

Make Wellness Your Business: Strategies to Prevent Heart Attack and Stroke in the Workplace

Findings from the Workplace Health in America Survey

September 6, 2018



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The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention (CDC).

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Agenda



- Why Heart Disease and Stroke Matters
- Development of the Workplace Health in America Survey
- Survey Findings
- Workplace Health Resource Center





Why Heart Disease and Stroke Matters

Heart Disease and Stroke in the U.S.



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- More than **1.5 million** people in the U.S. suffer from heart attacks and strokes per year¹
- More than **800,000** deaths per year in the U.S. from cardiovascular disease (CVD)¹
- CVD is the greatest contributor to racial disparities in life expectancy²

References

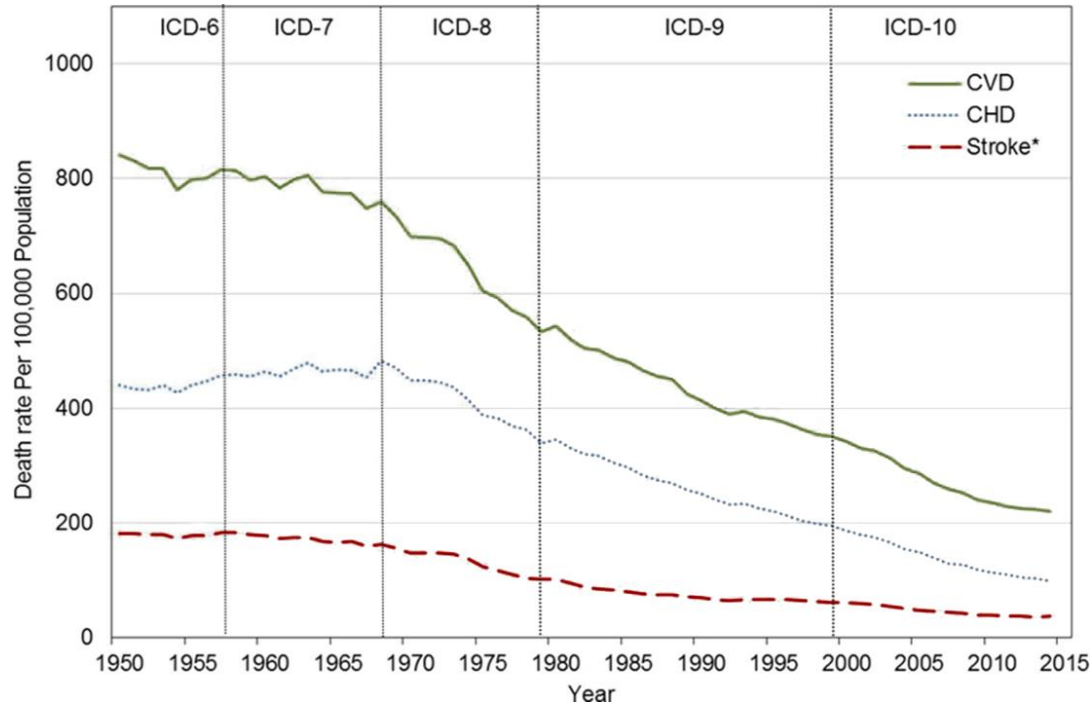
1. Benjamin EJ, Blaha MJ, Chiuve SE, Cushman M, Das SR, Deo R, et al. Heart Disease and Stroke Statistics—2017 Update: A Report From the American Heart Association. *Circulation* 2017;135(10):e146–603.
2. Kochanek KD, Arias E, Anderson RN. How did cause of death contribute to racial differences in life expectancy in the United States in 2010? NCHS data brief, no. 125. Hyattsville, MD: National Center for Health Statistics. 2013.



Heart Disease and Stroke Trends 1950-2015



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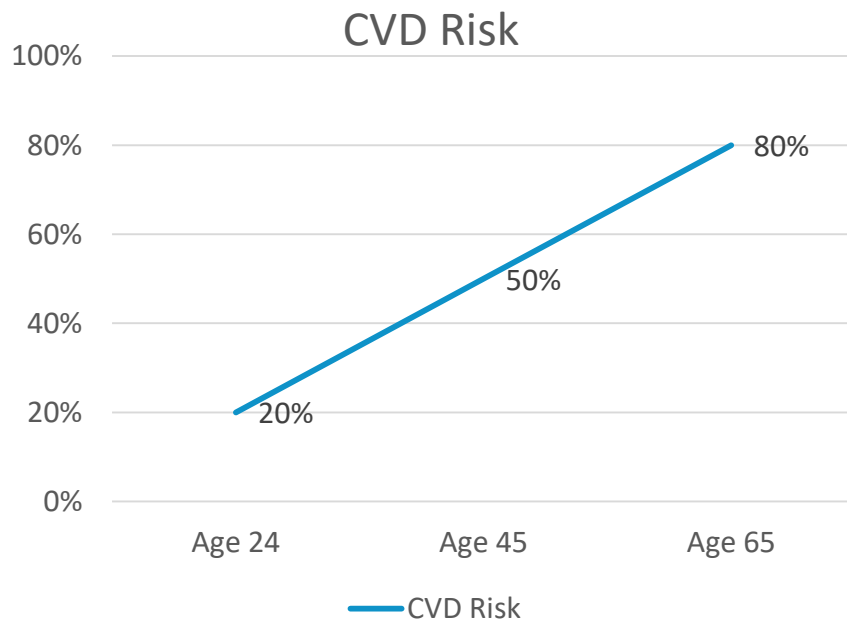
Mensah GA, Wei GS, Sorlie PD, Fine LJ, Rosenberg Y, Kaufmann PG, et al. Decline in cardiovascular mortality: possible causes and implications. *Circ Res* 2017;120:366–80.



Heart Disease and Stroke Risk



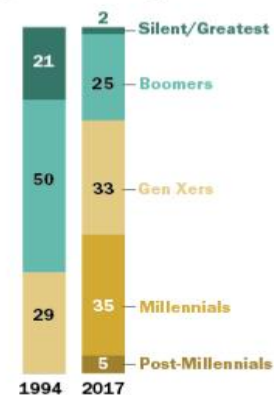
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American Heart Association / American Stroke Association. Cardiovascular Disease: A Costly Burden for America. Projections through 2035.

More than a third of the workforce are Millennials

% of the U.S. labor force



Note: Labor force includes those ages 16 and older who are working or looking for work. Annual averages shown.
Source: Pew Research Center analysis of monthly 1994 and 2017 Current Population Survey (IPUMS).

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Costs



- About **1 in every 7** health care dollars is spent on CVD (about 14%)
- Annual CVD costs to the nation averaged **\$329.7 billion** in 2013-2014
 - **\$199.2 billion** in direct medical expenses
 - **\$130.5 billion** in lost productivity costs (from premature mortality)

Benjamin EJ, Virani SS, Callaway CW, et al. Heart disease and stroke statistics—2018 update: a report from the American Heart Association. *Circulation*. 2018;137:e67–e492.



Heart Disease and Stroke Matter to Worksites



- On average, an employee with CVD costs his or her employer over a week in absences and \$1,100 more on lost productivity each year than an employee without CVD.¹
- Heart-healthy employees have better morale, miss less work, and are more productive than less healthy employees.^{2,3,4}

¹ American Heart Association / American Stroke Association. Cardiovascular Disease Costs will Exceed \$1 Trillion by 2035, Warns the American Heart Association: Nearly Half of Americans Will Develop Pre-existing CVD Conditions. 14 February 2017.

² Certified B Corporation. B Resource Guide: Creating and Employee Wellness Program.

³ Linnan L, Weiner B, Graham A, Emmons K. Manager Beliefs Regarding Worksite Health Promotion Programs: Findings from the Working Healthy Project 2. American Journal of Health Promotion. 2007.Jul-Aug;21(6):521-8.

⁴ Asay GRB, Roy K, Lang JE, Payne RL, Howard DH. Absenteeism and Employer Costs Associated with Chronic Diseases and Health Risk Factors in the US Workforce. Prev. Chronic Dis. 2016.13;150503.





Development of the
Workplace Health in
America Survey

Workplace Health in America (WHA) Survey Objectives



- Describe current state of U.S. workplace health promotion and protection programs and practices in a nationally representative sample of employers, including by region, size, and industry
- Support ongoing surveillance of national workplace health priorities, trends, and emerging issues
- Provide free and accessible workplace health and safety program and policy data
- Advance workplace health promotion and protection research



WHA Survey Instrument Development



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- Project Steering Committee of national experts
- Data User Group of health agencies, employers, unions, insurers, employer groups, and worksite health promotion experts recommended survey domain areas
- Survey Development Group
 - Reviewed 13 other national employer surveys; including 2004 federally-funded national employer survey
 - Created key domains and item dictionary
 - Developed initial survey
- Review and input from CDC subject matter experts
- Cognitive interview testing on all survey items
- Pilot tested instrument with employers



Survey Content Areas



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Worksite Characteristics	Disease management programs
Health insurance	Key partners and incentives
Health risk assessments	Work-life benefits and policies
Workplace health program characteristics	Occupational health and safety
9 Health promotion program areas & use of evidence-based strategies	Barriers to health promotion program implementation
Health screenings	Emerging issues



Sampling

- Followed procedures from 2004 National Worksite Health Promotion Survey, to the extent possible, to allow comparison of results
- Drew sample from Dun & Bradstreet database of all private and public employers in the U.S. with at least 10 employees
- Selected worksites using a stratified simple random sample design; primary strata were the 10 CDC regions. Within each region, additional stratification by:
 - Size: 10-24, 25-49, 50-99, 100-249, 250-499, 500-749, 750-999, 1000+
 - Seven combined North American Industry Classification System (NAICS) sectors
- Selected the number of worksites per size and industry group based on proportional allocation to the population

Data Collection Procedures



- Questions addressed sampled worksite location rather than the organization to which the worksite belonged
- Initially contacted by telephone to recruit; postcard, email and letter follow ups
- Ideal participant workplace health coordinator, Health & Safety manager, Human Resources
- Survey available in web, telephone & paper modes
- Survey took approximately 40 minutes to complete
- Data collection period: 11/2016- 09/2017



Sample Description

- Released 35,584 cases for data collection
 - 4,721 contacted and found ineligible
- 3,109 total worksite participants (10.1% response rate; 23.5% participation rate)
- 2,843 cases met criteria to be considered complete
 - 1,255 of these cases completed the core and supplemental items
- Suppressed estimates with sample size < 30 or with Relative Standard Error (RSE) $> 30\%$



Survey Findings

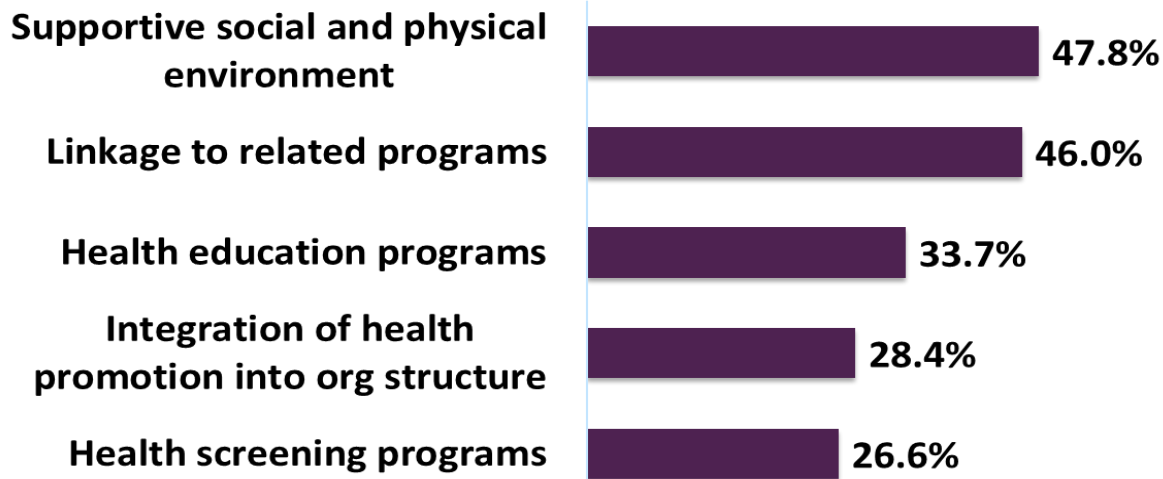
Workplace Health in the U.S.



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- **46%** of employers have some type of health promotion program
- **11.8%** of employers have all five elements of a comprehensive health promotion program

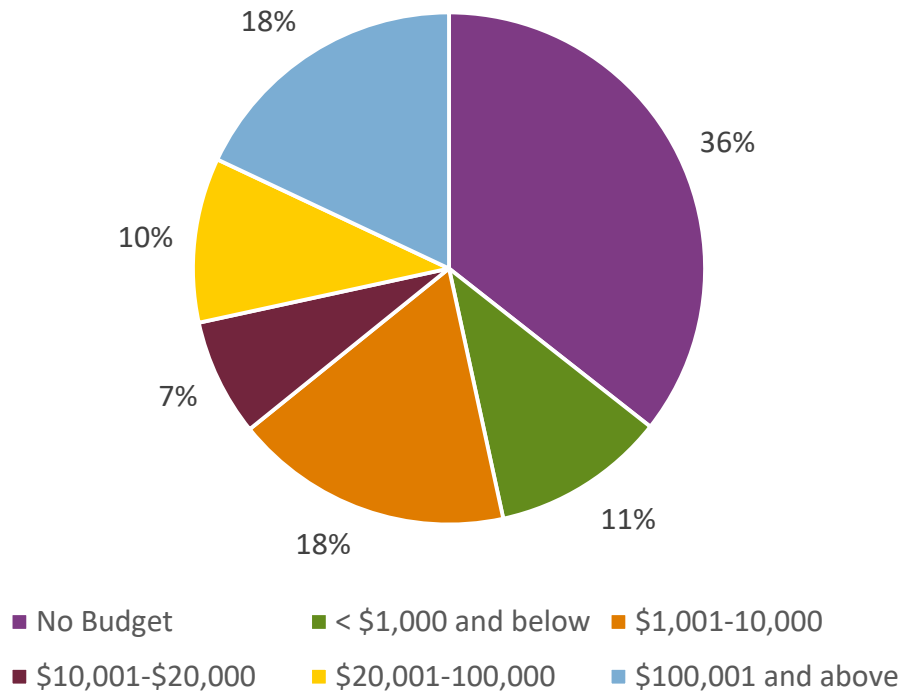
Percentage of Worksites with Each Element of a Comprehensive Health Promotion Program



Annual Health Promotion Budget Among Worksites with a Health Promotion Program



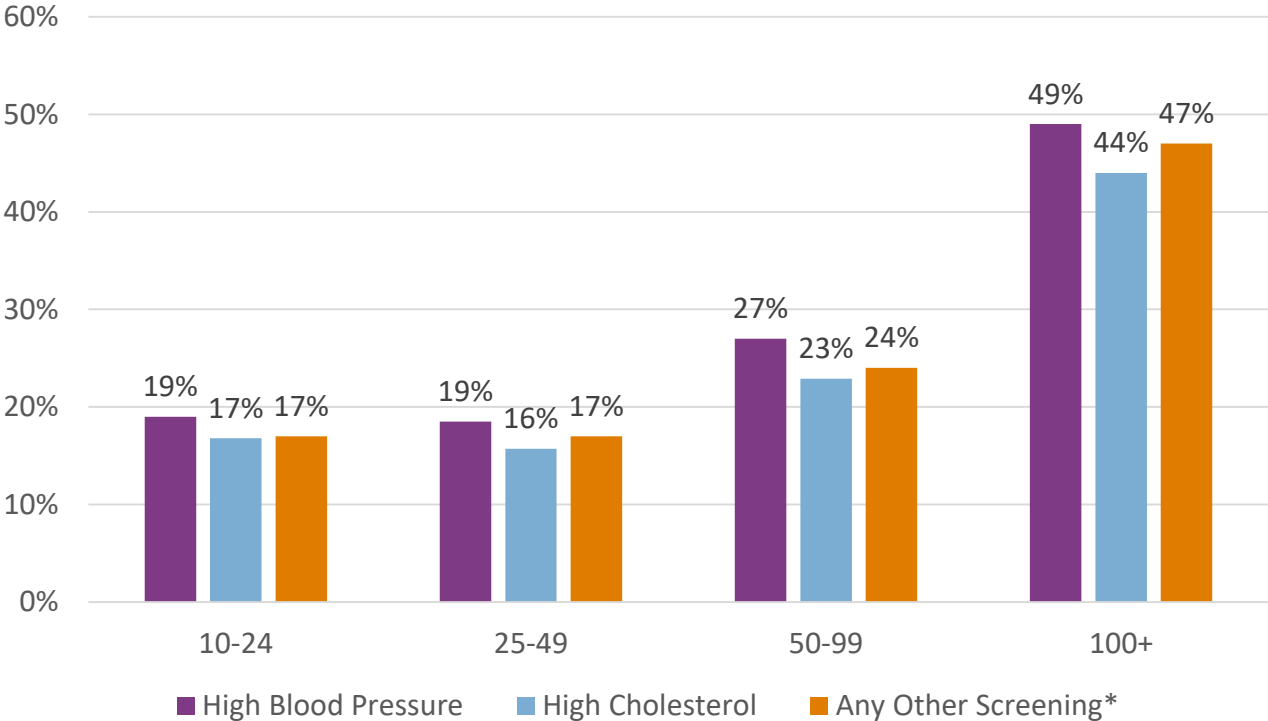
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Employers Providing Screenings by Employer Size



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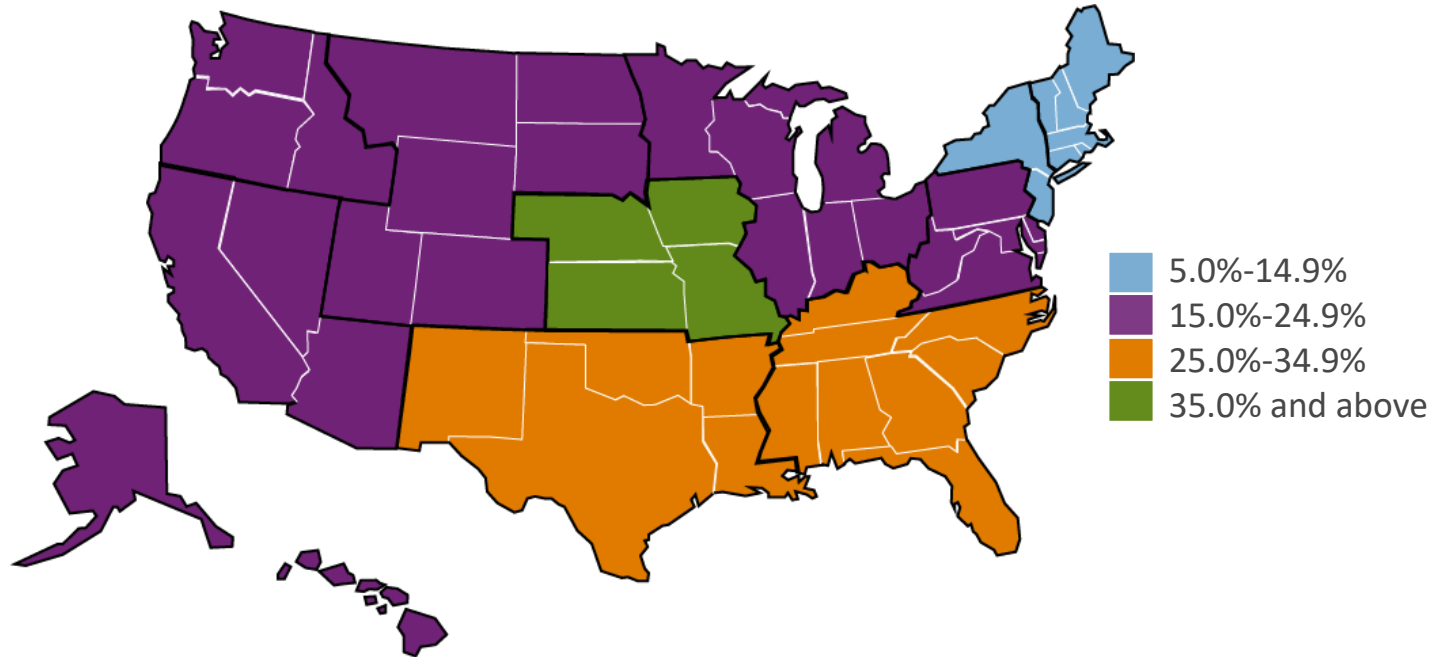
* Includes diabetes/pre-diabetes, obesity, mammography, colorectal cancer, cervical cancer, depression, and arthritis/other musculoskeletal problems



Blood Pressure Screening by Region



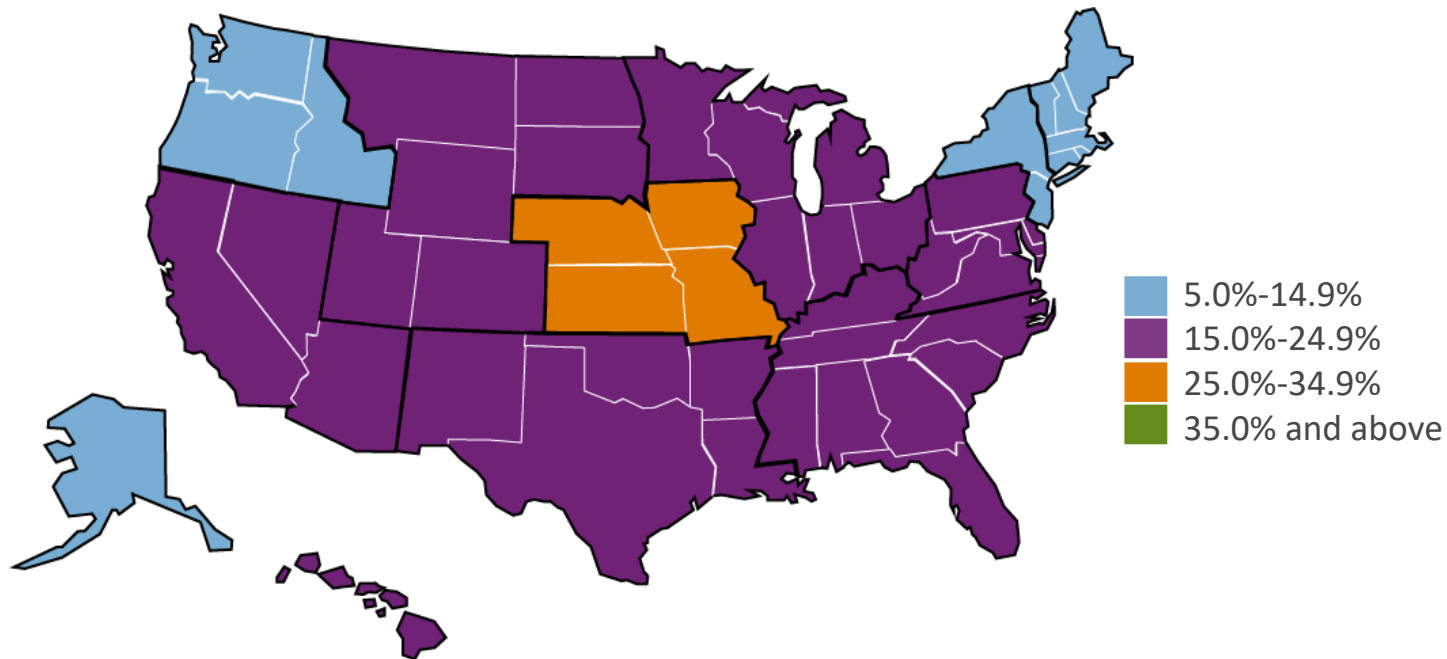
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Cholesterol Screening by Region



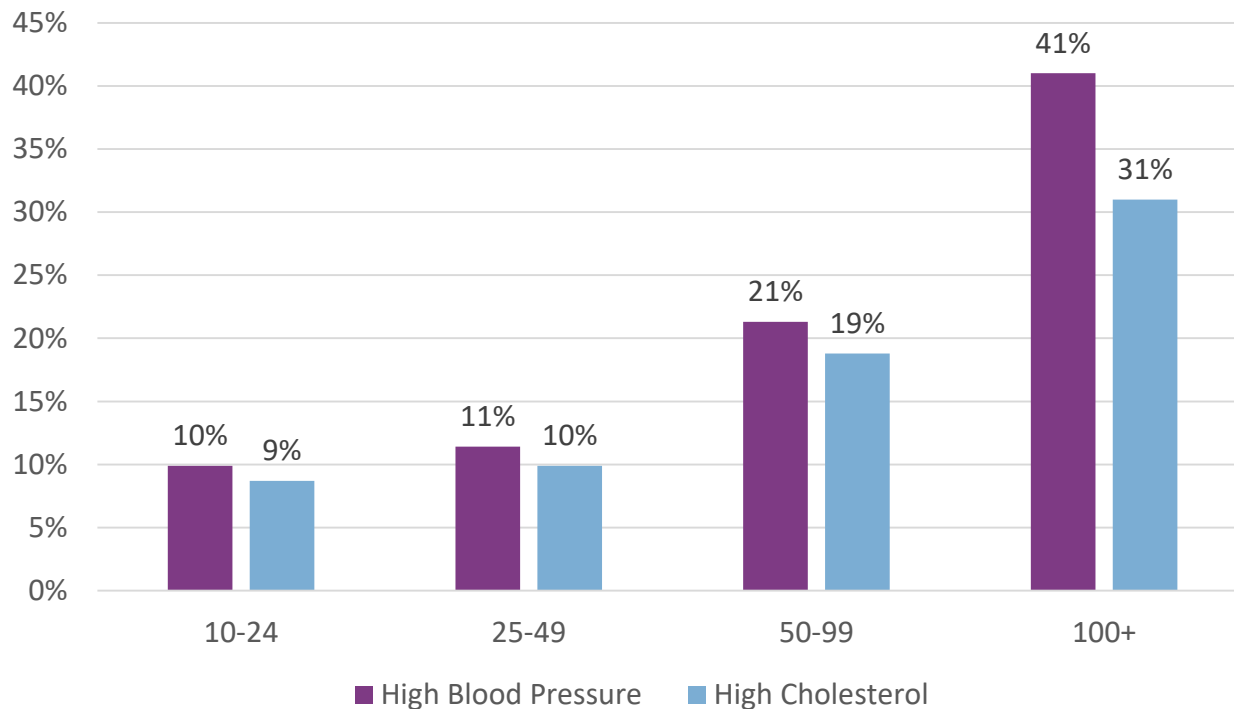
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Employers Providing Referrals to a Health Professional for Treatment and Follow-up Education by Employer Size



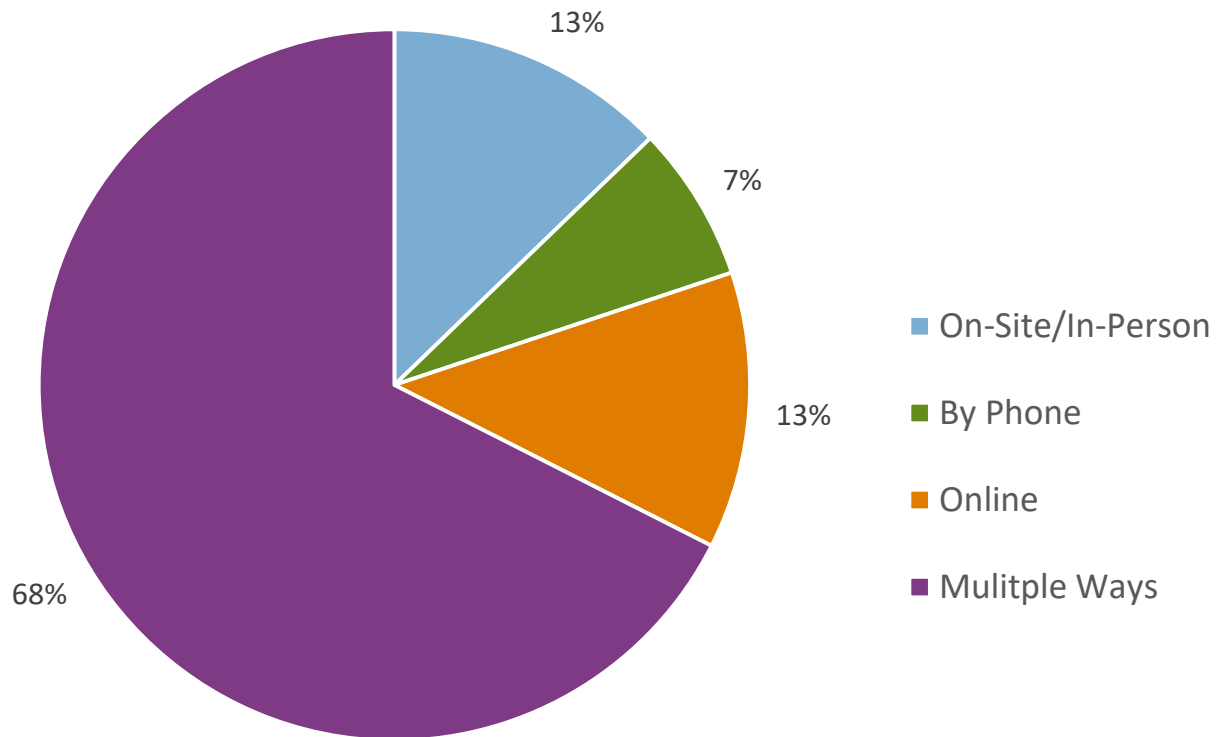
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Employers Offering Disease Management Programs by Different Modes



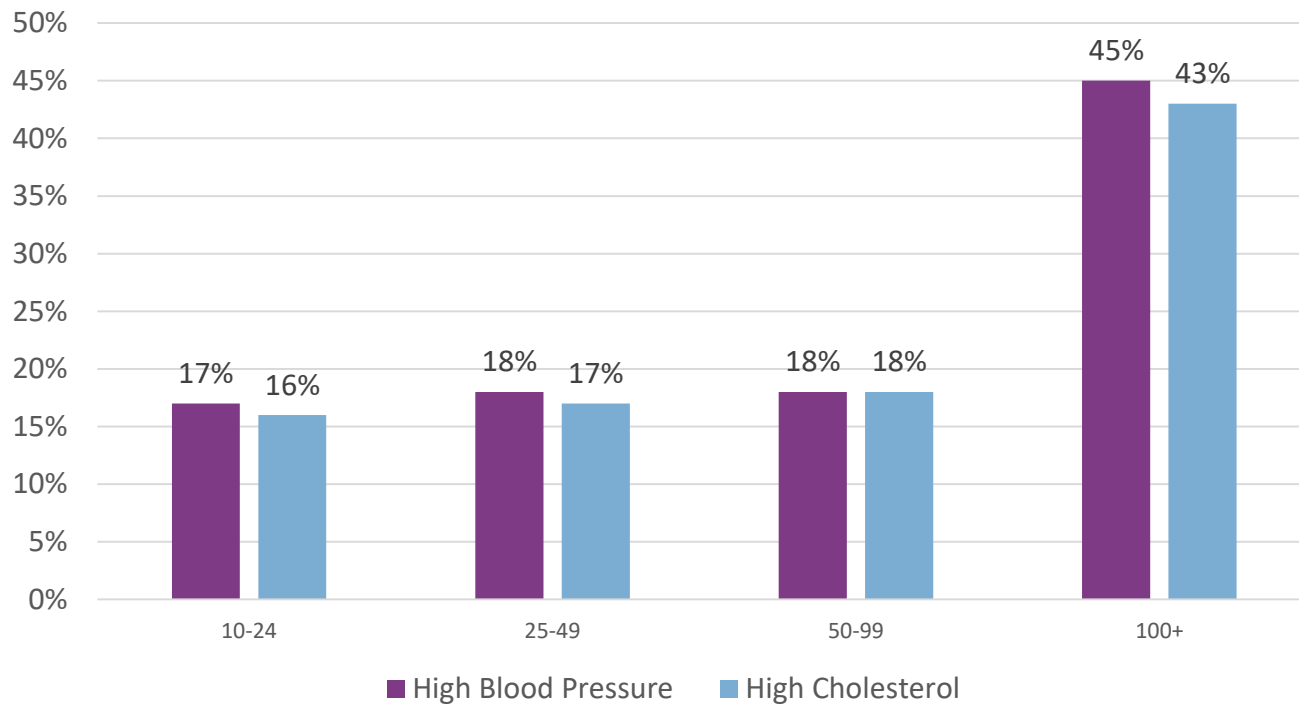
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Employers Providing Disease/Risk Management Information to Employees by Employer Size



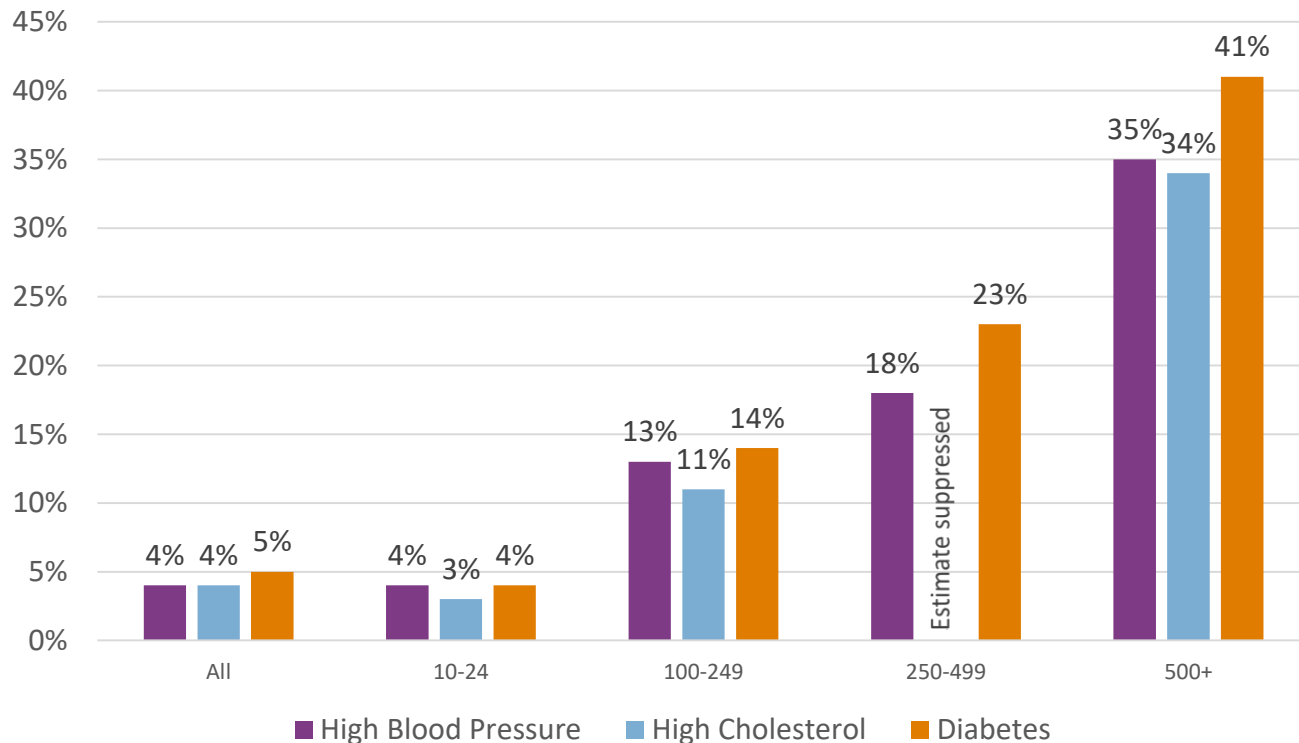
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Employers Providing Coaching and Counseling by Employer Size



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Policy and Environmental Strategies




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Among All Employers:

- Ban all tobacco use (19%)
- Make blood pressure cuffs available (5%)
- Physical activity environmental supports (16%)
- Paid time for physical activity (8%)
- Healthy food and beverage options (7%)



A woman with her hair in a ponytail, wearing a plaid shirt, is seated at a desk in an office, looking down at a laptop. The background shows office shelves and equipment. A large, semi-transparent purple geometric pattern, consisting of overlapping triangles and squares, is overlaid on the left side of the image. A white rectangular box is positioned in the bottom right corner, containing the text.

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(WHRC)

WHRC Tools

- 500+ resources and growing



Case studies



Emerging Issues (e.g., Sleep)



Workplace health
strategies for small
business



Evidence-based
summaries and issue
briefs



Library of webinars
and videos



The screenshot shows the homepage of the CDC Workplace Health Resource Center. At the top, there is a navigation bar with the CDC logo and the text "Centers for Disease Control and Prevention CDC 24/7. Saving Lives. Protecting People™". Below this is a search bar and a "CDC A-Z INDEX" dropdown. The main content area features a large heading "CDC Workplace Health Resource Center" with a colorful logo. To the left is a sidebar with various navigation options like "Workplace Health Promotion home", "CDC Workplace Health Resource Center", and "Workplace Health Model". Below the heading is a search bar with the text "Search the Resource Center" and a "Search" button. A large image of a smiling woman is also visible. At the bottom, there is a section titled "What is the CDC Workplace Health Resource Center?" with a brief description and a "Search on your own" link.

The screenshot shows the search results page of the CDC Workplace Health Resource Center. The page title is "Workplace Health Resource Center". Below the title, there is a search bar and a "CDC A-Z INDEX" dropdown. The main content area displays a list of resources with columns for Title, Description, Source, and Year. The resources listed include:

Title	Description	Source	Year
2011 Oregon Employer Survey Report	This Oregon Employer Survey Report presents results from a 2011 survey conducted among Oregon employers about their worksite wellness pol...	Oregon Health Authority, Oregon Public Health Division, Health Promotion and Chronic Disease Section	2014
Alaska Well Workplace Wellness Guide: Ingredients for Success	The Moda (formerly ODS Alaska) Workplace Wellness Guide provides a road map for implementing and sustaining an effective wellness program...	Moda Health	2010
Alignize Incentives and Systems: Promoting Synergy Between Value-Based Insurance Design and the Patient-Centered Medical Home	Employers are deeply enmeshed in developing strategies to control health care costs and improve health outcomes. The current environment ...	Findrick, M.A.; Sherman, Bruce; and White, Dennis	2010
An Employer's Guide to Workplace Substance Abuse: Strategies and Treatment Recommendations	Substance abuse is common, and the costs of substance abuse are high for employers. Of the 20 million adults classified as having problem...	Slavit, Wendy I.; & Reagin, A.	2009
Better Together: Employer's and Community's Journey to Health Partnerships	These are PowerPoint slides from an informational webinar hosted by the CDC National Healthy Worksite Program (NHWP). This webinar offers...	Webber, Andrew; Vitkun, Monica; and Robbins, Dawn	2013
Briefing Note: Policy Templates	This template with model policy language focuses on the topic of nutrition. These are meant to be used as a guide in the creation of orga...	Montana Chronic Disease Prevention & Health Promotion Bureau	2012
By the Numbers: Physical Inactivity: Want Energized? More Productive? Employees? Help Them Get Moving!	This one-page infographic is designed to encourage employers, particularly CEOs and business leaders, to promote physical activity in the...	Health Enhancement and Research Organization	2015
CDC National Healthy Worksite Program Employer Health Assessment (CAPTURE)	Developed by the Centers for Disease Control and Prevention (CDC) for use in the National Healthy Worksite Program, this is a tool to as...	Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion, Division of Population Health	2013
CDC National Healthy Worksite	Developed by the Centers for Disease Control and	Centers for Disease	2013

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Thank You