



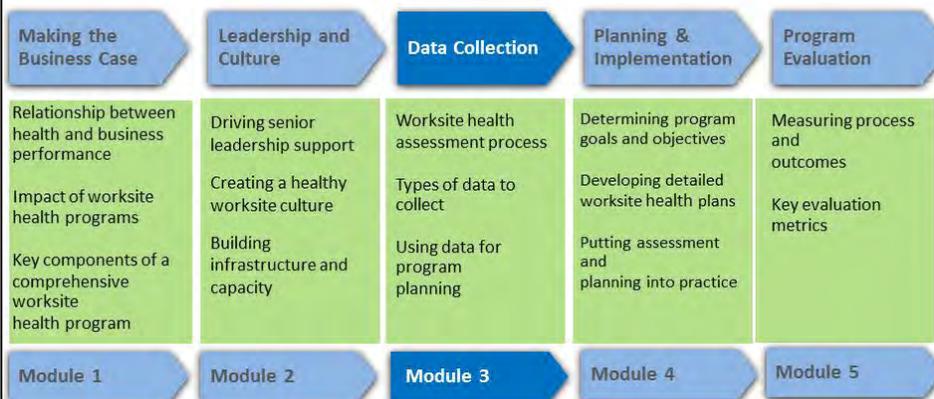
# Worksite Health 101

## *Assessment and Data Collection*

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### NHWP Training and Assistance



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## Learning Objectives

*Understand the following:*

- The worksite health assessment process.
- Reasons to collect data.
- The types of data used in worksite health promotion planning.
- Understanding the uses for specific assessment instruments.

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## Worksite Health Assessment

*In this section:*

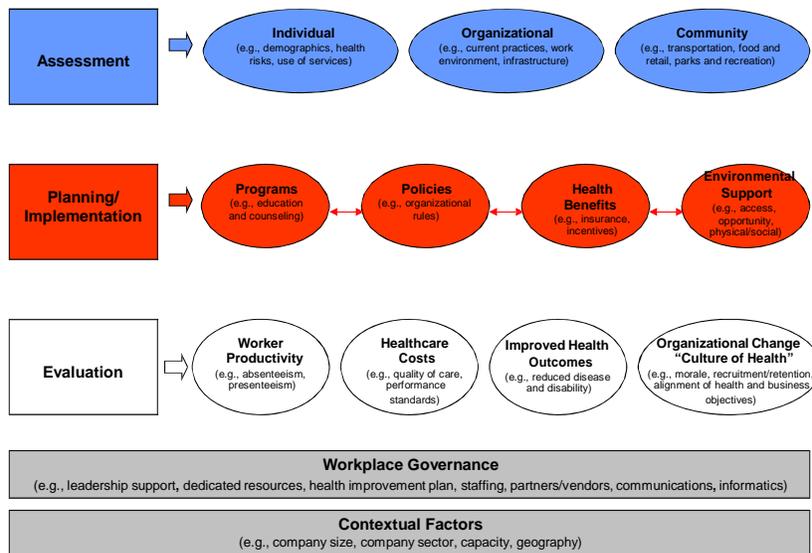
- Describe assessment as part of a comprehensive worksite health program.
- Benefits of the worksite health assessment process.

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# CDC Workplace Health Model



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# Worksite Health Assessment

- The process of gathering information about the factors that support or hinder the health and safety of employees.
- Identifies potential opportunities to improve or address health and safety risk factors.
- Helps to identify the current picture of worksite health as well as ways to improve it.
- A necessary first step that drives health improvement planning, resource allocation, program implementation, and outcomes evaluation.

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## Worksite Health Assessment Process

- **Creates connections** between the various types of health issues identified by assessment tools.
- **Drives development** of a workplace health improvement plan.
- **Answers key questions:**
  - What are the key health and safety issues affecting employees?
  - What factors at the worksite influence employee health?
  - What are the employees' health and safety concerns?
  - What strategies are most appropriate to address these health and safety issues?

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## Data Collection Instruments

*In this section:*

- Types of worksite health data
- Uses for specific data collection instruments
  - Organizational Assessments
  - Individual Assessments

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## Types of Worksite Health Data

- Demographic Data
- Organizational Data
  - Organizational Assessment (completed by those with strong knowledge of the organization)
  - Health Climate Analysis/Health Culture Audit (completed by employees)
  - Employee Needs and Interests
- Individual Data
  - Employee Health Assessment and Biometric Screening
- Medical, Disability and Workers' Compensation Claims

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## Demographic Data

- Male/female
- Average age
- Job classification (shift, job function)
- Education level
- Marital status
- Race/ethnicity
- Language

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## Organizational Assessments

- Address existing healthy worksite programs, policies, benefits and practices and identify areas for improvement.
- Allow employers to compare their health promotion programs against other organizations of similar size and sector.
- Health Climate Analysis:
  - Measure employee perception of management's and coworker's commitment to employee health and safety.
- Needs and Interest Surveys.

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## CDC Worksite Health ScoreCard (HSC)

**Assesses best practice health promotion interventions including policies, programs and environmental supports.**

- |                           |   |
|---------------------------|---|
| ▪ Organizational supports | ▪ High blood pressure                           |
| ▪ Tobacco control         | ▪ High cholesterol                              |
| ▪ Nutrition               | ▪ Diabetes                                      |
| ▪ Physical activity       | ▪ Signs and symptoms of heart attack and stroke |
| ▪ Weight management       | ▪ Emergency response to heart attack and stroke |
| ▪ Stress management       |   |
| ▪ Depression              |   |

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## Why Use The CDC Worksite Health ScoreCard?

- A comprehensive worksite health promotion program:
  - Evidence-based individual risk reduction programs
  - Environmental supports for healthy behaviors
  - Organizational policies and healthy worksite activities
- Only 6.9 percent of employers offer a comprehensive worksite health promotion program.
  - Linnan L., et al. Results of the 2004 National Worksite Health Promotion Survey. Am J Public Health 2008;98(8):1.
- Few validated worksite tools that adequately measure a comprehensive worksite health promotion program.

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## Who can use the CDC HSC tool?

- **Employers and individuals responsible for worksite health promotion to:**
  - Help employees adopt healthy lifestyles.
  - Establish benchmarks and track improvements over time.
  - Integrate efforts with business objectives .
- **State health departments can use the tool to:**
  - Assist employers and business coalitions to establish healthier workplaces.
  - Monitor worksite practices.
  - Establish best-practice benchmarks and track improvements in worksite health promotion programs over time.

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## What Does the CDC HSC Look Like?

~100 Yes/No Questions for All Topics

High Blood Pressure	Yes	No
<b>During the past 12 months, did your worksite:</b>		
69. Provide free or subsidized blood pressure screening (beyond HRAs) followed by directed feedback or clinical referral when appropriate?	<input type="checkbox"/>	<input type="checkbox"/>
70. Provide brochures, videos, posters, pamphlets, newsletters or other written or online information that address the risks of high blood pressure?	<input type="checkbox"/>	<input type="checkbox"/>
71. Provide a series of educational seminars, workshops or classes (including online, telephone conference or self study guide) on preventing and controlling high blood pressure?	<input type="checkbox"/>	<input type="checkbox"/>
72. Provide one-on-one or group lifestyle counseling and follow-up monitoring for employees with high blood pressure or pre-hypertension?	<input type="checkbox"/>	<input type="checkbox"/>
73. Provide free or subsidized self-management programs for blood pressure control and prevention (can be delivered through vendors, onsite staff, health plan, community groups or other practitioners in group/individual settings)?	<input type="checkbox"/>	<input type="checkbox"/>
74. Make blood pressure monitoring devices available with instructions for employees to conduct their own self assessments?	<input type="checkbox"/>	<input type="checkbox"/>
75. Provide health insurance coverage with no or low out-of-pocket cost for blood pressure control medications?	<input type="checkbox"/>	<input type="checkbox"/>

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## Employee Assessments

- Employee perception on topics related to health and safety in the workplace
- Needs and Interest surveys
- Biometric screening
- Health assessment surveys (health risks and behaviors)

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## CDC Employee - INPUTS™

(Interests, Needs, and Perspectives to Undertake a Tailored Strategy)

- Health Climate Survey to gather employee perception on topics related to health and safety in the workplace.
- Measures employee perceptions about:
  - Personal health and health-related work limitations
  - Organizational culture and social norms
  - Job hazards – physical and psychological
- Includes employee needs and interest questions.
- Employers receive detailed aggregate report with intervention recommendations.

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## Employee - INPUTS™ Domains

<p><b>Health and Safety Climate</b></p> <p><b>Health Program Interests</b></p> <p><b>Work and Job Qualities</b></p> <ul style="list-style-type: none"> <li>• Job demands</li> <li>• Work stress</li> <li>• Work-family conflict</li> <li>• Commute time</li> <li>• Civility norms</li> </ul>	<p><b>Health and Well-being</b></p> <ul style="list-style-type: none"> <li>• General health</li> <li>• Pain symptoms</li> <li>• Sleep quality</li> <li>• Work ability</li> </ul> <p><b>Work Outcomes</b></p> <ul style="list-style-type: none"> <li>• Job satisfaction</li> <li>• Burnout</li> <li>• Intent to leave</li> </ul>
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## Employee Interest Data

### *Identifies High Interest Areas*

How you can collect interest data:

- Interest Surveys (address barriers to participation)
  - Paper/pencil
  - Online
- Focus groups (8–10 people to share ideas).
- One-on-one discussions.
- For in-person discussions, consider sharing interview questions with interviewees before meeting, so they can prepare thoughtful responses.

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## Balancing Interests and Need

### High Needs + High Interest = Success

- Example: If health assessment data indicates high need for weight management and employees have high interest in weight management programs, you have an optimal environment for success!

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## Balancing Interest and Need

### Interest counts, but need takes priority

- Example: Company X has identified that 85% of employees do not meet physical activity recommendations, and interest is also very low
- The company chose to address this problem by:
  - Implementing a flex-time policy to encourage physical activity, organizing a walking club, and improving their stairwells.
  - Raising interest in physical activity through regular communications, coworker success stories, and a team competition.

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## Biometric Screening

- **Screening tests to identify at-risk employees and populate Employee Health Assessment**
  - Referral for at-risk individuals critical
- **Multiple collection methods**
  - Onsite screening event
  - Laboratory referral
  - Physician
- **Typical screening tests:**
  - Blood pressure/pulse
  - Lipid profile (Total cholesterol, LDL, HDL, Triglycerides)
  - Height/weight (body mass index)
  - Glucose (when risk factors for diabetes are present)

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## Health Assessment Surveys

### Employee Health Assessments:

- Identify current health status, lifestyle behaviors and readiness to change.
  - Drives health improvement plan program prioritization.
  - Sets baseline to measure change.
- 20% of participants will make changes based on receiving a personal health report.
- Multiple options available.

Source: Effect of Health Risk Appraisal Frequency on Change in Health Status. Pai, C.W., S.E. Hagen, J. Bender, D. Shoemaker, D.W. Edington. *Journal of Occupational and Environmental Medicine*. 51(4):429-34, 2009.

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## Aggregate Medical Claims

- Pharmaceutical Claims
  - Prescription drug usage
  - Data by volume and cost
- Use of medical system
  - Primary care visits
  - Preventive care utilization
  - Urgent care
  - Emergent care/emergency room
- Major medical
  - Inpatient/outpatient

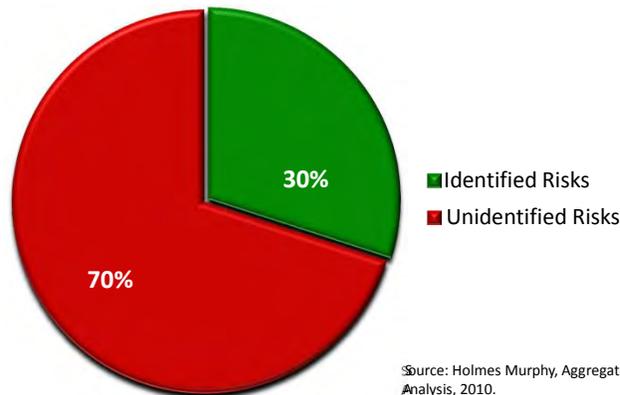
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## Importance of High Employee Health Assessment Participation

Medical claims identify fewer than one-third of health risks



Source: Holmes Murphy, Aggregate Client Demographic Analysis, 2010.

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## Share Results/Tie to Performance

- Sharing data and results with employees can create buy-in and support for the worksite health program
  - Why did you collect data?
  - Who was included and how many responded?
  - When was data collected?
  - Who collected the data; who has access to it?
  - What did you find out?
  - How did the data drive the health improvement planning process
  - What outcomes were achieved?

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## Data Collection - Tips

- Objectively report data.
- HIPAA compliance (**NEVER** release individual data).
- Stress confidentiality.
- Collect data as frequently as possible.
- Keep reports straightforward and relevant.
- Look for areas of high need and interest whenever possible.
- Don't collect data you don't intend to use.

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## Assessment Summary

- Data drives the health improvement planning process.
- Data establishes a baseline and documents outcomes.
- Balance employee interests and health and safety priorities.
- Link results to organizational performance.

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# CDC Worksite Health Promotion Resources

[www.cdc.gov/WorkplaceHealthPromotion](http://www.cdc.gov/WorkplaceHealthPromotion)

[www.cdc.gov/NationalHealthyWorksite/](http://www.cdc.gov/NationalHealthyWorksite/)



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