

## Worksite Wellness Fact Sheet



Worksite Wellness makes practical and economic sense! After all, the typical American adult works 47 stressful hours per week in a technologically driven, sedentary work environment.<sup>1</sup>

Numerous studies have shown that employees with multiple risk factors for chronic diseases cost the employer more in healthcare benefits, sick days, disability and productivity. In fact, over 50% of employee's health care claims costs are due to individual's lifestyle, further justifying the need for worksite-based interventions.<sup>2</sup>

Worksite health promotion, also known as worksite wellness, involves worksite-based programs focused on improving health through a combination of educational, behavioral, and environmental modifications.

### **A Worksite Wellness program can help your organization to:**

- Control high healthcare costs (ROI of \$3.48:1)<sup>3</sup>
- Improve employee productivity and morale
- Reduce absenteeism (ROI of \$5.82:1)<sup>4</sup>
- Enhance staff productivity
- Improve corporate image
- Increase recruitment and retention of employees (reduce turnover)
- Improve employee health
- Average ROI for worksite wellness programs is as much as \$6 saved for every \$1 spent<sup>5</sup>

### **Basic components to a successful worksite wellness program:**

- Initial Health Risk Assessment (HRA)
- Targeted Behavioral Interventions to resolve lifestyle problems
  - Tobacco Cessation
  - Weight Management
  - Stress
- Integration into structure and mission of organization
- Work environment that supports and motivates healthy behaviors
- Incentives for participation

### **Healthy People 2010, a set of health objectives for the Nation to achieve by 2010, sets forth the following worksite-specific goals:**

- Goal 7-5: Increase the proportion of worksites that offer a comprehensive employee health promotion program to their employees
- Goal 7-6: Increase to 75% the proportion of employees who participate in employer sponsored health promotion activities (Baseline of 61% in 1994)

*Act now! Join the Worksite Wellness Movement and help your organization become a healthier, more productive, and overall better place to work*

<sup>1</sup> Six Reasons for Worksite Wellness: Wellness Councils of America: [http://www.welcoa.org/6\\_reasons.html](http://www.welcoa.org/6_reasons.html)

<sup>2</sup> Why invest in worksite wellness? <http://www.dshs.state.tx.us/wellness/PDF/htpage2.pdf>

<sup>3</sup> Aldana, SG, Financial Impact of health promotion programs: a comprehensive review of the literature, American Journal of Health Promotion, 2001

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