National Healthy Worksite Program
Overview of Training and Technical Assistance Opportunities
Webinar Agenda

• Program Overview
• Program Goals and Components
• NHWP Communities
• Training Opportunities for Program, Community, and National Participants
• Training Goals and Benefits
The National Healthy Worksite Program (NHWP) is designed to assist employers in implementing science and practice-based prevention and health promotion strategies that will lead to specific, measurable health outcomes to reduce chronic disease rates. The NHWP seeks to promote good health through prevention, reduce chronic illness and disability, and improve productivity outcomes that contribute to employers’ competitiveness.
Program Goals

• Reduce the risk of chronic disease among employees through science-based workplace health interventions and promising practices.

• Promote sustainable and replicable workplace health activities such as establishing a worksite health committee, having senior leadership support, and forming community partnerships and health coalitions.

• Promote peer-to-peer business mentoring.

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

CDC

National Healthy Worksite
NHWP Participating Employers

• The National Healthy Worksite Program will establish comprehensive worksite health programs with up to 100 employers across 7 communities
  – Small ( < 100 employees)
  – Medium (101 – 250 employees)
  – Large* (251 – 1,000 employees)
  – Approximately equal numbers of all three size categories
  – Up to 15 employers from all three size categories will be selected in each of the 7 communities

* Employers with > 1000 FTE may nominate a single worksite with no more than 1000 FTE
Community Sites

National Healthy Worksite Program

- Buchanan County, MO
- Marion County, IN
- Somerset County, ME
- Pierce County, WA
- Kern County, CA
- Shelby County, TN
- Harris County, TX
Each employer will build a core workplace health program including the following components:

- Assessment of employer and employee needs, interests, health risks and existing capacity.
- A planning process resulting in a workplace health improvement plan to guide the worksite through program development.
- Implementation of programs, policies, and practices to address employee lifestyle risk factors related to physical activity, nutrition, and tobacco use.
- Building program infrastructure within each worksite for long-term sustainability including evaluation, healthy worksite committees, program champions, and leadership (CEO/C-Suite) support.
- Participation in programmatic activities, training, and technical assistance.
- An evaluation of individual employee and organizational changes.
NHWP Training Component

• **Provide training and assistance** to employers on developing comprehensive healthy worksite programs.

• **Develop employer worksite health capacity** for the purposes of long-term sustainability of the healthy worksite program.

• **Encourage social support** among employers in NHWP communities and create forums for employers to share successes, barriers, and challenges during the program.

• **Extend opportunities** beyond the 100 NHWP participating employers with local and national training opportunities.
NHWP Training Opportunities

**Training Type**

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<tr>
<th>PROGRAM PARTICIPANT</th>
<th>Participating Employer Intensive Onsite Training</th>
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<tbody>
<tr>
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<td>100 NHWP employers in 7 communities</td>
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<td>PARTICIPATION MANDATORY</td>
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<tr>
<th>COMMUNITY PARTICIPANT</th>
<th>Group Training</th>
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<td>Additional employers in 7 NHWP communities</td>
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<td></td>
<td>PARTICIPATION VOLUNTARY</td>
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<table>
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<tr>
<th>NATIONAL PARTICIPANT</th>
<th>Program Implementation Webinar Training</th>
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<tr>
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<td>Employers and organizations nationwide</td>
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<td>PARTICIPATION VOLUNTARY</td>
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<table>
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<tr>
<th>ALL PARTICIPANTS</th>
<th>Healthy Worksite Topic-Based Webinars</th>
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<tr>
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<td>Program, Community, and National Participants</td>
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<td>PARTICIPATION VOLUNTARY</td>
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**Responsibility**
- VHM
- CDC

**Intensity**
- More (Training)
- Less (Information)

**Reach**
- Local
- National
Practice and knowledge-based sessions are geared toward the individual(s) responsible for managing worksite health programs

- Individuals responsible for employer worksite health program management and operations
  - Human resources
  - Healthy worksite coordinator
  - Healthy worksite committee members

- Individuals who provide support to or work with employers on worksite health
  - Health department program officers
  - Community-based organizations
  - Business coalitions
  - Health insurance brokers
Training Goals

• Provide forums to improve the knowledge, skills, awareness and capacity of employers in building, enhancing, and maintaining healthy worksite programs.

• Provide access and opportunities for employers to network with peers and experts on worksite health issues.

• Provide and disseminate information, tools, and resources used by the NHWP.
Training Curricula

- Making the Business Case for Worksite Health
- Building Leadership Support
- Healthy Worksite Framework
- Data Collection Methods and Tools
- Healthy Worksite Planning, Implementation, and Evaluation
- Effective Interventions to Build a Culture of Health
- Integration of Health Promotion and Safety
NHWP Training and Assistance Continuum

**Making the Business Case**
- Relationship between health and performance
- Impact of worksite health program
- Key components of a comprehensive worksite health program

**Leadership and Culture**
- Driving senior leadership support
- Creating a healthy worksite culture
- Building infrastructure and capacity

**Data Collection**
- Worksite health assessment process
- Types of data to collect
- Using data for program planning

**Planning & Implementation**
- Determining program goals and objectives
- Developing detailed worksite health plans
- Putting assessment and planning into practice

**Program Evaluation**
- Measuring process and outcomes
- Key evaluation metrics

**Module 1**
**Module 2**
**Module 3**
**Module 4**
**Module 5**
Training Benefits

• Extensive training to build capacity to:
  • Explain the business case and components of a comprehensive workplace health program.
  • Develop a comprehensive worksite health plan and three-year strategic plan.
  • Apply strategies to maximize employee engagement and participation and evaluate employee health risk/status, social norms and attitudes regarding health behaviors.
  • Identify coaching models and strategies to integrate health and safety.
  • Identify opportunities to create a healthy culture.
  • Evaluate program implementation and outcomes.
Who: 100 Employers Selected to Receive Intensive Support
Where: Each of the 7 NWHP Communities
What: Training and Program Implementation Assistance
How:
  – Delivered in person by Community Directors
  – Administered concurrently with Community Participants as part of a community network
  – Mandatory component of program participation
When: Over a 12-Month Timeframe:
  – Four Worksite Health 101 trainings (90 min.) beginning May 2012
  – Seven monthly roundtable discussions (60-90 min.)
  – Intensive onsite implementation support
NHWP Community Participants

• **Who:** Employers not participating directly in NHWP
• **Where:** Each of the 7 NHWP Communities
• **What:** Program Implementation Training and Support
• **How:**
  – Delivered in person by Community Directors
  – Administered concurrently with Program Participants as part of a community network
  – Voluntary participation
• **When:** Over a 12-Month Timeframe:
  – Four Worksite Health 101 trainings (90 min.) beginning May 2012
  – Seven monthly roundtable discussions (60-90 min.)
Community Network

• Local group of employers and community partners linked in order to:
  – Facilitate idea exchanges
  – Provide opportunities for peer networking and mentoring
  – Share experiences by size and industry sector
  – Identify local and national healthy worksite resources
  – Support program sustainability
• **Who:** Employers and Organizations interested in implementing a comprehensive healthy worksite program

• **Where:** Nationwide

• **What:** Program Implementation Training and Updates on NWHP Findings and Lessons Learned

• **How:**
  – Web-based delivery by NHWP staff and national experts
  – Sessions to follow NHWP implementation by Program Participants to enable updates on findings and lessons learned
  – Voluntary participation

• **When:**
  – Quarterly sessions beginning June 2012 (90 min.)
Healthy Worksite Webinars

• **Who:** Program, Community, and National Participants
• **Where:** Nationwide
• **What:** Worksite Health Informational Webinars
• **How:**
  – Distance-based delivery by NHWP staff and national experts
  – Focuses on special interest topics and emerging worksite health issues such as mental health or the aging of the workforce
  – Stand alone sessions
  – Voluntary participation
• **When:**
  – Quarterly sessions beginning July 2012 (60 min)
Training Evaluation

• Surveys will be administered at the midpoint and end of the training curricula

• Training participants will be asked about:
  – The importance and utility of the information provided.
  – Any actions taken toward building a healthy worksite program as a result of the training.
  – Barriers to applying the knowledge and skills gained during training.
  – Additional training needs.
How to Participate

• Check program website
• Sign up for email distribution list for announcements of training dates and times
• Contact Community Director in your local NHWP community
Information Clearinghouse

• Redesign of program website
• NHWP assessment and evaluation tools
• Case studies, success stories
• Worksite health newsletters
• Local resources/inventory
• Training opportunity announcements
• Information will be posted as it becomes available
How to Stay Connected

• Program website
  www.cdc.gov/nhwp
  or
  www.cdc.gov/NationalHealthyWorksite

• Program mailbox
  NationalHealthyWork@cdc.gov

• Linkedin Group: National Healthy Worksite
  http://www.linkedin.com/groups/National-Healthy-Worksite-4121425
Upcoming Events

• National Participant Program Implementation Webinar Training
  – Topic: “Making the Case and Leadership”
  – Date/Time: June 18, 2012 at 1:00PM Eastern
  – Speakers: William B. Baun, EPD, CWP, FAWHP - MD Anderson Center
  – Registration Link: 
    https://www3.gotomeeting.com/register/981611526