



Worksite Health Intervention Strategies

The following worksite health intervention strategies are taken from the CDC Worksite Health Scorecard and are helpful in planning and building a comprehensive worksite health program. Comprehensive programs should strive to use multiple interventions for every priority health topic. Combining intervention strategies will be more effective than any one intervention alone. Each intervention has an associated health impact point value between 1 and 3, where 1= good, 2=better, and 3= best. After completing the CDC Worksite Health Scorecard, identify which strategies your worksite will implement, and complete your Worksite Health Improvement Plan. Consider choosing some of the highest impact strategies not currently in place at your worksite.

For resource links related to the topics below, visit the training section of the National Healthy Worksite website, www.cdc.gov/nationalhealthyworksite/join/training.html.

NOTE: Items that do not have a point value listed did not go through the Worksite Health Scorecard validation process.

Organizational Supports

1. Conduct an employee needs and interest assessment for planning health promotion activities. (1 pt)
2. Conduct employee health risk appraisals/assessments through vendors, onsite staff, or health plans and provide individual feedback plus health education. (3 pts)
3. Demonstrate organizational commitment and support of worksite health promotion at all levels of management. (2 pts)
4. Use/combine incentives with other strategies to increase participation in health promotion programs. (2 pts)
5. Use competitions when combined with additional interventions to support employees making behavior changes. (2 pts)
6. Promote and market health promotion programs to employees. (1 pt)
7. Use examples of employees role modeling appropriate health behaviors or employee health-related “success stories” in the marketing materials. (1 pt)
8. Tailor some health promotion programs and education materials to the language, literacy levels, culture, or readiness to change of various segments of the workforce. (3 pts)
9. Have an active health promotion committee. (2 pts)
10. Have a paid health promotion coordinator whose job (either part-time or full-time) is to implement a worksite health promotion program. (2 pts)
11. Have a champion(s) who is a strong advocate for the health promotion program. (2 pts)
12. Have an annual budget or receive dedicated funding for health promotion programs. (2 pts)
13. Set annual organizational objectives for health promotion. (2 pts)
14. Include references to improving/maintaining employee health in the business objectives or organizational mission statement. (1 pt)
15. Conduct ongoing evaluations of health promotion programming that use multiple data sources. (2 pts)
16. Make any health promotion programs available to family members. (1 pt)
17. Provide flexible work scheduling policies. (2 pts)

18. Engage in other health initiatives throughout the community and support employee participation and volunteer efforts. (2 pts)

Tobacco

19. Have a written policy banning tobacco use at the worksite (NOTE: Review your state's laws related to tobacco-use in the workplace prior to developing a policy). (3 pts)
20. Actively enforce a written policy banning tobacco use. (1 pt)
21. Display signs (including 'no smoking' signs) with information about the tobacco-use policy. (1 pt)
22. Refer tobacco users to a state or other tobacco cessation telephone quit line. (3 pts)
23. Provide health insurance coverage with no or low out-of-pocket costs for prescription tobacco cessation medications including nicotine replacement. (3 pts)
24. Provide health insurance coverage with no or low out-of-pocket costs for FDA-approved over-the-counter nicotine replacement products. (2 pts)
25. Provide or promote free or subsidized tobacco cessation counseling. (2 pts)
26. Inform employees about health insurance coverage or programs that include tobacco cessation medication and counseling. (2 pts)
27. Provide incentives for being a current non-user of tobacco and for current tobacco users who are involved in a cessation class or actively quitting. (1 pt)
28. Do not allow sale of tobacco products on company property. (1 pt)

Nutrition

29. Provide places to purchase healthy food and beverages.
30. Have a written policy or formal communication that makes healthier food and beverage choices available in cafeterias or snack bars. (1 pt)
31. Have a written policy or formal communication that makes healthier food and beverage choices available in vending machines. (1 pt)
32. Make most (more than 50%) of food and beverage choices available in vending machines, cafeterias, snack bars, or other purchase points be healthier food items. (3 pts)
33. Provide nutrition information (beyond standard label information) on sodium, calories, trans fats, or saturated fats for food and beverages sold in worksite cafeterias, snack bars, or other purchase points. (2 pts)
34. Identify healthier food and beverage choices with signs or symbols. (3 pts)
35. Subsidize or provide discounts on healthier foods and beverages offered in vending machines, cafeterias, snack bars, or other purchase points. (3 pts)
36. Have a written policy or formal communication that makes healthier food and beverage choices available during meetings or events when food is served. (1 pt)
37. Provide employees with food preparation and storage facilities. (1 pt)
38. Offer or promote onsite or nearby farmers markets where fresh fruits and vegetables are sold. (1 pt)
39. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the benefits of healthy eating. (1 pt)
40. Provide a series of educational seminars, workshops, or classes on nutrition. (2 pts)
41. Provide free or subsidized self-management programs for healthy eating. (3 pts)

Physical Activity:

42. Provide an exercise facility onsite. (3 pts)
43. Subsidize or discount the cost of onsite or offsite exercise facilities. (3 pts)
44. Provide environmental supports for recreation or physical activity. (3 pts)

45. Post signs at elevators, stairwell entrances, exits and other key locations that encourage employees to use the stairs. (3 pts)
46. Provide organized individual or group physical activity programs for employees, other than the use of an exercise facility. (3 pts)
47. Provide brochures, videos, posters, pamphlets, newsletters or other written or online information that address the benefits of physical activity. (1 pt)
48. Provide a series of educational seminars, workshops or classes on physical activity. (2 pts)
49. Provide or subsidize physical fitness assessments, follow-up counseling, and physical activity recommendations offered either onsite or through a community exercise facility. (3 pts)
50. Provide free or subsidized self-management programs for physical activity. (3 pts)

Weight Management:

51. Provide free or subsidized body composition measurement, such as height and weight, body mass index (BMI) scores, or other body fat assessments (beyond HRAs) followed by direct feedback or clinical referral when appropriate. (2 pts)
52. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of overweight or obesity. (1 pt)
53. Provide a series of educational seminars, workshops, or classes on weight management. (3 pts)
54. Provide free or subsidized one-on-one or group lifestyle counseling for employees who are overweight or obese. (3 pts)
55. Provide free or subsidized self-management programs for weight management. (3 pts)

Stress Management:

56. Provide dedicated space where employees can engage in relaxation activities, such as meditation, yoga or biofeedback. (1 pt)
57. Sponsor or organize social events throughout the year. (1 pt)
58. Provide stress management programs. (3 pts)
59. Conduct work-life balance or life-skills programs. (3 pts)
60. Provide training for managers on identifying and reducing workplace stress-related issues. (3 pts)
61. Provide opportunities for employee participation in organizational decisions regarding workplace issues that affect job stress. (3 pts)

Depression:

62. Provide free or subsidized clinical screening for depression (beyond HRAs) followed by directed feedback or clinical referral when appropriate. (3 pts)
63. Provide access to online or paper self-assessment depression screening tools. (2 pts)
64. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address depression. (2 pts)
65. Provide a series of educational seminars, workshops, or classes on preventing and treating depression. (3 pts)
66. Provide access to one-on-one or group lifestyle counseling for employees with depression. (3 pts)
67. Provide training for managers on depression in the workplace. (2 pts)
68. Provide health insurance coverage with no or low out-of-pocket costs for depression medications and mental health counseling. (3 pts)

High Blood Pressure:

69. Provide free or subsidized blood pressure screening (beyond HRAs) followed by directed feedback or clinical referral when appropriate. (3 pts)
70. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of high blood pressure. (2 pts)
71. Provide a series of educational seminars, workshops, or classes on preventing and controlling high blood pressure. (3 pts)
72. Provide one-on-one or group lifestyle counseling and follow-up monitoring for employees with high blood pressure or pre-hypertension. (3 pts)
73. Provide free or subsidized lifestyle self-management programs for blood pressure control and prevention. (3 pts)
74. Make blood pressure monitoring devices available with instructions for employees to conduct their own self-assessments. (1 pt)
75. Modify health insurance coverage to have no or low out-of-pocket costs for blood pressure control medications. (2 pts)

High Cholesterol:

76. Provide free or subsidized cholesterol screening (beyond HRAs) followed by directed feedback or clinical referral when appropriate. (3 pts)
77. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of high cholesterol. (2 pts)
78. Provide a series of educational seminars, workshops, or classes on preventing and controlling high cholesterol. (3 pts)
79. Provide one-on-one or group lifestyle counseling and follow-up monitoring for employees who have high cholesterol. (3 pts)
80. Provide free or subsidized self-management programs for cholesterol or lipid control. (3 pts)
81. Provide health insurance coverage with no or low out-of-pocket costs for cholesterol or lipid control medications. (2 pts)

Diabetes:

82. Provide free or subsidized pre-diabetes and diabetes risk factor self-assessment (paper, pencil or online) and feedback, followed by blood glucose screening or clinical referral when appropriate. (3 pts)
83. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of diabetes. (1 pt)
84. Provide a series of educational seminars, workshops, or classes on preventing and controlling diabetes. (3 pts)
85. Provide one-on-one or group lifestyle counseling and follow-up monitoring for employees who have abnormal blood glucose levels (pre-diabetes or diabetes). (3 pts)
86. Provide free or subsidized self-management programs for diabetes control. (3 pts)
87. Provide health insurance coverage with no or low out-of-pocket costs for diabetes medications and supplies for diabetes management (glucose test, strips, needles, monitoring kits). (2 pts)

Heart Attack and Stroke:

88. Have posters or flyers in the common areas of your worksite (such as bulletin boards, kiosks and break rooms) that identify the signs and symptoms of a **heart attack** and also convey that heart attacks are to be treated as emergencies. (1 pt)

89. Have posters or flyers in the common areas of your worksite that identify the signs and symptoms of a **stroke** and also convey that strokes are to be treated as emergencies. (1 pt)
90. Provide any other information on signs and symptoms of **heart attack** through e-mails, newsletters, management communications, Web sites, seminars or classes. (1 pt)
91. Provide any other information on signs and symptoms of **stroke** through e-mails, newsletters, management communications, Web sites, seminars or classes. (1 pt)
92. Have an emergency response plan that addresses acute heart attack and stroke events. (2 pts)
93. Have an emergency response team for medical emergencies. (2 pts)
94. Offer access to a nationally recognized training course on Cardiopulmonary Resuscitation (CPR) that includes training on using an Automated External Defibrillator (AED). (3 pts)
95. Have a policy that requires an adequate number of employees per floor, work unit, or shift, in accordance with pertinent state and federal laws, to be certified in CPR/AED. (2 pts)
96. Have one or more functioning AEDs in place. (3 pts)
97. Have an adequate number of AED units such that a person can be reached within 3–5 minutes of collapse. (2 pts)
98. Identify the location of AEDs with posters, signs, markers, or other forms of communication other than on the AED itself. (1 pt)
99. Perform routine maintenance and testing on all AEDs. (1 pt)
100. Provide information to your local community Emergency Medical Service providers so they are aware that your worksite has an AED in place to facilitate emergency response. (1 pt)

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Lactation Support:

101. Develop a written policy on lactation support.
102. Private space (other than a restroom) that may be used by an employee to express breast milk.
103. Provide access to a breast pump at the worksite.
104. Provide flexible break times to allow mothers to pump breast milk.
105. Promote free or subsidized breast feeding support groups or educational classes.
106. Offer paid maternity leave, separate from any other accrued leave.

Occupational Health and Safety:

107. Include references to improving or maintaining job health and safety in business objectives or organizational mission statement.
108. Have a written injury and illness prevention program or plan.
109. Provide clear communication channels for employees to voice safety concerns or suggestions.
110. Have an occupational health nurse or safety professional onsite.
111. Encourage reporting of injuries or near misses.
112. Provide opportunities for employee input on hazards and solutions.
113. Establish a program or protocol to investigate the causes of injuries or illnesses.
114. Provide written materials on health and safety.
115. Provide safety training for new hires.
116. Coordinate between worksite safety and health activity plans.
117. Offer paid time off because of sickness or illness of employees or dependents (non-exempt employees).
118. Provide paid vacation time, personal days or hours (non-exempt employees).
119. Provide company paid short-term disability and long-term disability.

Community Resources:

- 120.** Promote the availability of health related information, programs, technical support or resources from any of the following organizations:
- State or local public health departments.
 - American Heart Association.
 - American Cancer Society.
 - YMCA.
 - Insurance broker.
 - Health insurance plans.
 - Health management or wellness provider or vendor.
 - Hospitals.
 - Business organization (chamber, wellness council, etc.).
- 121.** Participate in any community coalition or program focused on worksite health or business and community partnerships.

For resource links visit the training section of the National Healthy Worksite Web site, www.cdc.gov/nationalhealthyworksite.