

## Consortium for a Healthier Miami Dade

### Worksite Wellness Resources

The idea behind the concept of worksite wellness is simple and compelling. Some of the most serious health conditions (such as obesity), and diseases (such as diabetes and heart disease), that afflict Americans are preventable if they adopt a healthier, more active, and more informed lifestyle. Doing so, of course, is easier said than done. For one thing, adult Americans work more hours than the citizens of any other industrialized nation: 137 hours more per year than Japanese workers, 260 hours more per year than British workers, and 499 more hours than French workers; in the U.S. 85.8% of males and 66.5% of females report regularly working more than 40 hours per week. This means that work-related stress can play a part in health problems. But it also means that, given that Americans identify so much with their work and devote so much time to their labor, the workplace is the one place to effectively target and reach large numbers of adults with information about health issues and practices. And in an uncertain and rapidly changing workplace landscape, workers have real incentives to embrace a healthy lifestyle. And, given the loss of productivity occasioned by illness as well as insurance-related costs, businesses have convincing economic reasons of their own to encourage healthier lifestyles. For instance, heart disease, the leading cause of death for men and women (1 in every 4 deaths), cost America \$316.4 billion in 2010, according to the CDC; part of that total reflected lost productivity.

Obesity is at the root of many health conditions; it is a contributing factor in heart disease and in type-2 diabetes. The CDC estimates that 1/3 of all adults are now obese; in 2010 12 states reported that in excess of 30% of their population was obese. (In 2000, no state had an obesity rate of 30% or more.) In 2010, 1,053,000 new cases of diabetes were diagnosed in America in the 45-64 year old age group—an age group representing the most experienced cohort of workers. These statistics indicate the precarious state of some working Americans health. These and related health problems have an immediate impact on any workplace, whether it is a small business, a nonprofit, or a corporation. An article in the Gallup Management Journal in June, 2010 estimates that the average cost to a company of an employee sick day was \$200.00 in lost productivity. The article went on to compare the varied health-related costs a company faces in dealing with employee health: a “thriving” worker costs a company \$4,929.00 in health-related costs per year. A worker struggling with serious or persistent health problems costs a company \$6,763.00 a year—a 37% cost differential. Thus having more healthy workers in a company of 1,000 employees would cost that business \$1.8 million dollars less per year in health costs. A number of studies have suggested that, given information, encouragement, and a regularly established schedule, many adults are more willing to adapt and likelier to maintain a healthy lifestyle, with a modified diet and regular exercise. They are likelier to find the time and structure to learn about nutrition and diet and pursue exercise at work than at home, when companies support workplace wellness programs.

Given the large and continuing costs of ill health to employers in all categories, it isn't surprising that the idea of worksite wellness has gained wide interest, and generated a variety of web resources aimed at businesses. The Consortium for a Healthier Miami-Dade

[www.healthymiamidade.org/committees/worksite-wellness](http://www.healthymiamidade.org/committees/worksite-wellness) offers a model of how a variety of individuals involved in a particular effort—in this case wellness programs at the worksite—can find common ground by sharing experiences and knowledge. The Consortium provides a place where those involved in worksite wellness efforts in the county can meet. It also offers useful links to local and national resources; it also publishes an annual report highlighting ongoing efforts in the county to extend the idea of better health to more and more segments of the local community. Other counties in Florida—including Charlotte and Volusia, among others—sponsor Worksite Wellness Councils, most of which meet on a monthly basis to exchange information and new ideas. Their lists of member companies and groups are quite helpful for anyone seeking to learn more about such efforts in their area.

### **Government Resources**

The best place to start investigating those resources is with the federal government. The Center for Disease Control maintains several sites, and issues a number of publications, designed to help federal agencies (and private businesses) research, design, and implement worksite wellness programs.

The CDC maintains the following sites:

**Motivation via Worksite Wellness Programs** page: <http://www.cdc.gov/Features/WorksiteWellness/>. “Motivation” offers a brief rationale for the focused involvement of businesses in their employees health, and a link to a lengthy study published in the journal “Preventing Chronic Disease” on a case study of a worksite wellness program in Austin, Texas. It’s a good first step for anyone charged with investigating the terrain of worksite wellness sites and programs.

**Preventing Chronic Disease:** Articles from this CDC publication have a number of rigorously researched articles dealing with the varied causes of the conditions and diseases Wellness programs seek to confront. A search of their archives will turn up many articles that yield both useful statistics and feedback on wellness programs, and some penetrating analysis of such programs in particular cities or regions. <http://www.cdc.gov/pcd/>

**CDC Workplace Health Promotion Database:** <http://www.cdc.gov/workplacehealthpromotion/>

**Workplace Health Resources List** <http://www.cdc.gov/workplacehealthpromotion/pdfs/wh-resources.pdf>: a 5-page guide offering descriptions and links to a variety of crucial, detailed, hands-on publications available free online for anyone concerned with developing a worksite wellness program.. Because the Federal Government through several agencies is directly involved in the struggle to combat devastating diseases and debilitating conditions affecting Americans, it has generated an immense amount of research material as well as a number of publications designed specifically for businesses and community’s intent on creating wellness programs. These guides, written with clarity and building on common-sense approaches, offer an invaluable starting place for anyone with charged with creating a worksite wellness program.

**Healthier Worksite Initiative:** <http://www.cdc.gov/nccdphp/dnpao/hwi/index.htm> A gateway created to give government managers charged with creating worksite wellness programs resources for the planning process. A variety of links lead the researcher on to reports on pilot programs and local efforts to address such matters as obesity and smoking, as well as reports on efforts to create programs drawing on employee feedback and support.

CDC's StairWELL to Better Health

Introduction

<http://www.cdc.gov/nccdphp/dnpa/stairwell/>

Program Tracking

[http://www.cdc.gov/nccdphp/dnpa/stairwell/tracking\\_stair\\_usage.htm](http://www.cdc.gov/nccdphp/dnpa/stairwell/tracking_stair_usage.htm)

Ideas to Consider

[http://www.cdc.gov/nccdphp/dnpa/stairwell/other\\_ideas.htm](http://www.cdc.gov/nccdphp/dnpa/stairwell/other_ideas.htm)

Project checklist

[http://www.cdc.gov/nccdphp/dnpa/stairwell/project\\_checklist.htm](http://www.cdc.gov/nccdphp/dnpa/stairwell/project_checklist.htm)

CDC Worksite Walkability

Introduction

<http://www.cdc.gov/nccdphp/dnpa/hwi/toolkits/walkability/index.htm>

Audit Tool

[http://www.cdc.gov/nccdphp/dnpa/hwi/toolkits/walkability/audit\\_tool.htm](http://www.cdc.gov/nccdphp/dnpa/hwi/toolkits/walkability/audit_tool.htm)

Sample Audit

<http://www.cdc.gov/nccdphp/dnpa/hwi/toolkits/walkability/sample.htm>

### **The U.S. Office of Personnel Management**

[http://www.gov/employment\\_and\\_benefits/worklife/healthwellness/wellnessresources/worksitewellnessprogram.asp](http://www.gov/employment_and_benefits/worklife/healthwellness/wellnessresources/worksitewellnessprogram.asp): Offers information on the design of worksite wellness programs, including—at the link above—a stripped down version of a questionnaire that can be used by anyone responsible for designing and implementing a worksite wellness program to identify what needs to be done and how to begin building a program particularly suited to a unique audience.

### **The Partnership to Fight Chronic Diseases**

<http://promisingpractices.fightchronicdisease.org/programs/setting/workplace> Offers a useful list of links to reports on how individual communities and companies of all kinds around the nation designed and implemented wellness programs. Such reports are priceless, because they offer detailed examples of how such a program can be built, how it works—and, crucially, how to identify problems that can lessen its impact.

State governments have, to varying extents, begun to realize how crucial worksite wellness programs can be in supplementing and expanding local efforts to fight disease and bring medical costs under control. A particularly useful example of targeted state involvement can be found in Wisconsin. The state has prepared a lengthy, lucid, specific step-by-step guide (“Worksite Wellness 2010”) to help any company or community build a worksite or community wellness program. It is a model of its kind, and can be accessed at

<http://www.dhs.wisconsin.gov/health/physicalactivity/sites/Worksite%20pdfs/Toolkit%202010%20FINAL%204-20-11.pdf>

The site also has links to a number of reports on specific efforts around the country to introduce wellness programs into the workplace.

**Healthy People 2020:** Healthy People provides science based 10-year objectives for improving the health of all Americans.

<http://healthypeople.gov/2020/topicsobjectives2020/objectiveslist.aspx?topicid=29>

### **Non-Government Resources**

Because Worksite Wellness is a compelling idea, with proven results, it is unsurprising that a variety of private companies have stepped in to offer their services to corporations in creating and running worksite wellness programs.

Among the many firms offering a variety of wellness-related services are:

**WELCOA** <http://www.welcoa.org>: is the industry leader in wellness related resources

**CHC Wellness** <http://www.chcw.com>: an on-site corporate and community provider of health and wellness programs

Both of the above sources offer publications in bulk, instructional materials, and consultancy services for companies anxious to set up a wellness program. Both websites offer free materials useful to anyone researching the subject. Many other such firms can be found by searching on the net. An employee with time and an inclination for research can certainly build a wellness program based on sound principles and (thanks to the net) widely shared experiences drawn from a number of ongoing programs at low cost.

**Corporate Wellness Magazine:** <http://www.corporatewellnessmagazine.com>: offers articles, research and links to services pitched at those in the corporate community charged with overseeing wellness programs.

### **Other Resources:**

The following websites contain research, information and case studies related to workplace wellness.

Leading by Example: CEOs on the Business Case for Worksite Health Promotion  
[http://www.prevent.org/images/stories/Files/docs/LBE\\_ExecSumm.pdf](http://www.prevent.org/images/stories/Files/docs/LBE_ExecSumm.pdf)

Leading by Example: Leading practices for employee health management  
[http://www.prevent.org/LBE/LBE\\_USCC\\_FullBook.pdf](http://www.prevent.org/LBE/LBE_USCC_FullBook.pdf)

Obstacles to Worksite Wellness Programs

[http://www.wellnessproposals.com/wellness\\_articles/obstacles\\_to\\_worksite\\_wellness\\_programs.htm](http://www.wellnessproposals.com/wellness_articles/obstacles_to_worksite_wellness_programs.htm)

### **Return on Investment**

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>

Facts about employee wellness

<http://www.doh.state.fl.us/Family/Heart/PDF/FactsEmployeeWellness.pdf>

Partnership for Prevention

Facts and Resources

<http://www.prevent.org/content/view/29/40/>

Prevention for a Healthier America: Investments in Disease Prevention Yield Significant Savings, Stronger Communities

<http://healthyamericans.org/reports/prevention08/Prevention08.pdf>

Preventive services: Helping employers expand coverage

[http://www.prevent.org/images/stories/Files/publications/Preventive\\_Services\\_Helping\\_Employers\\_Expand\\_Coverage.pdf](http://www.prevent.org/images/stories/Files/publications/Preventive_Services_Helping_Employers_Expand_Coverage.pdf)

Study Suggests Employer-Sponsored Wellness Programs Produce Modest Weight Loss

[http://www.healthymiamidade.org/files/Study\\_suggests\\_employer-sponsored\\_wellness\\_programs\\_produce\\_modest\\_weight\\_loss.pdf](http://www.healthymiamidade.org/files/Study_suggests_employer-sponsored_wellness_programs_produce_modest_weight_loss.pdf)

Talking Points Regarding Policy and Environmental Change Strategies for Worksites

<http://www.doh.state.fl.us/Family/Heart/PDF/WorksiteOutline.pdf>

The Health and Economic Implications of Worksite Wellness Programs

<http://www.healthylife.com/template.asp?pageID=75>

Why Invest? Recommendations for Improving Your Prevention Investment

[http://www.prevent.org/images/stories/PDF/whyinvest\\_web\\_small.pdf](http://www.prevent.org/images/stories/PDF/whyinvest_web_small.pdf)

### **Toolkits**

A guide to developing your worksite wellness program (by WELCOA)

[http://welcoa.org/pdf/well\\_workplace\\_wkbook1.pdf](http://welcoa.org/pdf/well_workplace_wkbook1.pdf)

CDC General Workforce Health Promotion Toolkits

[http://www.cdc.gov/nccdphp/dnpa/hwi/toolkits/other\\_general.htm](http://www.cdc.gov/nccdphp/dnpa/hwi/toolkits/other_general.htm)

Maine Good Work! Resource Kit

[http://www.healthymainepartnerships.org/MCVHP/resource\\_good\\_work\\_manual.aspx](http://www.healthymainepartnerships.org/MCVHP/resource_good_work_manual.aspx)

Reducing the Risk of Heart Disease and Stroke A Six-Step Guide for Employers

[http://www.cdc.gov/dhdsp/library/toolkit/pdfs/six\\_step\\_guide.pdf](http://www.cdc.gov/dhdsp/library/toolkit/pdfs/six_step_guide.pdf)

Successful Business Strategies to Prevent Heart Disease and Stroke

[http://www.cdc.gov/DHDSP/library/toolkit/pdfs/toolkit\\_guide.pdf](http://www.cdc.gov/DHDSP/library/toolkit/pdfs/toolkit_guide.pdf)

Wisconsin Dept of Health & Family Services  
Worksite Wellness Resource Kit

<http://dhfs.wisconsin.gov/health/physicalactivity/Sites/Worksite%20pdfs/Toolkit2ndeditionAugust2007final.pdf>

What works in worksites

<http://dhfs.wisconsin.gov/health/physicalactivity/Sites/Worksite%20pdfs/WhatWorksBusinessfinal.pdf>

### **How-To**

A guide to developing your worksite wellness program (by WELCOA)

[http://welcoa.org/pdf/well\\_workplace\\_wkbook1.pdf](http://welcoa.org/pdf/well_workplace_wkbook1.pdf)

CDC Worksite Wellness Program Implementation Guidelines  
Program Planning 101 by the CDC

[http://www.cdc.gov/nccdphp/dnpha/hwi/program\\_design/planning\\_101.htm](http://www.cdc.gov/nccdphp/dnpha/hwi/program_design/planning_101.htm)

Health Improvement: A Comprehensive Guide to Designing, Implementing, and Evaluating Worksite Programs

[http://www.businessgrouphealth.org/pdfs/issuebrief\\_nov2004.pdf](http://www.businessgrouphealth.org/pdfs/issuebrief_nov2004.pdf)

Planning resources

[http://www.cdc.gov/nccdphp/dnpha/hwi/program\\_design/planning.htm](http://www.cdc.gov/nccdphp/dnpha/hwi/program_design/planning.htm)

Needs assessment

[http://www.cdc.gov/nccdphp/dnpha/hwi/program\\_design/needs\\_assessment.htm](http://www.cdc.gov/nccdphp/dnpha/hwi/program_design/needs_assessment.htm)

Policies

<http://www.cdc.gov/nccdphp/dnpha/hwi/policies/index.htm>

Environmental audits

[http://www.cdc.gov/nccdphp/dnpha/hwi/program\\_design/environmental\\_audits.htm](http://www.cdc.gov/nccdphp/dnpha/hwi/program_design/environmental_audits.htm)

Texas Dept of State Health Services Worksite Wellness Index

[http://www.wellnessproposals.com/pdfs/tool\\_kits/worksite\\_wellness\\_assessment\\_and\\_planning\\_guide.pdf](http://www.wellnessproposals.com/pdfs/tool_kits/worksite_wellness_assessment_and_planning_guide.pdf)

Welcome to the Online Home of the Designing Healthy Environments at Work (DHEW) Assessment Tool

<http://mihealthtools.org/work/>

### **Program Models**

#### **Programs in Existence**

American Diabetes Association  
Diabetes in the Workplace

[http://www.diabetes.org/communityprograms-and-localevents/diabetes-in-the-workplace.jsp?WTLPromo=Home\\_010808](http://www.diabetes.org/communityprograms-and-localevents/diabetes-in-the-workplace.jsp?WTLPromo=Home_010808)

Winning at Work

<http://www.diabetes.org/communityprograms-and-localevents/waw-default.jsp>

Arkansas Worksite Wellness

Tool kit

[http://www.arkansas.gov/ha/pdf/worksite\\_wellness.pdf](http://www.arkansas.gov/ha/pdf/worksite_wellness.pdf)

Colorado Physical Activity and Nutrition (COPAN) Program

[http://www.cdc.gov/nccdphp/dnpa/obesity/state\\_programs/state\\_stories/co\\_worksite\\_2006.pdf](http://www.cdc.gov/nccdphp/dnpa/obesity/state_programs/state_stories/co_worksite_2006.pdf)

Diabetes at Work

<http://www.diabetesatwork.org/>

Diabetes at Work website press release

<http://www.cdc.gov/od/oc/media/pressrel/r021111.htm>

Hawaii Work, Weight, and Wellness Program: The 3W Program

<http://clinicaltrials.gov/ct2/show/NCT00123019>

King County, Washington

[www.getreadyforflu.org/nationshealthyyou/archives/2007/TNHSept07.pdf](http://www.getreadyforflu.org/nationshealthyyou/archives/2007/TNHSept07.pdf)

Maine Move and Improve -- Community Case Study

[http://www.cdc.gov/pcd/issues/2006/jul/05\\_0123.htm](http://www.cdc.gov/pcd/issues/2006/jul/05_0123.htm)

Mexico Pausa para tu Salud (Pause for Your Health)

Original research

[http://www.cdc.gov/pcd/issues/2008/jan/06\\_0122.htm](http://www.cdc.gov/pcd/issues/2008/jan/06_0122.htm)

Moving into Action: Promoting Heart-Healthy and Stroke-Free Communities

[http://www.cdc.gov/dhdsp/library/moving\\_into\\_action/pdfs/Employers.pdf](http://www.cdc.gov/dhdsp/library/moving_into_action/pdfs/Employers.pdf)

New Orleans Wellness Program for Elementary School Personnel

<http://clinicaltrials.gov/ct2/show/NCT00123500>

Rhode Island Partnerships for Worksite Weight Management

<http://clinicaltrials.gov/ct2/show/NCT00288145>

Start! Fit-Friendly Companies Program by the American Heart Association

[http://startwalkingnow.org/start\\_workplace\\_fit\\_friendly.jsp](http://startwalkingnow.org/start_workplace_fit_friendly.jsp)

Application form

<http://ffc.heart.org/>

Fit Friendly companies

[www.startwalkingnow.org/documents/FFChonorrollPDF.pdf](http://www.startwalkingnow.org/documents/FFChonorrollPDF.pdf)

Strides to a healthier worksite

[http://www.wellnessproposals.com/pdfs/tool\\_kits/strides\\_to\\_a\\_healthier\\_workforce.pdf](http://www.wellnessproposals.com/pdfs/tool_kits/strides_to_a_healthier_workforce.pdf)

Worksite and Community Health Promotion/ Risk Reduction Project -- Virginia, 1987-1991

<http://www.cdc.gov/mmwr/preview/mmwrhtml/00015994.htm>