

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

Agenda

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

Consortium's Mission & Vision

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

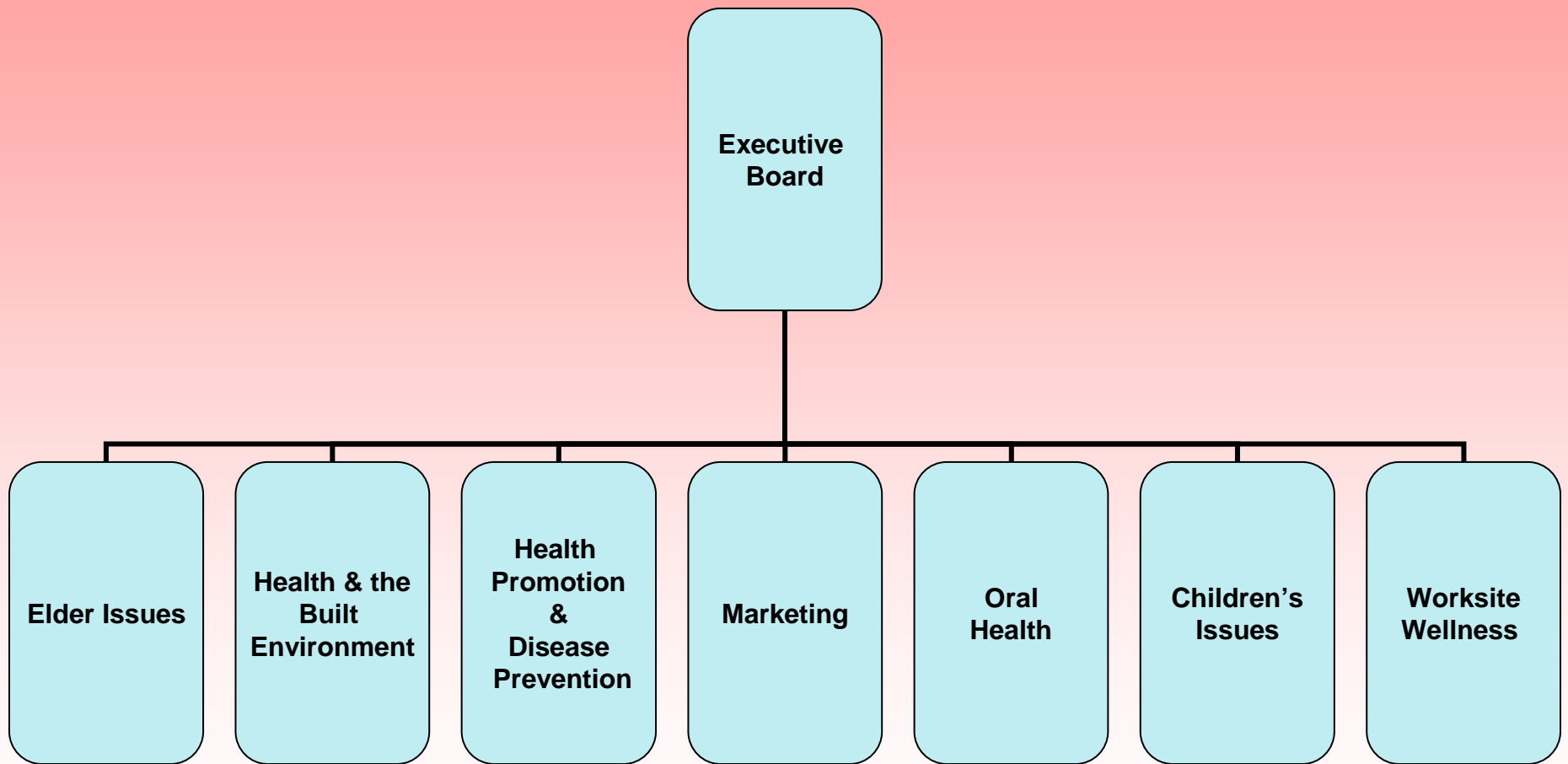
Consortium for a Healthier Miami-Dade

- 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.



www.healthymiamidade.org

Consortium for Healthier Miami-Dade



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

Please note...

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



The Benefits of Worksite Wellness

Todd Goodwin, M.S., CH

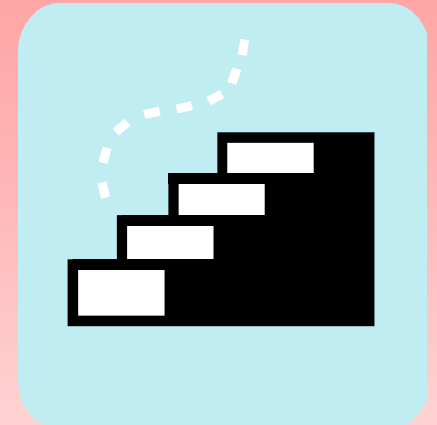
Certified Consulting Hypnotist
Miami Hypnosis Center

(305) 672-6900

todd@MiamiHypnosis.NET

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



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>

Slide 11

GS2

a quick way of shortening Todd's section is by combining the 6 reasons to invest in worksite wellness onto 1 slide, and instead of going into detail on each one, Todd can speak about the stated facts. this would mean that we make sure to mention that we are not presenting the COMPLETE powerpoint, just certain parts of it

Gabrielle Solomon, 10/17/2008

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.



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

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

Slide 16

GS1

Both Tori and Martha will be speaking about Components of a successful worksite wellness program: therefore we can probably eliminate this section or take these slides and integrate into Tori and Martha's speeches

Gabrielle Solomon, 10/19/2008

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

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

Measuring Effectiveness

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



Slide 19

GS9

is this referring to how to evaluate?

Gabrielle Solomon, 10/19/2008

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



www.healthymiamidade.org

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)

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.

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

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

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

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

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

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



www.healthymiamidade.org

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*)

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

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

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

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

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.

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.

Worksite Wellness Awards

April 2009

Location TBD

Jacque Tarlton

President

Premier Meeting Services

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

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

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

Worksite Wellness Awards Sponsorship Levels

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

CONSORTIUM
FOR A
HEALTHIER
MIAMI-DADE



Sponsored By The Miami-Dade County Health Department



www.healthymiamidade.org

Worksite Wellness Awards

- Please call or email Jacque Tarlton for a sponsorship package:
 - (305) 428-8687
 - jacque@premiermeetingservices.com

Thank you!!!



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

