Worksite Health 101

Making the Case for Worksite Health
NHWP Training and Assistance

Making the Business Case
- Relationship between health and business performance
- Impact of worksite health programs
- 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

NHWP Training and Assistance

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

CDC

National Healthy Worksites

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Learning Objectives

_Understand the following:_

- The relationship between employee health and individual and organizational performance
- The positive impacts of a comprehensive worksite health program
- The key components of a comprehensive worksite health program
In this section:

- Impact of lifestyle and chronic disease on medical and productivity related costs
  - Direct and Indirect costs of employee health
  - How costs rise as employee health risks increase
  - Effects of tobacco use, physical inactivity, overweight/obesity, and job related stress
Impact of Chronic Disease and Lifestyle

• In the U.S., 7 in 10 deaths are due to chronic diseases such as heart disease, stroke, cancer, and diabetes,* accounting for 75% of medical care costs**


• Modifiable risk factors lead to deaths from chronic disease, estimated to cause more than half of all deaths in the U.S.:
  – Tobacco Use: (19%)
  – High Blood Pressure: (16%)
  – Physical Inactivity: (8%)
  – Overweight – Obesity: (8%)

Somerset County Health Statistics

Percent of Population (County, State, Nation) with Lifestyle – related Health Risks

- **Smoking (2010):**
  - Somerset: 26%
  - Maine: 18%
  - U.S.: 17%

- **Obesity (2009):**
  - Somerset: 35%
  - Maine: 26%
  - U.S.: 27%

- **Physical Inactivity (2009):**
  - Somerset: 26%
  - Maine: 21%
  - U.S.: 24%
Impact of Employee Health

Healthcare (Direct Costs)
- Medical
- Pharmacy

Lost Productivity (Indirect Costs)
- Presenteeism
- Short Term Disability
- Long Term Disability
- Absenteeism
- Workers Compensation

Indirect Costs represent 2-3 times Direct Healthcare Costs
Health Risk Status and Employer Costs

During 2000–2004, cigarette smoking was estimated to be responsible for $193 billion ($96 billion in direct medical cost and $96.8 billion in lost productivity) in annual health-related economic losses in the United States.


Sedentary employees incur $250 more in annual health care costs than moderately active (1-2 times/wk) and very active (3 + times/wk) employees.


Obese employees (BMI ≥ 35) have 4.2% higher health-related productivity loss, equal to $506 per employee per year.* Medical costs paid for obese individuals $1,429 higher annually than for normal weight.**


Worksite Contributions to Heart Disease Risk

Adapted with permission from Paul Landsbergis, 2012
Center for Promotion of Health in the New England Workplace

Psychosocial Stressors
- High Demands
- Low Job Control
- Social Isolation
- Effort / Reward Imbalance
- Danger Potential

Schedules
- Shiftwork
- Long work hours

Physical Job Demands
- Sedentary Work
- Static load
- Heavy physical exertion

Toxic Chemicals
- Tobacco smoke
- Carbon monoxide
- Nitroglycerin
- Lead

Environment
- Noise
- Heat
- Cold
- Lack of access to healthy foods

Cardiovascular Disease
Impact of Job Stress on Heart Disease

• 30-40% employees report work as “very or extremely stressful”
  General Social Survey, 2006

• High job stress/strain associated with:
  – Heart disease, high blood pressure, depression, musculoskeletal disease
  – Increased lifestyle risks (overweight, smoking, heavy alcohol use, low physical activity)

• Job related stress contributes 10-30% of heart disease risk in working people
Impact of Comprehensive Worksite Health

In this section:

• Effects of worksite health programs on employee health

• Financial impact of a comprehensive worksite health program

• Benefits of worksite health programs
Strong evidence exists for the effectiveness of worksite health programs to positively impact the following:

- Tobacco use*
- High blood pressure*
- High blood cholesterol*
- Days absent due to illness or disability*
- Dietary fat intake*
- Psychosocial work factors which are known to cause or exacerbate chronic disease and musculoskeletal disorders**
- Musculoskeletal disorders including low back, neck, and shoulders**

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Impact of Worksite Health Programs
Fieldale Farms

Through diet, exercise and medication changes, 26% of employees with elevated **blood pressure** and **cholesterol** lowered their risk.


![Bar chart showing impact of health programs:]

- **High Blood Pressure**
  - 18.0% of employees lowered their blood pressure.
  - 202 employees (26%) normalized their blood pressure.

- **High Cholesterol**
  - 30.0% of employees lowered their cholesterol.
  - 345 employees (26%) normalized their cholesterol.

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National Center for Chronic Disease Prevention and Health Promotion
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NHW - National Healthy Worksite
Impact of Worksite Health Programs

Cianbro Corporation
Over the first two years of the Healthy Lifestyle Program
• 16% of participants decreased risk for overweight
• 20% improved their blood cholesterol levels
• 49% increased physical activity level

Highsmith Company
Learning and Development Wellness Program
• 53% decrease in number of employees whose blood cholesterol was “high risk”
• 52% decrease in number of employees whose blood pressure was “high risk”

Financial Impact of Worksite Health

• A 1% reduction in excess weight, elevated blood pressure, glucose, and cholesterol, has been shown to save $83 to $103 annually in medical costs per person.


• An analysis of 22 large-employer studies showed significant positive impacts on healthcare costs and absenteeism:
  • Employee healthcare costs were reduced $3.27 for every $1 spent on comprehensive worksite health programs.
  • Absenteeism costs dropped by $2.73 for every $1 spent.

Worksite Health Benefits

• Improved employee health and well-being
• Lower healthcare cost increases associated with lower employee health risks and improved health status
• Ability to impact workers’ compensation related expenses through integration of safety and health promotion
• Reduction in absenteeism and presenteeism and increased productivity
• Improved employee job satisfaction and retention
• Positive employer image in the community, which aids in recruitment of employees
Implementing a Comprehensive Program

In this section:

• Overview of CDC Comprehensive Worksite Health Model

• Key elements of a comprehensive program

• Worksite Health 101 Training Outline

• Additional worksite health resources
CDC Workplace Health Model

**Assessment**
- Individual (e.g. demographics, health risks, use of services)
- Organizational (e.g. current practices, work environment, infrastructure)
- Community (e.g. transportation, food and retail, parks and recreation)

**Planning/Implementation**
- Programs (e.g. education and counseling)
- Policies (e.g. organizational rules)
- Health Benefits (e.g. insurance, incentives)
- Environmental Support (e.g. access, opportunity, physical/social)

**Evaluation**
- Worker Productivity (e.g. absenteeism, presenteeism)
- Healthcare Costs (e.g. quality of care, performance standards)
- Improved Health Outcomes (e.g. reduced disease and disability)
- Organizational Change “Culture of Health” (e.g. morale, recruitment/retention, alignment of health and business objectives)

**Workplace Governance**
(e.g. leadership support, dedicated resources, health improvement plan, staffing, partners/vendors, communications, informatics)

**Contextual Factors**
(e.g. company size, company sector, capacity, geography)
Summary

• Employer costs rise as employee health risks increase

• Worksite health programs improve employee health status and reduce medical and lost productivity costs

• It takes a comprehensive worksite health program to generate these results

• The National Healthy Worksite Program uses the CDC Comprehensive Workplace Health Model and will offer national and local training to help employers build capacity, skills and knowledge