

# Survey of Employer Worksite Wellness Activities and Health Promotion Programming

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Table 1. COMPANIES' COMPANY-WIDE SELF-ASSESSMENT

Company	Employee Size	Industry	City/State	Year of Assessment
1	100-499	Manufacturing	Chicago, IL	2009
2	100-499	Health care and social assistance	San Francisco, CA	2009
3	100-499	Health care and social assistance	San Francisco, CA	2009
4	100-499	Health care and social assistance	San Francisco, CA	2009
5	100-499	Health care and social assistance	San Francisco, CA	2009
6	100-499	Health care and social assistance	San Francisco, CA	2009
7	100-499	Health care and social assistance	San Francisco, CA	2009
8	100-499	Health care and social assistance	San Francisco, CA	2009
9	100-499	Health care and social assistance	San Francisco, CA	2009
10	100-499	Health care and social assistance	San Francisco, CA	2009
11	100-499	Health care and social assistance	San Francisco, CA	2009
12	100-499	Health care and social assistance	San Francisco, CA	2009
13	100-499	Health care and social assistance	San Francisco, CA	2009
14	100-499	Health care and social assistance	San Francisco, CA	2009
15	100-499	Health care and social assistance	San Francisco, CA	2009
16	100-499	Health care and social assistance	San Francisco, CA	2009
17	100-499	Health care and social assistance	San Francisco, CA	2009
18	100-499	Health care and social assistance	San Francisco, CA	2009
19	100-499	Health care and social assistance	San Francisco, CA	2009
20	100-499	Health care and social assistance	San Francisco, CA	2009

Table 1 continues on the next page.

Table 2. Methods of Employee Survey

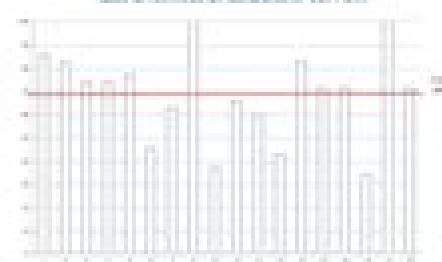


Table 2 shows the percentage of companies using various methods to survey employees.

Table 3. Employee Participation



Table 3 shows the percentage of employees participating in various health promotion programs.

**Appendix**  
Appendix A: List of companies that participated in the survey.  
Appendix B: List of health promotion programs offered by the companies.  
Appendix C: List of barriers to employee participation in health promotion programs.  
Appendix D: List of solutions to barriers to employee participation in health promotion programs.  
Appendix E: List of contact information for the companies that participated in the survey.

**Introduction:** The Midwest Business Group on Health (MBGH) is a non-profit, Chicago-based B2B/B2C business coalition. Its members represent over 1,100 large public and private employer organizations and health care stakeholders. MBGH serves as one of the nation's leading employer-focused coalitions and is a recognized leader in offering education, research and community-based activities that increase the value of health benefits and health care services.

**Company Wellness Assessment:** In 2009 as part of its ongoing effort to encourage employer best practices in health improvement, 20 companies representing a broad range of industries responded to a 44 item self-assessment survey concerning workplace wellness activities and health promotion programming, and to gauge their company. Employers were asked to respond to questions evaluating leadership support, wellness initiatives, programmatic updates, availability of programming, participation, resource allocation, and outcomes measurement.

## Assessment Results

**Member Descriptions:** Companies size ranging from 1,000-25,000, 7 industries: health care, manufacturing, finance and insurance, retail trade, wholesaler trade, professional, scientific and technical services, and other services. (See Table 1).

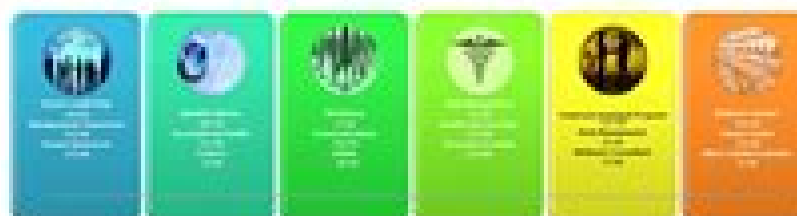
**Programming:** The most prominent results showed that the duration of programming ranged from 3-5 years and was provided by vendors, health plans and employers. Companies used leadership support for health program initiatives (i.e. for MBGH) (See Table 2). A substantial significant rate of employee engagement and participation was reported (See Figure 1). Employees participating in health programming ranged over a 24 month period (including health risk assessment/clinical consultation) (See Table 3). Biometric screening and feedback was a key feature of most health programs (See Table 4). Reducing weight and lowering the effects of metabolic conditions were important for companies with stress management for employees.

**Barriers to Employee Engagement:** Time to participate, privacy concerns, availability of programming, internal communication effectiveness, perceived low levels of leadership engagement and employee behavioral reinforcement.

**Conclusion:** Table 1 demonstrates leadership support is positive and is consistent with evidence showing a positive of implementation across workplace wellness programming (Frank & Lurie, 2006). The programming rate (See Table 1 & 4) of employee completion of biometric screening with feedback is consistent with the 2008 Flu gateway to improved employee participation, engagement and health outcomes (Cohen et al., 2008). Companies measuring and providing feedback to employees is akin to the "three-year runway" concept (Kington 2009). Table 3 states reported barriers to employee participation and suggests solutions companies could make to increase employee participation and engagement. A study conducted for better at a 2009 evaluated participation in an employee wellness program (Frank & Lurie 2006) and found similar barriers to participation in health programming and supported the solutions suggested. Companies have scope for growth in health culture development, employee engagement and program integration. Figure 1 shows the complexity of stakeholder relationships engaged with program creation, printing, implementation and evaluation, however, complexity of support, delivery and evaluation should be considered as a regular occurrence given the nature of the health and business outcomes targeted for improvement (Reardon et al., 2008). This sample of companies are using best practice solutions by (Frank and Frank 2008), these include but are not limited to leadership and management commitment, diverse program offerings, multi-channel and multi-level approaches.

**Future Directions:** the assessment (i) companies should conduct an annual organizational self-assessment and benchmarking process against the national Worksite Health Promotion Survey (Lurie et al., 2008) and other members of the MBGH, (ii) identify key strategic business initiatives with employee health needs and (iii) consolidate their efforts on increasing employee participation and engagement.

Figure 1. FINDINGS CONCERNED WITH WORKSITE HEALTH PROMOTION PROGRAMMING



The figure shows the percentage of companies that participated in the survey. The figure shows the percentage of companies that participated in the survey.

Table 4. BIOMETRIC SCREENING PARTICIPATION

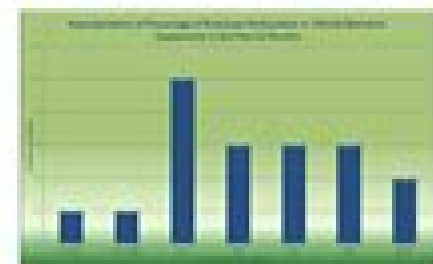


Table 4 shows the percentage of employees participating in biometric screening.

Figure 1. EMPLOYEE AND PARTICIPATION



Figure 1 shows the percentage of employees participating in health promotion programs.

Table 5. BARRIERS AND SOLUTIONS

Barrier	Solution
Lack of time to participate in health promotion programs	Identify and address scheduling barriers to participation. Develop a health promotion program that is flexible and can be implemented at various times throughout the day.
Lack of employee participation in health promotion programs	Identify and address barriers to participation. Develop a health promotion program that is flexible and can be implemented at various times throughout the day.
Lack of employee participation in health promotion programs	Identify and address barriers to participation. Develop a health promotion program that is flexible and can be implemented at various times throughout the day.
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Table 5 shows the percentage of employees participating in health promotion programs.

# National Survey Of Worksite Health Promotion Activities

**Joacim Rocklöv**



## **National Survey Of Worksite Health Promotion Activities:**

National Survey of Worksite Health Promotion Activities ,1987      *National Survey of Worksite Health Promotion Activities, 1992* Lisa Kanner,1995-02 Examines worksite health promotion and disease prevention activities in 1 507 private worksites in the U S Assesses the policies practices services and facilities information and activities sponsored by employers to improve the health of their employees dependents and retirees Covers high blood pressure cholesterol cancer HIV infection smoking control physical activity nutrition education weight control prenatal educ medical self care mental health and stress mgmt alcohol and other drugs workplace safety and health back care and more      *1992 National Survey of Worksite Health Promotion Activities* ,1993 This survey was conducted to measure the growth of worksite health promotion activities since the first national survey in 1985 A major focus of the survey was to assess progress toward achievement of the worksite objectives in Healthy people 2000 national health promotion and disease prevention objectives The survey results demonstrate an increase in worksite health promotion activities since 1985 as well as substantial progress toward achievement of many worksite related health objectives but also indicate that there is still a great deal of work to be done

*National Survey of Worksite Health Promotion Activities* United States. Public Health Service,1987      **National Survey of Worksite Health Promotion Activities** ,1993      **Survey of Employee Health Promotion Programs in Public Research and Doctorate-granting Institutions in the United States with Comparisons to the National Survey of Worksite Health Promotion Activities** Otha A. Belcher,1990      **1992 National Survey of Worksite Health Promotion Activities** ,1992      ACSM's Worksite Health Handbook American College of Sports Medicine,2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health related productivity losses As companies more fully realize the impact of healthy workers on the financial health of their organization health promotion professionals seek support to design and implement interventions that generate improvements in workers health and business performance The second edition of ACSM s Worksite Health Handbook A Guide to Building Healthy and Productive Companies connects worksite health research and practice to offer health promotion professionals the information ideas and approaches to provide affordable scalable and sustainable solutions for the organizations they serve Thoroughly updated with the latest research and expanded to better support the business case for worksite programs the second edition of ACSM s Worksite Health Handbook includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada Europe and the United States The book s mix of research evidence and practice makes it a definitive and comprehensive resource on worksite health promotion productivity management disease prevention and chronic disease management ACSM s Worksite Health Handbook Second Edition has the following features An overview of contextual issues including a history of the field the current state of the field legal perspectives and the role of health policy in worksite programs A review of the

effectiveness of strategies in worksite settings including economic impact best practices and the health productivity relationship Information on assessment measurement and evaluation including health and productivity assessment tools the economic returns of health improvement programs and appropriate use of claims based analysis and planning A thorough discussion of program design and implementation including the application of behavior change theory new ways of using data to engage participants use of technology and social networks to improve effectiveness and key features of best practice programs An examination of various strategies for encouraging employee involvement such as incorporating online communities and e health providing incentives using medical self care programs making changes to the built environment and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program You ll also find four in depth case studies that offer innovative perspectives on implementing programs in a variety of work settings Each case study includes a profile of the company a description of the program and the program goals information on the population being served the results of the program and a summary or discussion of the program Throughout the book you ll find practical ideas approaches and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers health and business performance The book is endorsed by the International Association for Worksite Health Promotion a new ACSM affiliate society Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice based information and approaches inside ACSM s Worksite Health Handbook A Guide to Building Healthy and Productive Companies Second Edition The e book for ACSM s Worksite Health Handbook Second Edition is available at a reduced price It allows you to highlight take notes and easily use all the material in the book in seconds The e book is delivered through Adobe Digital Editions and when purchased through the Human Kinetics site access to the content is immediately granted when your order is received Adobe Digital Editions System Requirements Windows Microsoft Windows 2000 with Service Pack 4 Windows XP with Service Pack 2 or Windows Vista Home Basic 32 bit and Business 64 bit editions supported Intel Pentium 500MHz processor 128MB of RAM 800x600 monitor resolution Mac PowerPC Mac OS X v10 4 10 or v10 5 PowerPC G4 or G5 500MHz processor 128MB of RAM Intel Mac OS X v10 4 10 or v10 5 500MHz processor 128MB of RAM Supported browsers and Adobe Flash versions Windows Microsoft Internet Explorer 6 or 7 Mozilla Firefox 2 Adobe Flash Player 7 8 or 9 Windows Vista requires Flash 9 0 28 to address a known bug Mac Apple Safari 2 0 4 Mozilla Firefox 2 Adobe Flash Player 8 or 9 Supported devices Sony Reader PRS 505 Language versions English French German Health Care Reform United States. Congress. House. Committee on Ways and Means. Subcommittee on Health,1994

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(PHS). ,1995      **Hearings on Health Care Reform** United States. Congress. House. Committee on Education and Labor. Subcommittee on Labor-Management Relations,1995      **Morbidity and Mortality Weekly Report** ,1997      Healthy People 2000 Statistical Notes ,1998      *Physical Activity and Health* ,1998 This is the first Surgeon General s report to address physical activity and health The main message of this report is that Americans can substantially improve their health and quality of life by including moderate amounts of physical activity in their daily lives Health benefits from physical activity are thus achievable for most Americans including those who may dislike vigorous exercise and those who may have been previously discouraged by the difficulty of adhering to a program of vigorous exercise For those who are already achieving regular moderate amounts of activity additional benefits can be gained by further increases in activity level Extr introd 1996

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and intermittent no starts with the dreaded 10 minute wait

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