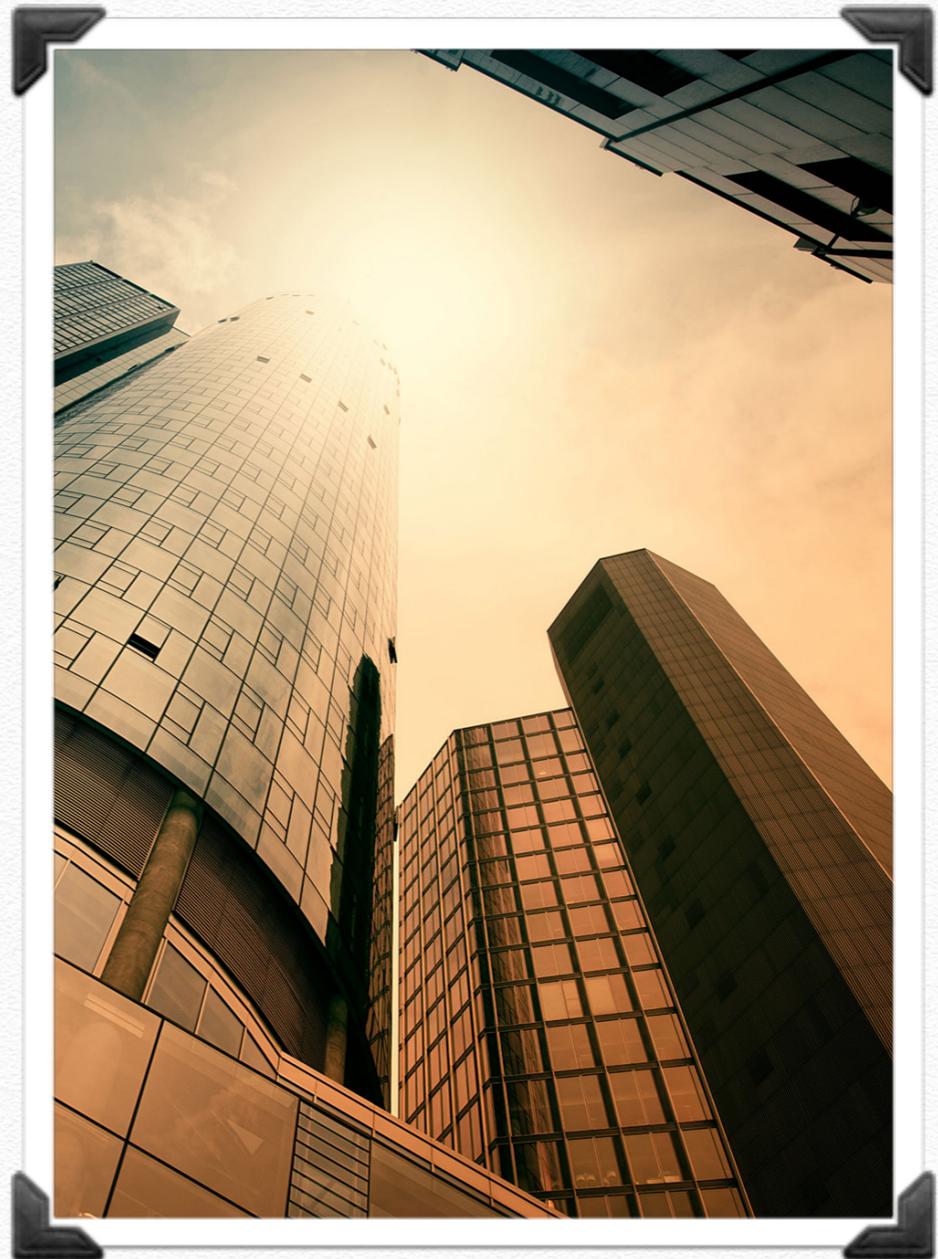


Steps to Wellness: PA Guides for Worksites

UPAN Forum
June 3, 2014

Learning Objectives

1. Participants will be able to identify the Steps to Wellness
2. Participants will be able to create a wellness culture at their worksite
3. Participants will be able to identify resources to establish or strengthen a wellness program at worksites





Steps to Wellness

*A Guide to Implementing the
2008 Physical Activity Guidelines for
Americans in the Workplace*



National Center for Chronic Disease Prevention and Health Promotion
Division of Nutrition, Physical Activity, & Obesity



What are the Steps?

1. Build Support
2. Planning and Assessment
3. Promoting
4. Implementing
5. Evaluating
6. Sharing Results
7. Sustaining

2008 Physical Activity Recommendations

- ❖ 150 Minutes of Moderate Intensity Physical Activity, or
- ❖ 75 Minutes of Vigorous Intensity Physical Activity, or
- ❖ A combination of the two (addt'l benefits at 300 minutes/150 minutes)
- ❖ Plus, at least 2 days of strength training

Step 1: Building Support

- ❖ Building support starts with a champion. Preferably a champion will be the organizational leader, but it can start anywhere
- ❖ Without a champion, no significant progress will be made

The Champion Should:

Recognize the benefits of the program for the company or workplace.

Promote the Program.

Participate in the Program.

Recognize Employee Involvement in the Program.

Recognize Employee Achievement in the Program.

Evaluate the Program.

Create a Culture of Wellness.

Health Benefits of Physical Activity according to the 2008 Physical Activity Guidelines

Strong Evidence	<ul style="list-style-type: none">■ Lower risk of the following:<ul style="list-style-type: none">○ Early death.○ Heart disease.○ Stroke.○ Type 2 diabetes.○ High blood pressure.○ Adverse blood lipid profile.○ Metabolic syndrome.○ Colon and breast cancers.■ Prevention of weight gain.■ Weight loss when combined with diet.■ Improved cardiorespiratory and muscular fitness.■ Prevention of falls.■ Reduced depression.■ Better cognitive function (older adults).
Moderate to Strong Evidence	<ul style="list-style-type: none">■ Better functional health (older adults).■ Reduced abdominal obesity.
Moderate Evidence	<ul style="list-style-type: none">■ Weight maintenance after weight loss.■ Lower risk of hip fracture.■ Increased bone density.■ Improved sleep quality.■ Lower risk of lung and endometrial cancers.

Step 2: Planning and Assessment

- ❖ You only know what you measure
- ❖ You only change what you measure
- ❖ How will you "Engage" your population?

Assessments can measure and identify:

- Baseline data necessary for evaluation purposes.
- The feasibility of starting a wellness program at a given workplace.
- Support for a wellness program at various levels of the organization.
- Employee needs and interests.
- How company policies support or present obstacles to healthy lifestyles.
- Features of the workplace environment that support or present obstacles to healthy lifestyles.
- Cultural aspects of the organization that could affect the program.
- Internal and external resources available for program planning and implementation.
- Current employee lifestyle behaviors.
- Medical care costs.
- Productivity costs.
- Priorities for financial and other resources.

- ❖ Health Risk Assessments (HRAs)
- ❖ Employee Needs (&Wants!) Assessment
- ❖ Walkability Audit
- ❖ Environmental Audit

- ❖ Policies!

Step 3: Promoting

- ❖ How will you get people to participate?
- ❖ Will your money go where your mouth is?
- ❖ Watch out for the "Trash & Trinkets" approach

Ways to Promote Your Programs:

- Brief announcements at staff meetings.
- E-mails.
- Letters/flyers sent home.
- Company intranet, Web site, or social media.
- Paycheck stuffers.
- Signs in the break room.
- Articles in company newsletters.
- Word of mouth.

Step 4: Implementing

❖ Four Tracks

1. Getting Started
2. Building Momentum
3. Moving Forward
4. Keeping Pace



Track 1: Getting Started

- ❖ Promotional Information
- ❖ Brown Bag Lunch Sessions
- ❖ Active Breaks
- ❖ Individual Goal Setting

Track 2: Building Momentum

- ❖ Partner with Local Fitness Center
- ❖ Healthy Stairwells
- ❖ Bicycle Commuter Program
- ❖ Promote Local Walking Paths and Trails

Track 3: Moving Forward

- ❖ Sponsor a Walking Competition
- ❖ Walk and Talk Meetings
- ❖ Wellness Exams
- ❖ Physical Activity and Fitness Coaching

Track 4: Keeping Pace

- ❖ Create an Employee Walking Club
- ❖ Create Wellness Teams and Extended Competitions
- ❖ Partner With Your Community
- ❖ Identify and Create Safe Walking Routes
- ❖ Environmental Strategies

Step 5: Evaluating

- ❖ Remember the comment, you only change what you measure?
- ❖ You only improve if you are planning based on data



Step 6: Sharing Results

- ❖ Communicate, communicate, communicate
- ❖ Tell your story at least three ways, with three different approaches



Step 7: Sustaining

- ❖ Keeping the program going is a result of:
 - ❖ Engagement
 - ❖ Champion(s)
 - ❖ Funding
 - ❖ Innovation
- ❖ Leveraging Resources/Programs
 - ❖ Lean Works!, HWI, WELCOA, etc.
 - ❖ UCWHP, Chambers of Commerce, SHRM, etc.

Resources

Largest Portion of Toolkit

{Insert company logo here}

{DATE}

The Case for Physical Activity in the Workplace

As health care costs continue to grow as part of the overall employment costs for businesses offering benefits, it is important to look at ways to improve the health and wellness of {company name}'s employees. According to the *2008 Physical Activity Guidelines for Americans*, increasing physical activity lowers the risk of many adverse health outcomes, including heart disease, stroke, high blood pressure, and colon and breast cancers. In addition, increasing physical activity can help prevent weight gain, improve cardiovascular and muscular fitness strength, prevent falls, improve bone strength, and reduce symptoms of depression.³

Adult Americans spend a lot of time in the workplace. Creating a culture of wellness in the worksite may improve employees' health, and a full wellness program can have financial and human benefits. Physical activity should be a major part of any wellness plan.⁴ Increasing physical activities in the workplace makes existing wellness programs more effective and is a great way to start a new program.

Worksite wellness programs are designed by companies to support employees in their health decisions. These programs focus on areas such as nutrition, stress reduction, smoking cessation, breast-feeding, health screening and management, and of course, physical activity. The introduction of a worksite wellness program has the potential to:

- Help create a healthier workforce.
- Increase employee productivity.
- Decrease employee absenteeism.
- Lower employer health care costs.
- Increase employee morale.
- Attract and retain good employees.

The return-on-investment for establishing wellness programs in the workplace can be significant. A study of 192 companies found that after a year of wellness programming, including physical activity promotion, 70% of targeted risk factors had improved.⁵ A 2010 study showed that for every dollar spent on wellness programs, medical costs fell by approximately \$3.27, and costs associated with absenteeism fell by approximately \$2.73.⁶ Physical activity is an important component of any wellness program.

In positioning {company name} as a leader in our industry and our community, we need to look at the well-being of our clients and employees. By creating opportunities for our employees to be physically active during the workday, we will be able to show them the investment we are making in them while simultaneously yielding a return of increased productivity, reduced absenteeism, and possibly lower health care costs.

³ U.S. Department of Health and Human Services. 2008 National Physical Activity Guidelines for Americans.

⁴ Soler, R., Leeks, K., Razi, S., et.al. A Systematic Review of Selected Interventions for Worksite Health Promotion: The Assessment of Health Risks with Feedback. *American Journal of Preventative Medicine*. 2010; 38(2S):S237-S262.

⁵ Baker KM, Goetzel RZ, Pei X, Weiss AJ, Bowen J, Tabrizi MJ, Nelson CF, Metz RD, Pelletier KR, Thompson E. "Using a return-on-investment estimation model to evaluate outcomes from an obesity management worksite health promotion program." *J Occup Environ Med*. 2008 Sep;50(9):981-90.

⁶ Baicker K, Cutler D, Song Z. "Workplace Wellness Programs Can Generate Savings." *Health Affairs*. 2010 Feb; 29(2): 304-311.

2008 Physical Activity Guidelines for Americans

- 2008 Physical Activity Guidelines for Americans At-A-Glance.
- Overview of the 2008 Physical Activity Guidelines for Americans.

Tools and Templates

- The Case for Physical Activity in the Workplace.
- Organizational Assessment.
- Reviewing Company Policies.
- Reviewing Company Environment and Practice.
- Employee Physical Activity Needs and Interests Survey.
- Planning Worksheet.
- Physical Activity Program Budget Costs.
- Sample Time Line for Project Implementation.
- Individual Wellness Goal Setting.
- Brown Bag Lunch Template.
- Brown Bag Lunch-n-Learn Evaluation Form.
- Individual Distance Tracking Log.
- Success Story Data Collection Tool.



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Questions?

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