



**Welcome to the IPLAN
Webinar**

*Successful Worksite Wellness to
Reduce Risk Factors for Chronic
Disease*




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Learning Objectives


- Communicate the employer benefits for adopting a worksite wellness culture
- Identify effective strategies for "selling" worksite wellness to the business community
- Describe the key components for creating a successful, lasting worksite wellness program
- Identify best practices for current successful worksite health enhancement programs
- Understand ways to overcome common barriers and challenges to worksite wellness
- Identify ideas to immediately execute to create a healthier work environment within any work place.



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Presenters

- Debra Siena, Proactive Partners**
 Debra Siena joined TCA Holdings, LLC in 1986. She is currently Vice President of Proactive Partners, providing health enhancement solutions to corporate clients including fitness and wellness center management, on-site coaching, and stress management workshops. Debra has been a featured speaker at wellness industry conventions since 1989, including the International Health Racquet and Sportsclub Association (IHRSA), Club Industry, the Medical Fitness Association, and the World Fitness IDEA convention, having presented throughout North America, Europe, South America and Asia. Debra served on the IHRSA board of Directors from 2003 through 2007 and is a member of the Health Enhancement Research Organization (HERO) Think Tank. She is currently chairing the Worksite Wellness Committee for Building a Healthier Chicago. Ms. Siena received a Bachelor of Fine Arts degree with honors from the University of Illinois in Champaign. She has an extensive background in kinesiology having taught at Columbia College, with a focus on wellness and fitness programming.
- Bob Keller, McLean County Health Department**
 Bob Keller has served as the director of the McLean County Health Department since 1990. Prior to that, he served as the assistant administrator of the department. Bob holds a bachelor's degree in political science/public administration from Illinois State University and holds an MBA from the University of Illinois in Champaign-Urbana and is a Certified Public Health Administrator. In addition to his role as director of the health department, Bob is past-president of the Illinois Public Health Association and has served as president and legislative chair for both the Illinois Association of Public Health Administrators and the Association of Community Mental Health Authorities of Illinois. He is a member of the boards of the McLean County Compact, the Mental Health America of McLean County, the McLean County Chapter of the American Heart Association, and the Make-A-Wish Foundation Regional Advisory Board.


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Successful Worksite Wellness

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When it comes to worksite wellness...

- Yesterday's assumption:
 - Health is a cost driver
 - Initiatives to improve employee health were to control top-line expense
- Today's reality:
 - Health is a performance driver
 - Investing in health not only controls expenses, but also protects, supports, and enhances human capital

It is fundamental to an employer's healthier bottom line



What are the benefits of worksite wellness?

- Decreased Health care costs
 - Average \$3.50/\$4.56/\$5.93-to-\$1.00 savings-to-cost ratio in reduced health care claims -WELCOA
- Companies that offer wellness initiatives have seen...
 - Health care claim costs reduced by 27.8%
 - Physician visits reduced by 16.5%
 - Hospital admissions reduced by 62.5%
 - Disability costs reduced by 34.4%
 - Incidence of injury reduced by 24.8%

-World Economic Forum, PricewaterhouseCoopers



What are the benefits of worksite wellness?

- Decreased Absenteeism
 - Unscheduled absences cost large companies an average of \$764,000 annually in direct payroll costs
 - Only 34% of unscheduled absences were due to illness, -CCH Unscheduled Absence Survey
- Improved Presenteeism
 - Costs 2-3 times a company's total health care costs -Dee Edington Health Management Research Center
- Productivity losses related to personal health problems cost US employers \$1.685 per employee per year or \$225.8 billion annually -Journal of Occupational Medicine



Selling the business community on worksite wellness

- Healthier employees:
 - Are more productive
 - Make fewer errors
 - Show up both physically & mentally
 - Have a more positive attitude
 - Get along better with coworkers
 - Receive higher customer satisfaction ratings
 - Stay longer with an organization
 - Enjoy a better quality of life
 - and costs the company less!

-Franklin Research & Development

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Key components of a successful program



- Ensure strong support from top management
- Integrate fully in the company culture, not a trend or one time program
- Commit long term – the initiative must be sustainable

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Key components of a successful program



- Ensure initiatives are easily accessible - offered on site, off site, and virtual
- Encourage spouse/family involvement
- Use partners, not vendors to execute
- Set realistic goals, assess outcomes

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Key components of a successful program



- Track progress in participation, results, and satisfaction
- Incentivize employees to take responsibility to improve their health and well being
- Let employees share success stories with each other – Celebrate success!

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Best Practice initiatives include:




- Encouraging healthy eating habits
- Promoting physical activity
- Creating a culture that encourages healthy lifestyle choices

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Best Practices on Healthy Eating Habits




- Work with the cafeteria/food vendors to provide healthy eating choices
- Ensure healthy foods in vending machines
- Encourage employees to bring in healthy food for celebrations

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Best Practices on Healthy Eating Habits




- When providing lunch, stick with a healthy menu or at least offer a healthy option
- Offer on-site weight management support groups, counseling or education
- Reward participation and success

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Best Practices on Physical Activity




- Offer on-site coaching, classes and/or activities
- Provide flex time to encourage physical activity
- Host ongoing challenges/competitions with realistic goals

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Best Practices on Physical Activity




- Offer stretch breaks, instead of smoking breaks
- Unlock the stairwells and encourage indoor walking programs
- Start a walk, run and bike club
- Reward out of work physical activities

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Best Practices on Physical Activity



- Make exercise balls available to sit on instead of chairs
- Hold walking or standing meetings
- Have portable exercise equipment available in empty conference rooms
- Reward the employee who parks furthest away

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Best Practices to Support Healthy Lifestyle Choices



- Create a wellness committee / champions
- Ask your employees what health enhancement programs they want
- Integrate and educate employees on all health enhancement benefits available through insurance, benefits, HR, EAP, & other partners

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Best Practices to Support Healthy Lifestyle Choices



- Provide education and programs for all levels of health
- Provide motivation, incentives & recognition
- Maintain a culture of health
- Don't just talk wellness...Start a movement!

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McLean County Workplace Wellness Program



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May 6, 2009



The Early Years

- '80s - Employee health screenings conducted sporadically by the department exclusively for McLean County Health Department employees
- Early '90s – Employee health screenings extended to other McLean County employees on a trial basis upon the initiative of the Health Department


May 6, 2009



Wellness Matures

- Late '90s – Health risk appraisals added to screenings for all McLean County employees
- Late '90s – In addition to health risk appraisals and screenings, an annual employee health fair and ongoing wellness activities are added in conjunction with the department's move to its current location. A key objective of the program was to reduce shock-loss claims and improve health status with a long-range goal of stabilizing employee health benefit premiums

May 6, 2009



Seeking Commitment of County Leadership in 1998

- Proposal for a wellness program discussed with the McLean County Administrator's Office
- Proposal presented to McLean County Board Finance Committee for approval

Features:

- Payment by County Board for screenings, health risk appraisals and wellness incentives from the employee benefit fund
- Day long employee health fair replete with vendors and health-related activities held at the department's conference center



Better Health By Choice

- 2007 – McLean County government becomes a pilot site for a Health Alliance initiative labeled *Better Health by Choice* that integrates the features of the existing program with the new product

Features:

- Web-based health risk appraisals and wellness modules
- Internet and telephonic counseling
- Health screenings – paid through employee wellness benefit or the County employee benefit fund (non-insured)
- Health fair
- Ongoing wellness activities
- Link to McLean County's employee insurance product



Wellness Program Incentives


- 2008 – McLean County establishes a wellness benefit
- The standard deductible is set at \$1,500 for a single insured with \$1,000 of the deductible rebated to employees participating fully in the program



Participation Skyrockets


- Total Number Participating in Wellness Program*
 - 2005 – 1076
 - 2006 - 1361
 - 2007 - 1892
 - 2008 - 1960
- Percentage of Insured taking the HRA
 - 2007 - 80.8
 - 2008 - 88.7

**Number of duplicated enrollees in all wellness activities*




Results

- Participation grew with link to the benefit plan
- Improvement shown in average lifestyle score from 75.2 in 2007 to 77.2 years 2008.
- Market improvement noted in the following risk area: depression, injury prevention, nutrition, skin protection, smoking and stress management
- Improvements needed in weight management, physical activity and alcohol use
- Percentages of those with triglyceride levels >500 mg/dL declined from 12.5% in 2004 to 1.8% in 2008
- Those with moderate or high blood pressure declined



Keys to Success


- Buy-in on the part of management – the program must be shown as a means to improve the health status of the workforce and benefit the organization's bottom line
- Internal coordination and management of the program – someone internally must be conscience, champion and energizer of the program
- Aggressively market program to employees – there must be intrinsic and extrinsic rewards
- Make wellness an ongoing part of the organization's culture- make it ubiquitous
- Link wellness programs to medical plan
- Analyze the data and make program adaptations as needed



Resource Contacts

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Resources

Building a Healthier Workplace

- [American Cancer Society Workplace Solutions](#)
- [Centers for Disease Control and Prevention](#)
- [Center for Value-Based Health Management](#)
- [Health Enhancement Research Organization](#)
- [Health Resources and Services Administration](#)
- [National Business Group on Health](#)
- [National Wellness Institute](#)
- [Partnership for Prevention](#)
- [Start! For HR Professionals \(American Heart Association\)](#)
- [Walking Program](#)
- [WELCOA: Wellness Council of America](#)
- [WellSteps](#)


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Feedback

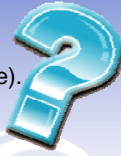
- We are listening! Your feedback is VERY important. Please complete the online evaluation survey.
- If you registered for a group, please ask them to complete the evaluation also.
- We will use this information to plan future sessions and continually improve.



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Question and Answer Session

- Join us now for a LIVE Q & A Session
 - Dial 1(877) 411-9748
 - Enter the access code: 3467868#
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- If you have a question that is not addressed on the call, please email Laurie
Call at laurie.call@iphionline.org



**THANK
YOU**