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
CDC Workplace Health Resource Center
Make Wellness Your Business

WWW.CDC.GOV/WHRC
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
Heart Disease and Stroke in the U.S.

- More than **1.5 million** people in the U.S. suffer from heart attacks and strokes per year\(^1\)
- 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 expectancy\(^2\)

References
Heart Disease and Stroke Trends 1950-2015

Heart Disease and Stroke Risk

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)

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

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

• 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
<table>
<thead>
<tr>
<th>Survey Content Areas</th>
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<tbody>
<tr>
<td>Worksite Characteristics</td>
<td>Disease management programs</td>
</tr>
<tr>
<td>Health insurance</td>
<td>Key partners and incentives</td>
</tr>
<tr>
<td>Health risk assessments</td>
<td>Work-life benefits and policies</td>
</tr>
<tr>
<td>Workplace health program characteristics</td>
<td>Occupational health and safety</td>
</tr>
<tr>
<td>9 Health promotion program areas &amp; use of evidence-based strategies</td>
<td>Barriers to health promotion program implementation</td>
</tr>
<tr>
<td>Health screenings</td>
<td>Emerging issues</td>
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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.

- **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

<table>
<thead>
<tr>
<th>Element</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Supportive social and physical environment</td>
<td>47.8%</td>
</tr>
<tr>
<td>Linkage to related programs</td>
<td>46.0%</td>
</tr>
<tr>
<td>Health education programs</td>
<td>33.7%</td>
</tr>
<tr>
<td>Integration of health promotion into org structure</td>
<td>28.4%</td>
</tr>
<tr>
<td>Health screening programs</td>
<td>26.6%</td>
</tr>
</tbody>
</table>
Annual Health Promotion Budget Among Worksites with a Health Promotion Program

- 36% No Budget
- 18% < $1,000 and below
- 11% $1,001-$10,000
- 18% $10,001-$20,000
- 7% $20,001-$100,000
- 10% $100,001 and above
Employers Providing Screenings by Employer Size

- High Blood Pressure
- High Cholesterol
- Any Other Screening*

* Includes diabetes/pre-diabetes, obesity, mammography, colorectal cancer, cervical cancer, depression, and arthritis/other musculoskeletal problems
Blood Pressure Screening by Region

5.0% - 14.9%
15.0% - 24.9%
25.0% - 34.9%
35.0% and above
Employers Providing Referrals to a Health Professional for Treatment and Follow-up Education by Employer Size

- **High Blood Pressure**
  - 10-24 employees: 10%
  - 25-49 employees: 11%
  - 50-99 employees: 21%
  - 100+ employees: 41%

- **High Cholesterol**
  - 10-24 employees: 9%
  - 25-49 employees: 10%
  - 50-99 employees: 19%
  - 100+ employees: 31%
Employers Offering Disease Management Programs by Different Modes

- On-Site/In-Person: 68%
- By Phone: 7%
- Online: 13%
- Multiple Ways: 13%
Employers Providing Disease/Risk Management Information to Employees by Employer Size

- **High Blood Pressure**
  - 10-24: 17%
  - 25-49: 18%
  - 50-99: 18%
  - 100+: 45%

- **High Cholesterol**
  - 10-24: 16%
  - 25-49: 17%
  - 50-99: 18%
  - 100+: 43%
Employers Providing Coaching and Counseling by Employer Size

- High Blood Pressure
- High Cholesterol
- Diabetes

<table>
<thead>
<tr>
<th>Category</th>
<th>10-24</th>
<th>100-249</th>
<th>250-499</th>
<th>500+</th>
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<tbody>
<tr>
<td>All</td>
<td>4%</td>
<td>13%</td>
<td>18%</td>
<td>34%</td>
</tr>
<tr>
<td>10-24</td>
<td>4%</td>
<td>11%</td>
<td>23%</td>
<td>35%</td>
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<tr>
<td>100-249</td>
<td>3%</td>
<td>14%</td>
<td>23%</td>
<td>34%</td>
</tr>
<tr>
<td>250-499</td>
<td>4%</td>
<td>18%</td>
<td>Estimate suppressed</td>
<td>41%</td>
</tr>
<tr>
<td>500+</td>
<td>5%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
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Policy and Environmental Strategies

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%)
Workplace Health Resource Center (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
CDC Workplace Health Resource Center

Search the Resource Center

What is the CDC Workplace Health Resource Center?

The CDC Workplace Health Resource Center (WHRC) is a one-stop-shop that gives employers resources to create a healthy work environment. It offers best practices and tools to help businesses implement strategies to improve health and well-being.

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