Agenda

• Welcome and Overview
• Survey Methodology
• Survey Results
• Pulling it All Together
• Questions
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Board Chairperson  
Worksite Wellness Council of Massachusetts
Introduction

Massachusetts, like many other states in the US, is facing an increased burden of illness related to a variety of risk factors and chronic conditions.

In 2009 alone:

• 40% of MA residents 18 or older were diagnosed with at least one of five chronic disease (asthma, arthritis, cancer, cardiovascular disease, or diabetes). Of MA residents that were diagnosed with at least one chronic disease, 33.6% suffered from two or more chronic diseases.

• Total hospital charges approached the $6.8 billion mark.

• Approximately one-fourth of persons living with a chronic illness experience significant limitations in daily activities.

“We have seen life changing results from increased work performance, happier employees which have led to greater customer retention...well worth the investment over the past 6 years.”

– Financial Services Employer
Goal:
To assess policies, practices, and programs that promote and protect employee health and well-being within their organizations.

Process:
• Letters mailed to 10,000 Massachusetts businesses
• Social media and network contacts publicized survey
• Follow-up letters and phone calls to ensure adequate sample size

Results:
• 621 MA businesses responded (6% response rate)
Survey Format

• CDC Worksite Health Scorecard
  – Evidence-based, validated tool
• Supplemental Questions
• Demographics

Survey designed to facilitate comparisons to 2008 and 2011 surveys.
Survey Results

Worksite Wellness best practices are categorized in these main topic areas:

1. Visible Leadership Commitment
2. Strategic Planning
3. Supportive Organizational Culture
4. Program Design and Intervention Selection
5. Discovery and Needs Assessment
6. Community Resources
7. Data and Evaluation Management
Visible Leadership Commitment
Visible Leadership Support

- Set Annual Budget: 14%
- Communications Strategy: 29%
- Active Participation by Sr. Management: 19%

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Visible Leadership Support

- Integrate into Org/Dept/EE Goals: 12%
- Wellness Vision/Mission: 18%
Strategies for Leadership Support

- Written communications on the value and benefits of program
- Communicating clearly and consistently the importance of achieving health
- Establish a wellness budget
- Education employees on link between personal health and health of the company
- Wellness incorporated into vision/mission of the organization
Strategies for Leadership Support

- Corporate commitment to wellness from all levels of the organization
- Champions for wellness
- Active participation by senior management
- Reward and recognize safety and health performance
Written Strategic Plan
Written Strategic Plan

- 90% No Written Strategic Plan
- 81% No Organizational Objectives
- 86% No Organizational Mission/Vision Link
Strategies for Strategic Plan

• Develop a vision statement for the wellness program to document what the program will accomplish
• List specific goals
• Document measurable objectives
• Set a timeline for implementation
• Identify who will be responsible for each activity
Supportive Organizational Culture
Supportive Organizational Culture

- Available to all employees: 75%
- Use incentives: 14%
- Active Wellness Committee: 10%

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Supportive Organizational Culture

- 11% Dedicated Champion
- 61% Conduct regular health/safety audits
Strategies for Org Culture

• Establish a wellness coordinator or committee to guide planning/implementation
• Have wellness responsibilities written into job descriptions
• Create a healthy promoting environment (vending machines, showers, walking paths)
• Systems to prevent/remedy workplace hazards
• Labor/management communications/collaborations on health/safety/wellness
Discovery and Needs Assessment
Discovery and Needs Assessment

- Assess Employee Interests: 15%
- Offer Health Risk Assessment: 18%
- On-site Health Screenings: ?%

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Strategies for Assessment

• Collect organizational data on an annual basis
  – Claims, sick leave, absenteeism
  – On-site programs, policies, environmental changes
  – Workplace hazards and health concerns

• Collect employee data on an annual basis
  – Perceived health status, needs, interests
  – Barriers to healthy behaviors
  – Readiness to change
  – Productivity

• Employee health status and risks
Program Design and Interventions
Program Design and Interventions

- Comprehensive Program Elements: 11%
- Offer Preventive Screenings: 8%

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Program Design and Interventions

- Health education (e.g., skills development and behavior change classes; awareness building brochures, posters) - 25%
- Formal communications to all employees about the wellness program - 20%
- Integration of health promotion into your organization’s culture - 17%
- Employees are aware of their personal health risks (e.g., HRAs or biometric screenings) - 16%
- Programs that are developed on the basis of employee interests - 16%
- An annual budget for wellness expenditures - 14%
- Identification of the most important health issues or interests of employees - 13%
- A Designated Wellness Champion - 11%
- Data collection about employee interests on various topics - 8%

58% indicated none of the above.
Strategies for Design

- Inform employees about health insurance/benefits coverage or community programs
- Communicate the value of preventive services
- Focus on interventions to increase lifestyle changes
- Ensure that workloads are moderate enough to avoid excessive fatigue or risk of injury
- Implement policies permitting for participation during work time
- Direct employees to disease management programs
Community Resources
Community Resources

10%
Utilize community health initiatives

1%
Partnering with local experts
Community Resources

- Consultative services: 1%
- Program Support: 1%
- Biometric Screenings: 1%
- Communications support: 0.5%
- Financial Support: 0.5%
- Online health portal: 0.3%
- Other support: 0.4%
- Net: Any form of support: 1%

Percent of Respondents (N=621)
Strategies for Community Collaboration

- Collect community data to identify available local resources.
- Partner with others (e.g., not-for-profits, business coalitions).
- Leverage resources inside and outside of your organization.
Data and Program Evaluation
Data and Program Evaluation

- 96% do not calculate ROI
- 67% do not conduct evaluation of program
Data and Program Evaluation

- 71% Not measuring success
- 58% Not measuring impact on risk status
- 53% Not measuring impact on health costs
Strategies for Evaluation

• Develop an evaluation plan and measurement strategies.
• Monitor and evaluate on an ongoing basis to define the value of the program.
• Assess program effectiveness and ROI by analyzing absenteeism, turnover, workers comp, disability costs, health plan claims and productivity.
• Keep track of participation rates.
• Capture satisfaction data.
• Measure, track and communicate health improvements.
CDC Health ScoreCard
CDC Health ScoreCard

Maximum Possible Points

All Respondents 61
10 to 24 55
25 to 49 59
50 to 99 75
100 to 249 95
250 to 499 107
500 or More 146

Number of Employees at the Worksite*
# CDC Health ScoreCard

<table>
<thead>
<tr>
<th>Topic</th>
<th>Average Score</th>
<th>Total Possible Points</th>
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<tbody>
<tr>
<td>Organizational Support</td>
<td>6</td>
<td>33</td>
</tr>
<tr>
<td>Tobacco Control</td>
<td>8</td>
<td>19</td>
</tr>
<tr>
<td>Nutrition</td>
<td>3</td>
<td>21</td>
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<tr>
<td>Physical Activity</td>
<td>4</td>
<td>24</td>
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<tr>
<td>Weight Management</td>
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<td>Stress Management</td>
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<tr>
<td>Depression</td>
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<td>18</td>
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<tr>
<td>High Blood Pressure</td>
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<td>17</td>
</tr>
<tr>
<td>High Cholesterol</td>
<td>2</td>
<td>15</td>
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<tr>
<td>Diabetes</td>
<td>2</td>
<td>15</td>
</tr>
<tr>
<td>Signs and Symptoms of Heart Attack &amp; Stroke</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Emergency Response to Heart Attack &amp; Stroke</td>
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<td>17</td>
</tr>
<tr>
<td>Lactation Support</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>Occupational Health &amp; Safety</td>
<td>12</td>
<td>22</td>
</tr>
<tr>
<td>Vaccine &amp; Preventable Disease</td>
<td>7</td>
<td>18</td>
</tr>
<tr>
<td>Community Resources</td>
<td>Not Applicable*</td>
<td>Not Applicable*</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>61</strong> <strong>&gt;</strong></td>
<td><strong>264</strong></td>
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Micro and Small Businesses

ScoreCard Score

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<tr>
<th></th>
<th>&gt;10 ees</th>
<th>Micro</th>
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<tbody>
<tr>
<td>0</td>
<td>44</td>
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<tr>
<td>50</td>
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<tr>
<td>100</td>
<td>61</td>
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One Element of a Comprehensive Program

<table>
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<th></th>
<th>&gt;10 ees</th>
<th>Micro</th>
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<tbody>
<tr>
<td>0%</td>
<td>31%</td>
<td></td>
</tr>
<tr>
<td>50%</td>
<td>42%</td>
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</table>

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Micro and Small Businesses

Senior Management Commitment

- >10 ees: 46%
- Micro: 37%

Have a Long-term Plan

- >10 ees: 2%
- Micro: 3%
Putting It All Together

- Massachusetts business have successfully implemented many elements of evidence-based, comprehensive health promotion programs.
- There are many things that employers are doing right. The survey results also suggest many ways that worksite can improve the health of their more important assets – their employees.
Download the Full Report

wwcma.org
THANK YOU!