

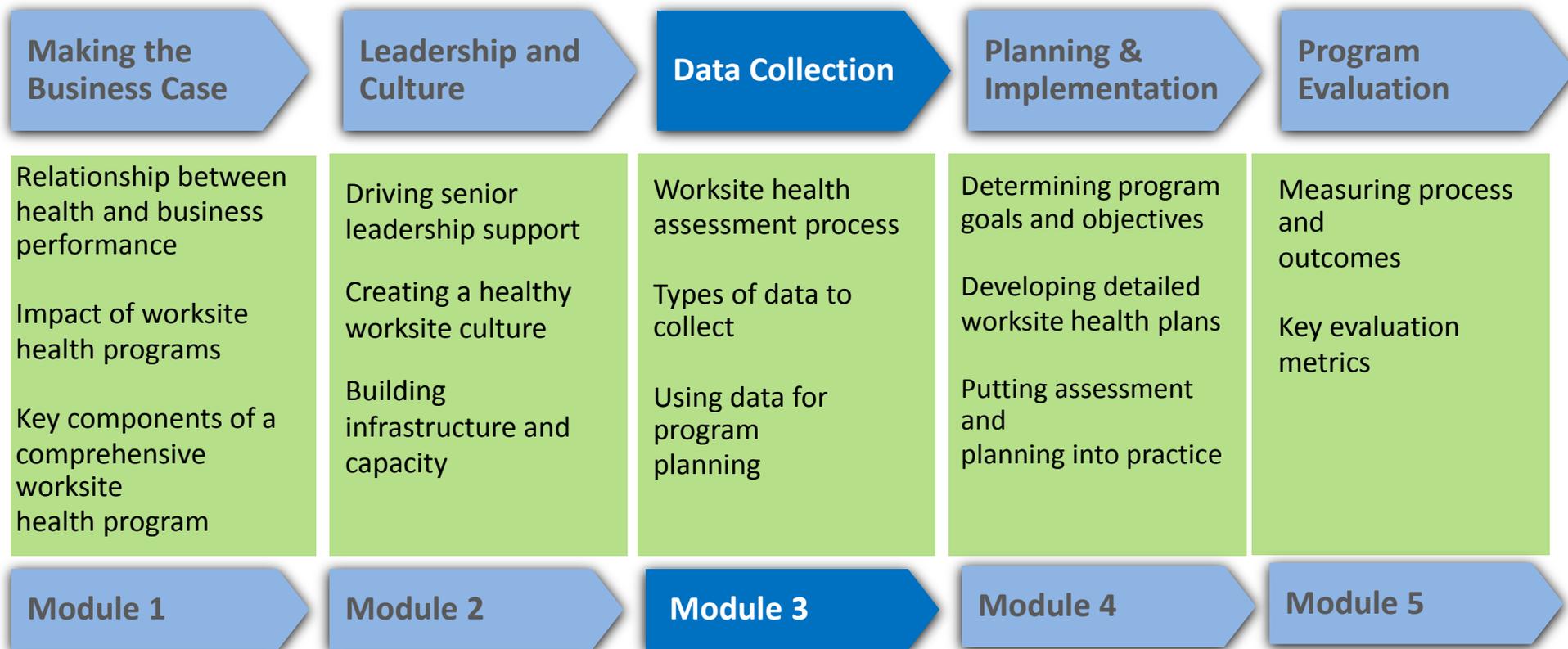


Healthy Worksite • Healthy Workforce • Healthy Communities

Worksite Health 101

Assessment and Data Collection

NHWP Training and Assistance



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

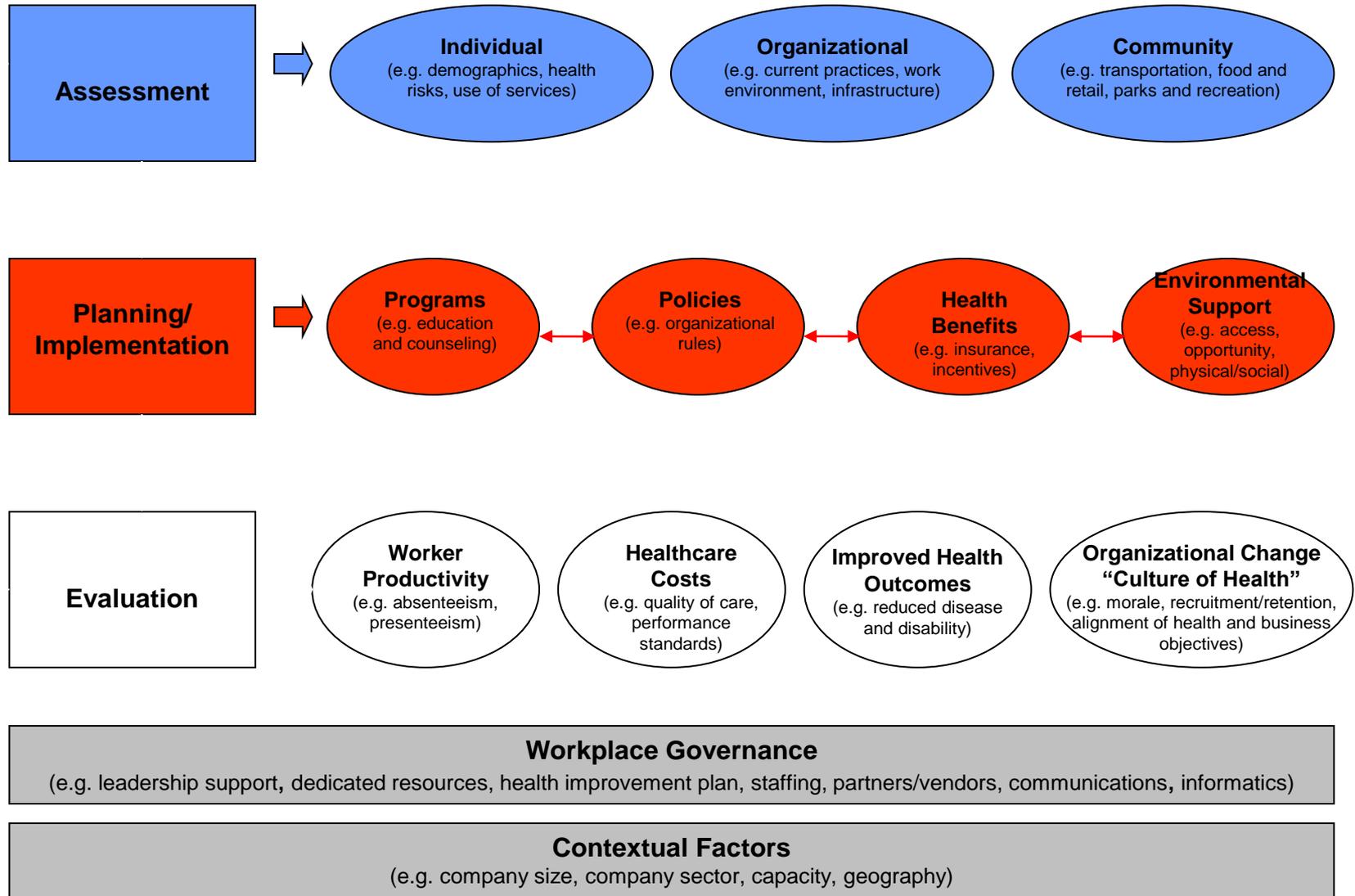


Worksite Health Assessment

In this section:

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

CDC Workplace Health Model



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

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?

Data Collection Instruments

In this section:

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

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

Demographic Data

- Male/female
- Average age
- Job Classification (shift, job function)
- Education level
- Marital Status
- Race/Ethnicity
- Language

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 co-worker's commitment to employee health and safety
- Needs and Interest Surveys

CDC Worksite Health ScoreCard (HSC)

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

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



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



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

What Does the CDC HSC Look Like?

~100 Yes/No Questions for All Topics

High Blood Pressure	Yes	No
<i>During the past 12 months, did your worksite:</i>		
69. Provide free or subsidized blood pressure screening (beyond HRAs) followed by directed feedback and/or clinical referral when appropriate?		
70. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of high blood pressure?		
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?		
72. Provide one-on-one or group lifestyle counseling and follow-up monitoring for employees with high blood pressure or pre-hypertension?		
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)?		
74. Make blood pressure monitoring devices available with instructions for employees to conduct their own self assessments?		
75. Provide health insurance coverage with no or low out-of-pocket cost for blood pressure control medications?		



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)

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



Employee - INPUTS™ Domains

Health and Safety Climate

Health Program Interests

Work and Job Qualities

- Job demands
- Work stress
- Work-family conflict
- Commute time
- Civility norms

Health and Well-being

- General health
- Pain symptoms
- Sleep quality
- Work ability

Work Outcomes

- Job satisfaction
- Burnout
- Intent to leave

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

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!

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

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)

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.

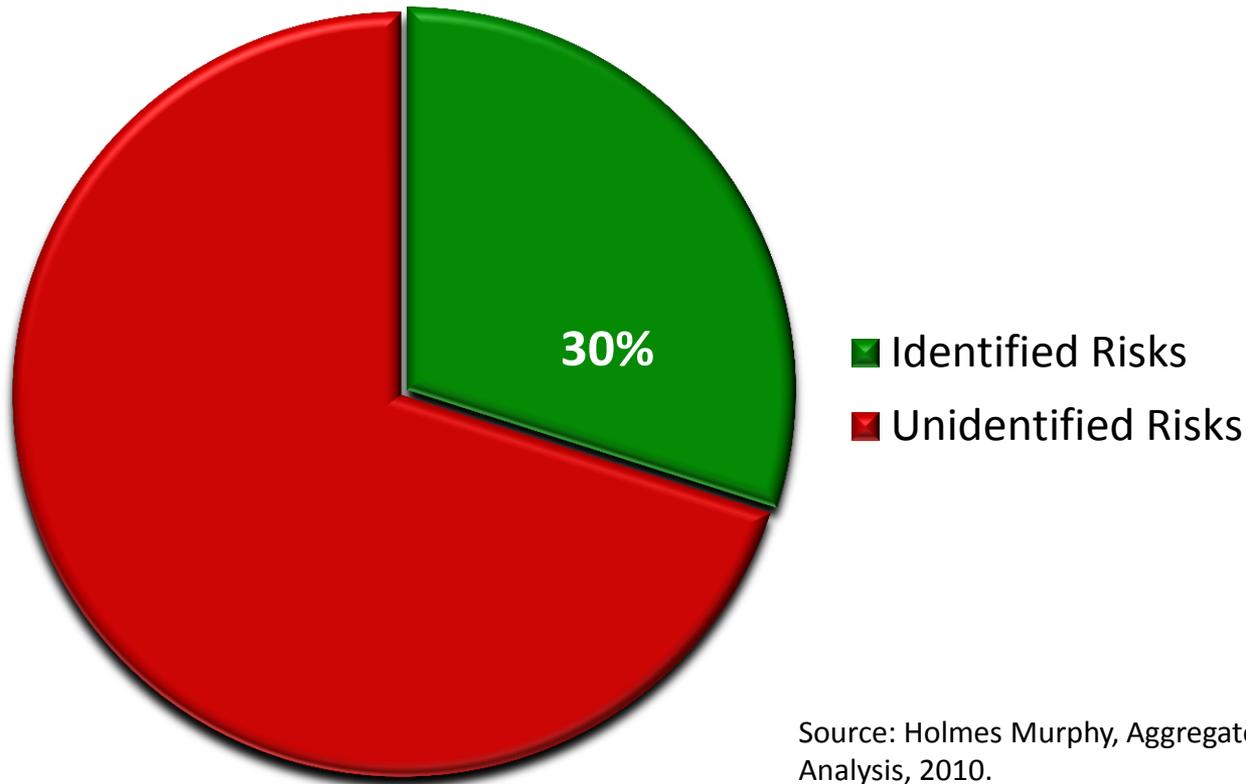
Aggregate Medical Claims

- 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



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.

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?

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

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

CDC Worksite Health Promotion Resources

www.cdc.gov/WorkplaceHealthPromotion

www.cdc.gov/NationalHealthyWorksite/

National Center for Chronic Disease Prevention and Health Promotion
Division of Population Health



NHWP
National Healthy
worksite™