

Employee Wellness

Promoting Health in Your
Organization



Growing Concern

- Drastic increase in the prevalence of chronic diseases over the years
 - Obesity
 - Diabetes
 - Cardiovascular Disease
 - High Blood Pressure/Hypertension
 - Cancer
 - More than half of Americans have one or more chronic diseases
- Many chronic diseases have been associated with certain lifestyle behaviors
 - Physical Inactivity
 - Poor Diet
 - Smoking
 - Excessive Alcohol Consumption
 - **ALL OF WHICH ARE PREVENTABLE AND/OR MODIFIABLE**

Effects on the Economy

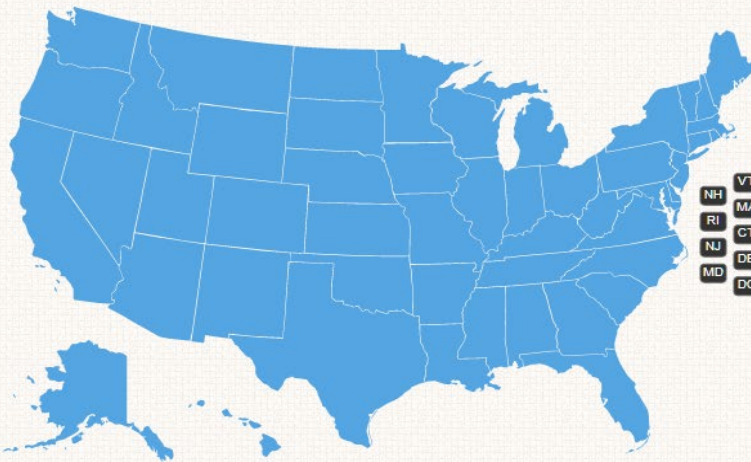
- Prevalence of chronic diseases has caused an overall increase in health care expenditures, resulting in an extreme economic burden
 - The United States has the highest Gross Domestic Product (GDP) percentage of health care expenditures in the world – but some of the worst health outcomes!
 - Health care spending estimated to reach \$4.2 trillion by 2017
 - = \$13,100 per person annually & 20% of the GDP
 - Michigan will spend an estimated \$18.7 billion in 2015 on health care expenditures (21% of the entire state spending)
 - 75% of annual health care costs account for the treatment and diagnosis of chronic diseases

County Health Rankings & Roadmaps

Building a Culture of Health, County by County

A Robert Wood Johnson Foundation program

Find Health Rankings for Your State and County



Look up your county's *Rankings*, learn about our methods, and download the data you need.

i Learn about the Data & Methods
Find out what is measured and how the rankings add up.

Download the Rankings Data
You can download the rankings data for your state or the entire nation.

[Explore Rankings Data](#) >

Roadmaps to Health

Improving your community's health takes work. We can help you get it done.

What Can I Learn from Others?

National Partners

Learn about our partners in improving health.

Community Grants

Find out about local and state action.

Projects Showcase

See how others are using the *Rankings*.

What Can I Do?

Take Action

Find out what you can do next.

Use the Rankings Data

Find out how to go beyond the ranks and get the most out of the data.

Find *What Works For Health*

Find programs and policies that work.

RWJF Roadmaps to Health Prize

Six winning communities announced!

2013-2014 Call for Applications available on March 20, 2013--apply so your community's work in health improvement can be recognized.

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2013

Rankings

Measures

Compare Counties

Download

Print

Help

Health Outcomes
Overall Rank

Wayne (WY)

County Snapshot

Additional Measures

Areas to Explore On Off

Rank	County
1	Leelanau (LL)
2	Ottawa (OT)
3	Clinton (CN)
4	Livingston (LI)
5	Washtenaw (WA)
6	Alger (AG)
7	Grand Traverse (GT)
8	Charlevoix (CH)
9	Benzie (BE)
10	Houghton (HO)
11	Allegan (AE)
12	Midland (MD)
13	Eaton (EA)
14	Isabella (IA)
15	Emmet (EM)
16	Kent (KN)
17	Marquette (MQ)
18	Cheboygan (CE)

[BACK TO MAP](#)

	Wayne County	Error Margin	Michigan	National Benchmark*	Trend	Rank (of 82)
Health Outcomes						82
Mortality						81
Premature death	10,263	10,097-10,428	7,254	5,317		
Morbidity						82
Poor or fair health	18%	17-19%	14%	10%		
Poor physical health days	3.8	3.6-4.0	3.5	2.6		
Poor mental health days	4.0	3.7-4.2	3.7	2.3		
Low birthweight	10.6%	10.5-10.7%	8.4%	6.0%		
Health Factors						82
Health Behaviors						72
Adult smoking	22%	21-23%	20%	13%		
Adult obesity	34%	33-36%	32%	25%		
Physical inactivity	28%	27-29%	25%	21%		
Excessive drinking	17%	16-18%	19%	7%		
Motor vehicle crash death rate	10	10-11	11	10		

County Health Rankings & Roadmaps

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	Wayne County	Error Margin	Michigan	National Benchmark*	Trend	Rank (of 82)
Clinical Care						79
Uninsured	18%	17-18%	14%	11%		
Primary care physicians**	1,551:1		1,271:1	1,067:1		
Dentists**	1,863:1		1,626:1	1,516:1		
Preventable hospital stays	85	84-87	70	47		
Diabetic screening	81%	80-83%	86%	90%		
Mammography screening	60%	58-61%	67%	73%		
Social & Economic Factors						82
High school graduation**	69%		74%			
Some college	57%	56-58%	64%	70%		
Unemployment	12.6%		10.3%	5.0%		
Children in poverty	38%	36-40%	25%	14%		
Inadequate social support	26%	25-27%	20%	14%		
Children in single-parent households	47%	46-48%	33%	20%		
Violent crime rate	1,146		497	66		
Physical Environment						72
Daily fine particulate matter	12.0	11.9-12.2	9.9	8.8		
Drinking water safety	0%		1%	0%		
Access to recreational facilities	7		9	16		
Limited access to healthy foods**	4%		6%	1%		
Fast food restaurants	55%		49%	27%		

Effects on the Workforce

Poor health of employees has caused several issues in the workforce

- **Reduced productivity**
 - **Increased absences**
 - **Increased presenteeism (coming to work sick)**
 - **Increased medical costs**
 - **Reduced functioning**
 - **Decreased quality of life**
-
- In Michigan, physical inactivity results in the loss of 20 days per worker, costing the state \$8.6 billion annually.
 - Absenteeism costs the US an estimated \$118 billion annually in medical expenses and lost productivity & presenteeism costs an estimated \$180 billion annually.

What is Wellness?

- Wellness:
 - An active process of being aware of and making choices towards a healthy and fulfilling life
 - A state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity (WHO)



Benefits of Promoting Employee Wellness

- Companies that promote employee wellness demonstrate:
 - **Increased employee productivity**
 - **Reduced employee absences**
 - **Reduced health-related costs**
 - **Improved employee morale**
 - **Improved company reputation**
 - **Increased employee retention**
 - **Improved workplace environment & relationships**



Organizational Benefits

- **Recruitment**

- 88% of employees have described access to health and wellness programs as an important factor for defining an employer of choice

- **Retention**

- 45% of workers stay at their jobs because of wellness programs offered by their employers

- **Savings & Return On Investment**

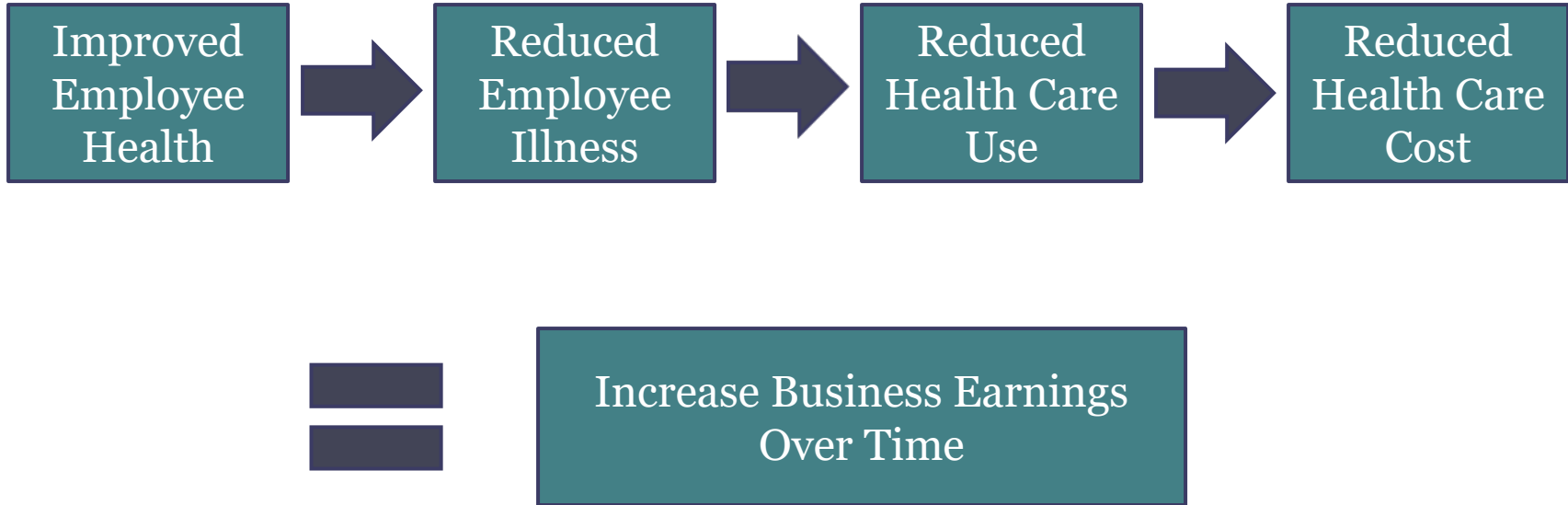
- Medical spending falls by \$3.27 for every \$1.00 spent on promoting employee wellness
- Cost of absenteeism drops by \$2.37 per each wellness dollar spent
- Companies with wellness programs have averaged \$700 in savings per employee, per year

Return On Investment

ROI of \$10 per person per year in disease prevention programs
National Estimates

Time Frame	1-2 Years	5 Years	10-20 Years
U.S. Total Health Care Savings	\$2,848,000,000	\$16,543,000,000	\$18,451,000,000
ROI	\$0.96 : \$1.00	\$5.60 : \$1.00	\$6.20 : \$1.00
Cumulative Benefits	Within 2 years: Type 2 Diabetes and hypertension reduced by 5%	Within 5 years: Heart disease, kidney disease, and stroke reduced by 5%	Within 10-20 years: Some forms of cancer, arthritis, and COPD disease reduced by 2.5%

Long-Term Benefits



Promote Employee Wellness

- Create a healthy workplace culture
 - Establish a supportive work environment
 - Demonstrate to employees that you value their well-being
 - Encourage open and positive communication
 - Identify the health needs and preferences of the employees
 - Tailor wellness program to the specific/unique needs of the employees

Health is more than a one-day event;
it's about integrating new behaviors into your everyday life
in a fun and social way!

Promote Employee Wellness

- **Get Involved**
 - Set an example by getting company leadership to participate
 - Make health a priority for the company as a whole
- **Include the Families**
 - Increase motivation towards implementing a healthy lifestyle at home
- **Encourage Personal Engagement and Social Support**
 - Provide fun and interactive activities
 - Acknowledge and reward participation and accomplishments
- **Raise Awareness**
 - Provide educational tools and informational materials
 - Newsletters, tips, etc.
 - Example: “Friends with Oakwood”
 - Register at: <http://www.oakwood.org/friends>

Small Steps For Big Results!

- Simple Ways to Improve Health and Wellness

- Encourage Using the Stairs
 - Motivational signs near elevators
- Offer Healthy Meal and Snack Options
 - Stock Lunchrooms with Fresh Produce
 - Remove Soda / Junk Food in Vending Machines
 - Fresh Fruit Fridays!
- Implement a Walking Club During Lunch
- Discourage People from Coming to Work Sick
- Provide Ergonomic Chairs, Keyboards, etc.
- Provide On-site Vaccinations
 - FLU!



<http://www.inc.com/guides/2011/01/8-ways-to-promote-wellness-in-the-workplace.html>

<http://money.usnews.com/money/blogs/outside-voices-careers/2015/04/13/8-employee-wellness-ideas-that-would-actually-work>

<http://www.staples.com/sbd/cre/tech-services/explore-tips-and-advice/easytech-u/flu-articles/5-ways-to-create-and-promote-a-healthy-workplace.html>

Small Steps for Big Results!

- **Simple Ways Continued:**
 - **Increase Your Steps**
 - Print copies to a printer farther away
 - Park farther away from entrance
 - **Bring Instructors In**
 - Implement workout classes on-site
 - Schedule nutrition/fitness seminars
 - **Encourage Employees to Get Up and Move**
 - Go outside and walk during breaks
 - Have “walking meetings”
 - **Develop Workplace Health Challenges**
 - Competitions among employers
 - Offer incentives / rewards



Promote Employee Wellness

Employee Wellness Programs:

- Programs implemented by an employer to improve the health of its labor force
 - Health promotion and protection strategies implemented at the worksite
 - Encourages health and safety of all employees
- Can focus on overall/general health
- Can highlight specific health and wellness components:
 - Physical Activity
 - Healthy Eating
 - Smoking Cessation
 - Stress and Mental Health
 - Alcohol and Substance Abuse

“Employee wellness programs are an investment into your company’s most important asset: your workers.”

“If you offer the best, you will attract the best.”

<http://smallbusiness.chron.com/employee-wellness-program-1349.html>

[http://www.meritresources.com/userdocs/materials/Employee Wellness Initiatives Merit.pdf](http://www.meritresources.com/userdocs/materials/Employee_Wellness_Initiatives_Merit.pdf)

[http://www.cdc.gov/workplacehealthpromotion/pdfs/Workplace Health Program Definition and Description.pdf](http://www.cdc.gov/workplacehealthpromotion/pdfs/Workplace_Health_Program_Definition_and_Description.pdf)

Employee Wellness Program Toolkits

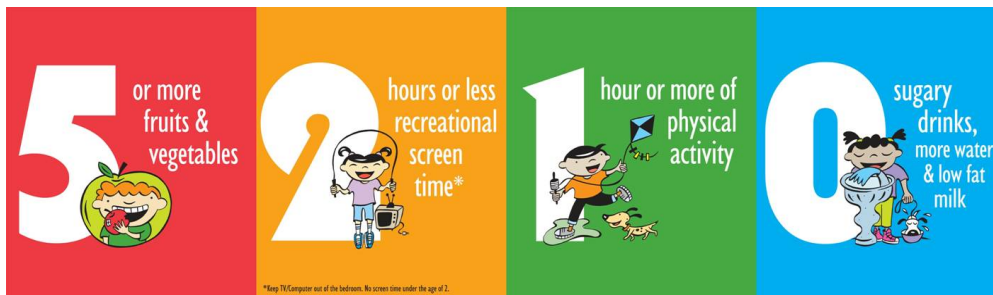
- Free toolkits for existing wellness programs are available!
 - Used by employers to promote and improve health in the workplace
 - Resources in toolkits:
 - Informational articles
 - Guides for implementation
 - Tools for tracking health
 - Promotional posters / handouts
 - Workplace activity / challenge ideas
 - Steps for action
 - Incentive suggestions

READY, SET, GO!



5210 Let's Go!

<https://vimeo.com/129446227>



*Keep TV/Computer out of the bedroom. No screen time under the age of 2.

<http://www.choosemyplate.gov/downloads/SuperTrackerWorksitesWellnessToolkit.pdf>

5210 Let's Go! Workplace Toolkit

- Increase healthy eating at work
 - Healthy meetings and celebrations
 - Healthy vending and smarter cafeterias
- Increase movement at work
 - Active meetings
 - Walking meetings
 - Stairwells and walking paths
- Support healthy families
 - Tips for healthy lifestyles
 - Parent education



Take Action TODAY!

What steps can your organization take
to promote employee wellness?

Make a commitment **TODAY towards
improving the health of your
organization!**

Take the CEO Pledge

The National Coalition for Promoting Physical Activity

www.ncppa.org/ceo-pledge

CEO PledgeSM

The National Coalition for Promoting Physical Activity

For the betterment of my company, our employees, their families, and our country, I pledge to improve employee health and wellness by providing opportunities and resources for physical activity before, during or after the workday, and to enhance my own health and wellness by engaging in regular physical activity.

Questions?

For more information please contact:

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