

Arkansas Public Health Association

Presented by: Stephanie Bassett MPH, RD, LD, CPH

Wellness in the Workplace: Driven by Dietitians

Disclosure

- Employee of Compass Group, USA
- No other disclosures

Learning Outcomes

- After this presentation, attendees will be able to:
 - Summarize how wellness programs can be a return on investment and benefit public health
 - Explain realistic wellness programs
 - Understand how to potentially implement a wellness program within the workplace
 - How Dietitians can fill the gap

Outline

- What workplace wellness looks like
- Evidence supporting workplace wellness
- Wellness Programs
 - Approaches
 - Best Practices
 - Where Dietitians fit in
 - What can be done at your workplace
 - Resources
 - Looking ahead

Workplace Wellness



Workplace Wellness

- Defined as “programs and activities typically offered through employer-provided health plans as a means to help employees improve health and reduce health care costs”
- “Not just the absence of disease-total wellbeing of the individual”

Laws Related to Workplace Wellness

- Patient Protection and Affordable Care Act
- Health Insurance Portability and Accountability Act (HIPAA)
- Must comply with
 - Genetic Information and Nondiscrimination Act (GINA)
 - Americans with Disabilities Act (ADA)
 - Other applicable state laws
 - ACA

Why implement Wellness in the Workplace?

COST SAVINGS

- Positively impact indirect and direct business costs
- Cost savings for obesity, diabetes screening and diet counseling
- Weight management programs cost savings can range from \$1.44 to \$4.16 per pound of weight lost
- Extensive cost savings for:
 - Hypertension screening and treatment
 - Cholesterol screening and treatment
 - Obesity screening
 - Diabetes Screening
 - Diet counseling

HEALTH IMPROVEMENTS

- Clinically meaningful improvements in
 - Exercise frequency
 - Smoking behavior
 - Weight control
- Programs can change
 - Employee behavior
 - Improve biometric risk profile
 - Improve work productivity

Other Benefits

- Increased employee productivity
- Decreased employee absences
- Large area of opportunity for public health practitioners to help others improve behaviors in the workplace
 - may help contain lifestyle-related diseases

Implementing Workplace Wellness

- Programs will vary depending on:
 - Company
 - Size
 - Culture and Employee Buy-In
 - Various other factors
 - Resources
 - Location
 - Services provided

Successful Programs

- Effective Communication Strategies
- Engagement across all levels of organization
- Use of existing resources and relationships
- Continuous evaluation

Considerations

- Before implementing a wellness program, need to consider what you want the program to entail
 - Potential individual risk factors
 - Organization mission
 - How would the program run?

Approaches

- There are a wide variety of ways to help meet wellness needs of employees, dependent upon resources available
 1. Health Risk Assessment
 2. Identify employee risks
 3. Tailored intervention programs
 4. Program Implementation
 5. Ongoing monitoring and evaluation

Step 1: Health Risk Assessment

- Questionnaires to assess employees risk, usually include
 - Lifestyle behaviors
 - Including stress and mental health
 - Health history
- Best practice: Biometric Screenings

Step 2: Identify and Evaluate Risks

- Evaluate HRA and Biometric data
- This will help you determine which type of programs will be most beneficial for your population
 - Smoking Cessation
 - Physical Activity
 - Nutrition/Weight Management
 - Disease management

Intervention Programs



Step 3: Tailored Intervention Programs

- Will vary depending on risks identified from Step 2
- Items to consider
 - Available resources
 - Instructors
 - Material
 - Format
 - Recruitment and engagement
 - Variety of communication and delivery strategies

Step 4: Implementation

- Pilot programs
- Make revisions for future programs as necessary
- Engagement
- Obtain feedback for future improvement
- Integration
 - How will it fit into your company?

Evaluation

* 3. Rate your general experience with the program.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
The objectives of the program were clear from the beginning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The program was fun and informative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more confident in my ability to improve my eating habits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more confident in my ability to improve my health through healthful eating.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend this course to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Step 5: Monitoring and Evaluation

- Plan with evaluation in mind
- Examples of evaluation techniques
 - Compare biometric data year-to-year
 - Compare claims data
 - Employee behavior change and satisfaction

Other things that can be done

- Preventive services
 - Involvement of health care providers
 - Flu shots, etc.
- Injury prevention

Company Culture




Best Practices

- Integrate into company culture
- Offer programs employees will enjoy and benefit from
- Change programs regularly
 - Offer new ones and change previous programs

Physical Activity

MediFit™



CHALLENGE

Indoor/Outdoor IRONMAN

ROW - BIKE - RUN

SIGN UP BY AUGUST 14th!

When: August 17th - September 25th

Where: Distances must be completed in and around the Fitness Center and logged as they are completed.

You will have 6 weeks to complete:

- 50,000 meter ROW
- 112 mile BIKE
- 26.2 mile RUN

Individual Competition Only – Grand Prize Given to the Overall Winner, prizes given to the male and female runner ups. All others who complete will receive a participation gift.

Location: Fitness Center

Chelsea Maddox and Sarah Ray
615.795.6348 | A01_fitness_center@dell.com

Powered by MediFit



Best Practices Continued

- Nutrition
 - Offer nutrition education with a Registered Dietitian
- Physical Activity
 - Offer counseling and support groups
- Combine nutrition and physical activity

Role of the Dietitian



Where do Dietitians fit in?

- Nutrition Programming
- Involvement with Healthful food options
 - Promotions
 - Menu collaboration with Chef
 - Nutritional analysis
- Other wellness activities

Nutrition Programming

- Healthful eating, weight management and disease management
 - Development
 - Planning
 - Implementation
 - Evaluation and continual improvement
- Counseling/behavior change

Healthful Food Options



Healthful Food Options

- Café
- Vending
- Events

Healthful Food Options-Cafe

- Better-for-you options
- Limited Time offers
- Make standard offering the better option
- Tasting Tables/Chef Tables
- Design
 - Architecture
 - Positioning of stations
- Coordinate with workplace
 - Branding
 - Events
- Don't offer candy at checkout
- Limited offerings of Sugar Sweetened Beverages
- Nutritional labeling

Healthful Food Options

VENDING

- Offer better for you options in all vending
 - Food
 - Beverages



EVENTS/CATERING

- Make standard offering the better option
- Pricing strategy
- Smaller portions
 - Beverages
 - Desserts
 - Build your own

Other Activities



Other Wellness Activities

- Weight loss contests
- Cooking Classes
- Health Fairs
- Assist with other items as needed
 - May depend on credentialing

What can you do?

- Plan and Assess
 - Assess needs and existing opportunities
 - Develop Targets/Goals
 - Communicate
- Implementation
 - Provide, allow
 - Lead by example
- Assess and Evaluate

Looking Ahead

- More research is needed
 - Independent research to validate and improve credibility
 - More information on program
 - Design
 - Implementation
 - Processes

Resources

- Healthy Active Arkansas
- Centers for Disease Control and Prevention
- NHLBI
- AHA
- ADA
- USPSTF
- NIH
- Cleveland Clinic
- Arkansas Coalition for Obesity Prevention

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Questions?

- Any other items you would like to discuss?
- Feel free to contact me with questions
 - Stephanie Bassett MPH, RD, LD, CPH
 - Email: stephanie.bassett@compass-usa.com