

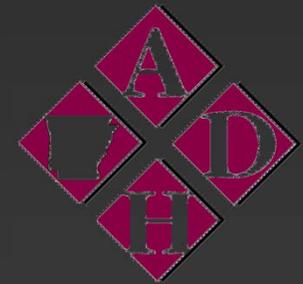


Worksite Wellness

The case for employee wellness programs

Agenda

Worksite Wellness



- 1 Defining Worksite Wellness
- 2 Employer Benefits and Business Impact
- 3 Employee Wellness
- 4 Laws that Impact Worksite Wellness
- 5 Wellness through Social Media and the Web
- 6 AHELP Model



Worksite Wellness

Worksite Wellness



Defining Worksite Wellness

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What is Worksite Wellness?

Defined as:

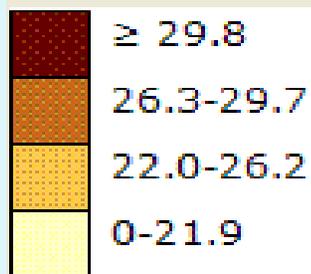
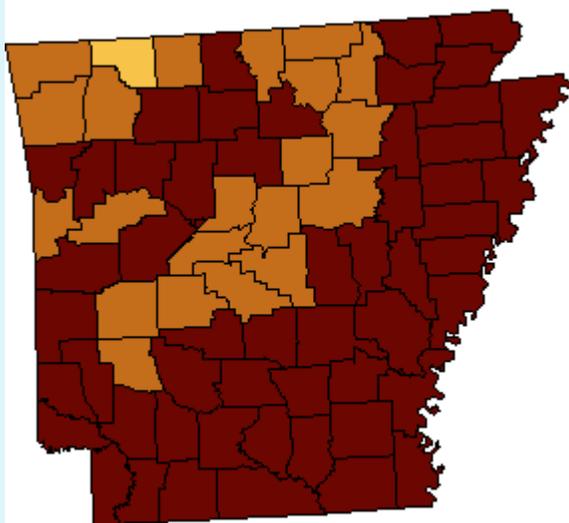


- “an organized, employer-sponsored program that is designed to support employees (and, sometimes, their families) as they adopt and sustain behaviors that reduce health risks, improve quality of life, enhance personal effectiveness, and benefit the organization’s bottom line.”

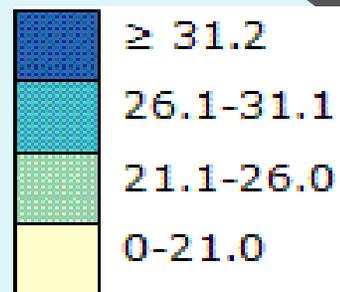
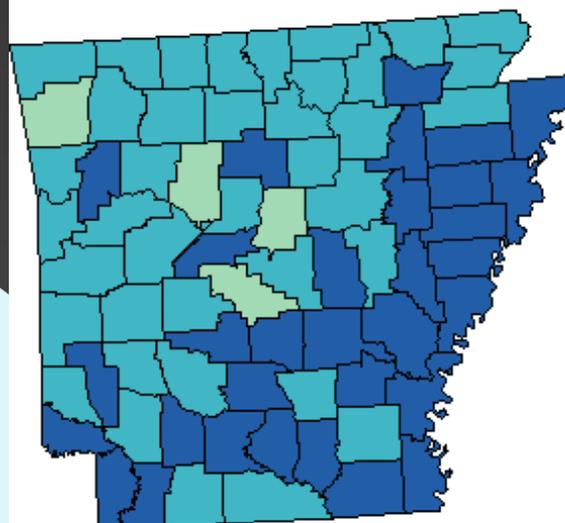
Arkansas at a Glance



Obesity



Physical Inactivity



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CDC (2008). County Level Estimates of Leisure-Time Physical Inactivity and obesity— State Maps

Employers



Benefits and Business Impact

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Cost of Chronic Disease

The Need for Prevention in the US



- › 7 out of 10 deaths are chronic disease related.
- › \$2.5 trillion spent on annual medical care.
- › In 2008, \$147 billion medical bills related to obesity.
- › Productivity losses related to personal and family health problems cost employers \$1,685 per employer per year.
- › Cost to employers: \$225.8 billion annually

Cost of Health

Future Predications



- By 2030, 40 percent of all adult Americans will have some form of CVD
- By 2030, direct medical costs will triple from \$273 billion to \$818 billion
- Direct and indirect costs combined total \$1.3 trillion in 2030 – nearly as large as the projected federal deficit for 2011

Return on Investment (ROI)

Your Wellness Program



- Health cost returns realized in 12 -18 months

Anderson, D.R. (2001). *Am J Health Promot*; 15:281

- Healthcare cost fall by about \$3.27 for every dollar spent on wellness programs
- Absenteeism cost fall by about \$2.73 for every dollar spent

Baicker, K., Cutler, D., and Song, Z. (2010). Workplace wellness programs can generate savings, *Health Affairs*; 29:2

The Bottom Line

The University of Michigan Health Management Research Center



Findings from 56 studies of worksite health promotion programs showed an average:

- ◎ 27% reduction in sick leave absenteeism.
- ◎ 26% reduction in health care costs.
- ◎ 32% reduction in workers' compensation and disability management cost claims.
- ◎ \$5.81-to-\$1 ROI ratio.

The Bottom Line

A Meta-Review



- ◎ 18 Studies of Health Promotion Programs
 - 18 had a decrease of absenteeism after the introduction of a health promotion program.
 - 6 reported cost benefit ROI \$5.07 for every \$1 invested.

- ◎ 32 Intervention Studies
 - 28 had a decrease in medical care cost after introduction of a health promotion program.
 - 10 reported cost benefit ROI \$3.93 for ever \$1 invested.

EMPLOYEE

EMPLOYEE

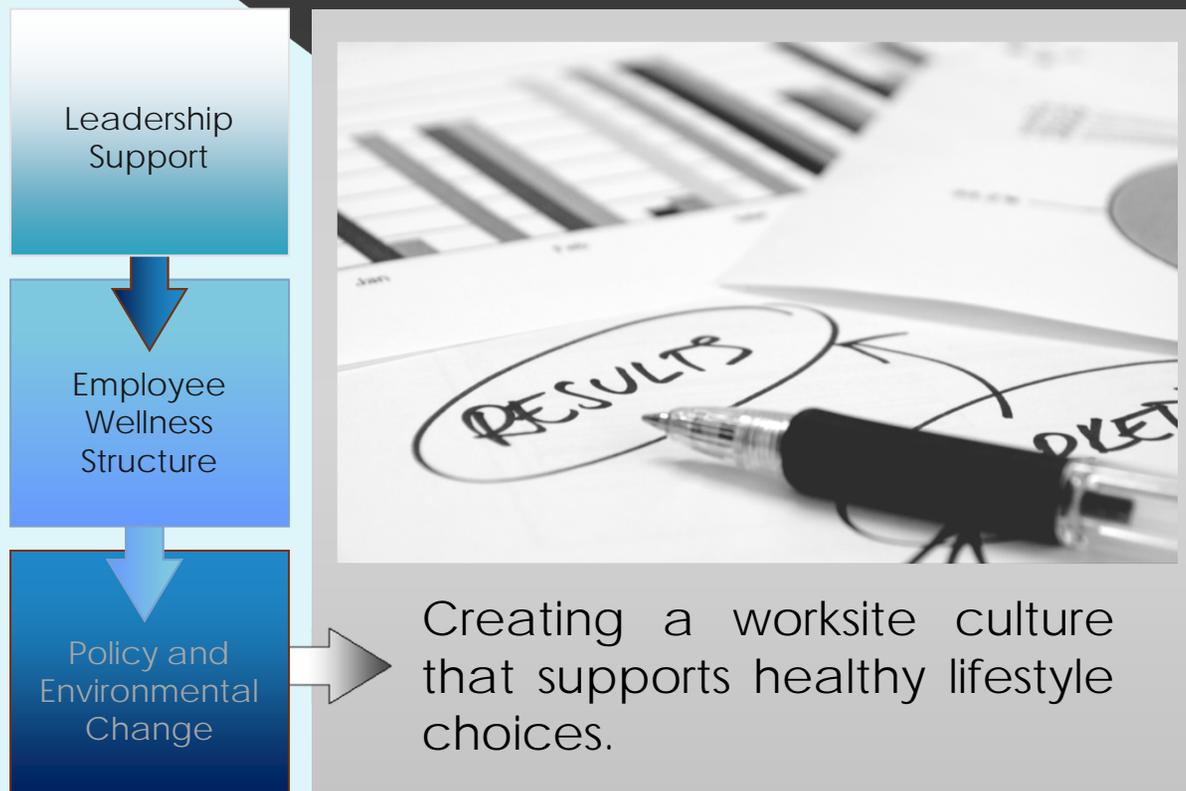


Employee Wellness



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Wellness Model



Improving Employee Health

Recommended Components



- CVD Education
- Nutrition
- Tobacco Cessation/Education
- Physical Activity
- Screening/Early Detection
- Stress Management
- Weight Management
- Occupational Safety and Health
- Environmental Modification

The Law

THE LAW



Laws that Impact Worksite Wellness

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Legal Issue Impact

Worksite Wellness Policies



- Employment Restrictions on the Use of Consumable Products
- Americans With Disabilities Act
- Genetic Information Nondiscrimination Act (GINA)
- Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- Nursing Mothers and the Workplace

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WELLNESS

WELLNESS



Social Media and The Web

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3 Key Attributes to Social Media

Health Communication Tools



1. **Personalization** – content tailored to individual needs
2. **Presentation** – timely and relevant content accessible in multiple formats and contexts
3. **Participation** – partners and the public who contribute content in meaningful ways

The Role Of Social Media



- Support
- Resources
- Tools
- Competition
- Sense of belonging
- Positive peer pressure
- Maximize participation
- Improve retention

Web Tools

Examples



- Map My Run / Map My Ride
- Active.com
- Nike+
- Daily Mile
- Run Keeper
- Calorie Count
- Traineo

STATE EMPLOYEE
WELLNESS PROGRAM



Arkansas Healthy Employee Lifestyle Program

AHELP

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AHELP

Steps of Model



1. Establish Wellness Committee
2. Assess the Employee Needs
3. Develop a Mission Statement and Plan
4. Develop a Timeline and Budget
5. Decide on Incentives
6. Identify Resources
7. Market the Program
8. Implement the Program
9. Monitor the Progress

AHELP (2010). Developing the Program.

AHELP

Components



- ◎ **Physical Activity**
 - > Cardiovascular Activity
 - > Flexibility
 - > Strengthening
- ◎ **Nutrition**
 - > Fruit and Vegetable Servings
- ◎ **Tobacco Cessation**



THANK YOU

by:
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