourth of these costs.¹
- The indirect costs (e.g., absenteeism, presenteeism) of poor health can be two to three times the direct medical costs.²
- In 2003, productivity losses related to personal and family health problems cost U.S. employers **\$1,685** per employee per year, or **\$225.8 billion** annually.²

Workforce Health Costs

- 73 published studies demonstrate that **\$1** invested in worksite wellness equals **\$3.50** in savings through reduced absenteeism and health care costs.
- Lost productivity due to smoking can cost up to **\$10,000** per employee per year or **15%** of annual work hours per year



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Elements of a Comprehensive Worksite Wellness Program

- Employee health risk assessment, biometric screening & follow-up
- Lifestyle modification training
- Integration into mission of the organization
- Leveraging community resources
- Supportive and motivational workplace
- Program evaluation and improvement



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Worksite Wellness Program Barriers

- **Perceived high cost of health promotion**
 - Especially for small employers with few financial resources
 - Lack of knowledge of financial benefits
- **Workforce turnover**
 - Difficulty justifying costs for when some benefits may occur far in the future
- **Low utilization of preventive services**
 - Because clinical preventive services are rarely used, employers question the need to include such services in their healthcare benefits package.

Preventive services: Helping employers expand coverage

http://www.prevent.org/images/stories/Files/publications/Preventive_Services_Helping_Employers_Expand_Coverage.pdf



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Employee Benefits

- Becomes aware of health risks and is motivated to change their behavior quickly
- Sustains behavior change for 6 months
- Higher self esteem
- Reduced stress
- Greater job satisfaction
- \$ savings due to lifestyle changes



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Measuring Effectiveness

- Improved group policy rates
- Changes in corporate environment
- Reduced absenteeism
- Increased productivity
- Fewer medical health claims
- Improved clinical values
- Healthier lifestyle behaviors



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Tips for Starting Your Program

Tori Gabriel, MBA-HA

Director of Education & Prevention
Florida Heart Research Institute
& Chair of the Worksite Wellness
Subcommittee

(305) 604-3252

tori@floridaheart.org



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Determine Your Target Market

The best programs target two groups:

1. Employees that already have chronic diseases (to make them better)
2. Employees that are healthy (to keep them healthy and **prevent** illness later)

Identified through:

- Biometric Screenings
- Health Risk Appraisals (HRAs)



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Creating a Climate of CHANGE

Tip #1: Join WELCOA

The Wellness Council of America (www.welcoa.org) provides educational literature for employees, “how to” guides and assessment tools to help you every step of the way.



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Creating a Climate of CHANGE

Tip #2: There **MUST** be Senior Level Support

(otherwise, your efforts will be sabotaged!)

Tip #3: Develop a Wellness Team

and give them authority to make things happen



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Creating a Climate of CHANGE

Tip #4: Plan a Budget

A budget will actually help you plan and target your interventions – select interventions that will provide the largest impact

Try to include money for employee **incentives** in your budget



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Creating a Climate of CHANGE

Tip #5: Develop an Action Plan

- Involve your Wellness Team
- Craft a mission and vision statement
- Consider a Kick Off event
- Collect baseline data



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Creating a Climate of CHANGE

Tip #6: Evaluate and Modify

- Decide how often you will evaluate your action plan
- Determine what types of evaluation you will conduct
- Decide how success will be measured
- Tweak your Action Plan to react to evaluation findings



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GOAL: Change the Corporate Culture!

When you create a climate where wellness is embraced by all employees, they will :

- Challenge each other to make healthy choices
- Encourage other employees to join in the fun
- Become competitive in their health goals
- Accept wellness as a personal responsibility
- Believe their employer truly cares about them



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Program Components that Encourage Healthier Lifestyles

Martha Sanchez, RN, BSN, MBA

CEO

Miami-Dade Area Health Education Center

(305) 994-9268, ext. 205

msanchez@mdahec.org



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Health Concerns Most Often Cited by Employees*

- Stress
- Tobacco use
- Poor nutrition and lack of exercise
- Overweight and obesity
- High blood pressure
- High cholesterol

*From the University of California, Irvine, Health Promotion Center, and the 2004 Minnesota Health Promotion Survey: Results and Recommendations (*Minnesota Department of Health*)



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Nutritional Offerings and Policies

- Provide refrigerator, freezer, and microwave
- Provide point of purchase nutritional information in cafeteria and at vending machines
- Provide classes and workshops on nutrition and diet and special promotions for healthier foods
- Nutrition policy
 - for food served at company events / meetings
 - food and beverage choices (& preparation) in cafeteria and vending machines



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Physical Activity Opportunities and Incentives

- Flexible breaks during work time and lunch periods to allow for exercise
- Classes and workshops on the importance of exercise and fitness
- Subsidize exercise equipment, health club memberships, or exercise classes
- Cash out sick time for purchasing physical fitness equipment
- Material prizes or awards as incentive for physical activity
- Discounted health insurance as incentive for physical activity
- Provide a walking path at your worksite decorated with inspiring photographs or items to motivate your staff to walk



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Making your Workplace Smoke-free

- Written smoke-free work environment policy and incentives for smoking cessation offered
- Periodically offer classes and workshops on the importance of smoking cessation at worksite



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Health Promotion Activities and Screenings

- One-on-one coaching, classes, workshops, special events, and/or health fairs:
 - Nutrition, diet, physical activity
 - Disease prevention
 - Smoking cessation
 - Safety, job hazards/injuries
 - Mental health
 - Stress management
 - Ergonomics of work environment / back care
 - Women's health/men's health/ family health
- Provide onsite **Health Screenings** for:
 - Blood Pressure
 - Cholesterol
 - Cancer
 - Diabetes
 - Heart Disease
 - Arthritis
 - Asthma
 - Osteoporosis
 - CO monitoring



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Health Promotion Activities and Screenings

- Provide immunizations (flu shots) at worksites
- Provide healthy cooking methods, child/family health, prenatal education
- Form a Workplace Health and Safety Committee of employees/employer
- Strategic placement of health and safety posters
- Provide a stress free space where employees can relax during breaks.



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Program Costs

Program Content	Cost per Employee
Minimal	\$1 - \$15
Moderate	\$16 - \$36
Moderate with activities	\$36 - \$75
Comprehensive	\$75 - \$150

- In 1992, Welcoa estimated Worksite Wellness programs would cost between \$100 - \$150 per year per employee for a good comprehensive program that would produce a ROI of \$300 to \$450.



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Worksite Wellness Awards

April 2009

Location TBD

Jacque Tarlton

President

Premier Meeting Services



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Worksite Wellness Awards

Mission – to celebrate wellness success through networking, information sharing and recognition in Miami-Dade

Vision – to make worksite wellness a priority for all employers and employees in Miami-Dade



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Worksite Wellness Awards

Goals:

1. to increase the number of effective worksite wellness programs recognized each year
2. to share best practices to improve existing programs
3. to promote the availability of Consortium resources



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Worksite Wellness Awards

- Companies in Miami-Dade County are encouraged to submit application for award nomination!
 - www.healthymiamidade.org
- All company sizes (small, mid, and large) are encouraged to participate



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Worksite Wellness Awards Sponsorship Levels

- Gold Medal
- Silver Medal
- Bronze Medal
- Coach
- Healthy Participant



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Worksite Wellness Awards

- Please call or email Jacque Tarlton for a sponsorship package:

– (305) 428-8687

– jacque@premiermeetingservices.com



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Thank you!!!



A special thanks to Fit2Go for providing today's healthy refreshments! www.fit2gomeal.com



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