Worksite Wellness Webinar #4

Worksite Wellness: Making It Come Alive!

How can you design and implement health promotion projects and programs that can inspire your company and its employees to achieve maximal health and wellness?
Recap and Importance

- In our previous webinars, we have covered:
  - The ABCs of Worksite Wellness
  - Worksite Wellness: You Can Benefit from Benefits
  - Worksite Wellness: How to Walk the Walk
- It is always critical to remember why worksite wellness holds such promise!
Causes of Premature Death and Major Illness In The US

- **70%** Lifestyle
- **10%** Heredity
- **10%** Environment
- **10%** Lack of Medical Treatment

Surgeon Generals Report
Importance of Worksite Wellness

- A major part of our waking hours are spent at work and our lifestyle choices at work either enhance or damage our overall health.
- The worksite has a number of natural mechanisms for creating better communications and building a positive, healthy environment.
- Healthy workers are critical to healthy businesses...if we don’t get that it is very unlikely worksite wellness will fly in your institution!
The Right Setting?

- Common purpose
- Ease of communication
- Social norms established
- Shared goals
- Policy alignment
- Incentives possible
- Ability to measure
The Employee

Work Factors

Structural Factors

Cultural Factors

Adaptive Leadership

Employee Health/Work Performance

Exogenous Factors

Employee Health Cost Variables/Employee Productivity
Now that we’ve covered the definition, benefits and policies, and even the tone and culture of the worksite; we will be covering the development of programs and practices.
Where have we been and where are we going in worksite wellness programs?
## Strategic Framework

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<th>Physical Activity</th>
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<th>Tobacco</th>
<th>Mental Health &amp; Stress Management</th>
<th>Chronic Disease</th>
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**Building a Foundation**

- **Communications**
- **Data**
- **Wellness Committee**
- **Leadership**
- **Incentives**

*Good Health is Good Business*
Traditional Model

- 4 in 5 employees may attempt a lifestyle in a change during a given year; 1 in 5 are successful.

- Most traditional approaches lack in duration and comprehensiveness.

- Most traditional approaches are not based on best practices or “evidence-based”.
Institutions often fail to understand just how much infrastructure is needed to create a new worksite program. They can fail to understand the implications as they market wellness at the worksite. The onus of health has traditionally been on the employee. If successful, “willpower” and if not successful, “blame the victim.”
Blaming the Victim

A cautionary note: As we proceed to develop programs and projects at the worksite, we should proceed with caution; keeping an eye on the implications of our messages and our programs!

The buy-in of the employee population is very important and can only be achieved if programs and practices are sensitive to realities of the employee’s environment at work and at home and fit the interests of the employee population.

Sallis et al., 1998
Blaming the Victim

Just as one example, a well-meaning generic media campaign to encourage walking can be ineffective or even counterproductive where:

- No opportunities for walking at work
- No free/available recreation programs
- Limited transportation to recreation programs/sites
- Neighborhoods seen to be unsafe

- You must always pay attention to what needs to be done first... before a media campaign or a program launches!
How to Get Started with Programs

- Gain management support
- Create a wellness team
- Collect data about needs and interests
- Write an operating plan
- Understand how programs, practices and polices work together
- THEN select evidence-based programs/interventions/contests
  - Consider the long-term practices these can lead to
  - Create environment to support program and aid in sustaining the practices
  - Create evaluation system to measure success

http://www.cdphe.state.co.us/pp/COPAN/resourcekits/Worksi
teWellnessResourceKit.pdf
• Start and end
• Target specific audiences
• Deals with knowledge/attitudes/skills
  • ie. Communications program (knowledge and attitude)
  • ie. Cessation program (skill)
Practices

- Sustained
- Dependent on environment both built and organizational/behavioral
- Can be introduced by a program
- Can come before or after policy
• Monitored
• Integrated with benefits
• Come before or after practices
• Helping lead to long term sustainability of the initiative
Sea of Tranquility?  
vs.  
Toxic Pond?

It all depends on the environment, the benefits and the culture!
Interest Surveys
APPENDIX B
EMPLOYEE INTEREST SURVEY

Background Section:
1. How interested are you in worksite wellness?
   Not at all 1 2 3 4 Very 5

2. Please indicate your preferences for receiving general health or health improvement information from your employer (Select all that apply):
   A. Printed material mailed to home
   B. Email/web-based programs at work
   C. Printed material at work
   D. Seminars at work
   E. Other: ________________________________

Your Health:
1. At the present time, which ONE of the following health issues are you most likely to work on to improve your health?
   A. Quit smoking or other tobacco products
   B. Eat healthier food
   C. Reduce stress
   D. Lose weight

2. Might any of the following barriers prevent you from successfully addressing your health issues? (Select all that apply.)
   A. Lack of available worksite programs
   B. Lack of support from family/friends
   C. Time constraints
   D. Lack of coworker/manager/supervisor support
   E. Cost of available health improvement programs
   f. Lack of personal motivation

3. Which of the following might prevent you from successfully quitting smoking or other tobacco products (check all that apply):
   A. No programs available in the worksite
   B. Lack of coworker/manager/supervisor support
   C. Cost of cessation programs
   D. Inability to participate in health improvement programs during work time
   E. Lack of personal motivation
   F. Other: ________________________________

Environment/Leadership Support:
1. The leadership at my workplace supports the efforts of employees to improve their health.
   Strongly Agree
   Agree
   Neutral
   Disagree
   Strongly Disagree

2. My co-workers support my efforts to improve my health.
   Strongly Agree
   Agree
   Neutral
   Disagree
   Strongly Disagree

http://www.sedgwickcounty.org/healthdept/fact_sheets/tool%20kit.pdf
Employee Interest Survey

This short survey is designed to get a feel for where employee interests lie, while at the same time giving employees a chance to better understand the concept of a wellness program. A second survey example can be seen here. It is best to keep all responses anonymous.

Select one number for each question:

4 = Very likely
3 = Somewhat likely
2 = Not very likely
1 = Not at all likely

1. I buy heart healthy snacks when they are available (for example, pretzels, cereals, yogurt, 1% or skim milk, fresh fruit, 100% juice, raisins or other dried fruit, NOT candy, chips, pastry, etc.)
Where can we find evidence-based programs?


- Local, regional and national proven programs
Worksite Health Promotion

- Worksite policies and programs may help employees reduce health risks and improve their quality of life.
- Worksite interventions can be delivered:
  - At the worksite (e.g., signs to encourage stair use, health education classes)
  - At other locations (e.g., gym membership discounts, weight management counseling)
  - Through the employee health benefits plan (e.g., flu shots, cancer screenings)

Task Force Recommendations & Findings

This table lists interventions reviewed by the Community Guide, with Task Force findings for each (definitions of findings). Click on an underlined intervention title for a summary of the review.

<table>
<thead>
<tr>
<th>Interventions to Promote Seasonal Influenza Vaccinations among Healthcare Workers</th>
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<tr>
<td>Interventions with on-site, free, actively promoted vaccinations</td>
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<td>Interventions with actively promoted, off-site vaccinations</td>
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<tr>
<th>Interventions to Promote Seasonal Influenza Vaccinations among Non-Healthcare Workers</th>
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<td>Interventions with on-site, reduced-cost, actively promoted</td>
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Obesity Prevention: Worksite programs to control overweight and obesity

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<tr>
<th>AHRF used alone</th>
<th>Insufficient Evidence</th>
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</thead>
<tbody>
<tr>
<td>AHRF plus health education with or without other interventions</td>
<td>Recommended</td>
</tr>
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</table>
Summary of Task Force Recommendations & Findings

The Community Preventive Services Task Force recommends worksite programs intended to improve diet and/or physical activity behaviors based on strong evidence of their effectiveness for reducing weight among employees.

About the Intervention

- Informational and educational strategies aim to increase knowledge about a healthy diet and physical activity. Examples include:
  - Lectures
  - Written materials (provided in print or online)
  - Educational software
  - Improving access to healthy foods (e.g., changing cafeteria options, vending machine content)
  - Providing more opportunities to be physically active (e.g., providing on-site facilities for exercise)
  - Policy strategies may also change rules and procedures for employees such as health
Results from the Systematic Reviews

Forty-seven studies qualified for the review and included three outcome measures: body mass index (BMI), weight, and percent body fat.

Supporting Materials

- Analytic framework – see Figure 1 on page 343 [PDF - 1.21MB]
- Research gaps
- Summary evidence table [PDF - 200KB]
- Included studies

Publications

The Effectiveness of Worksite Nutrition and Physical Activity Interventions for Controlling Employee Overweight and Obesity
A Systematic Review
Laurie M. Anderson, PhD, MPH, Toby A. Quinn, MPA, Karen Glanz, PhD, MPH, Gilbert Ramirez, DrPH, Lella C. Kabwata, MD, MPH, Donna B. Johnson, PhD, Leigh Ramsey Buchan, PhD, W. Roodly Archer, PhD, Sajal Chattopadhyay, PhD, Geeika P. Kalra, MPA, David L. Katz, MD, Task Force on Community Preventive Services

Abstract:
This report presents the results of a systematic review of the effectiveness of worksite nutrition and physical activity programs to promote healthy weight among employees. These results form the basis for the recommendation by the Task Force on Community Preventive Services on the use of these interventions. Weight-related outcomes, including weight in pounds or kilograms, BMI, and percentage body fat were used to assess effectiveness of these programs.
This review found that worksite nutrition and physical activity programs achieve modest improvements in employee weight status at the 6-12-month follow-up. A pooled effect estimate of −2.8 pounds (95% CI = −4.6, −1.0) was found based on nine RCTs, and a decrease in BMI of −0.5 (95% CI = −0.8, −0.2) was found based on six RCTs. The findings appear to be applicable to both male and female employees, across a range of worksite settings.
Most of the studies combined informational and behavioral strategies to influence diet and physical activity; fewer studies modified the work environment (e.g., cafeteria, exercise facilities) to promote healthy choices. Information about other effects, barriers to implementation, cost and cost-effectiveness of interventions, and research gaps are also presented in this article. The findings of this systematic review can help inform decisions of employers, planners, researchers, and other public health decision makers.

Introduction
Obesity is a major health problem in both developed and developing countries. Many factors—genetic, behavioral, social, and economic—interact to influence the development of obesity in populations. People in societies with ample access to energy-rich foods and low physical activity levels are at increased risk of becoming overweight or obese. In occupational settings, economic and industrial innovation has resulted in far fewer workers in primary industries (e.g., agriculture, fishing, mining, or forestry); more automation and labor-saving devices in production industries; and large increases in the proportion of people engaged in sedentary industries. Workplaces are a sedentary setting for many workers and also a place where access to energy-dense food and beverages is common. Epidemiologic studies of characteristics of working conditions and worker overweight or obesity have shown associations between greater BMI and long work hours, shift work, and job stress.1 Schulte et al. recently described the association between excess body weight and risk for a range of occupational conditions, including injury, asthma, musculoskeletal disorders, immune response, neurotoxicity, stress, cardiovascular disease, and cancer.1

From the Community Guide Branch, Division of Health Communication and Marketing, National Center for Health Marketing (Anderson, Quinn, Chattopadhyay, Kalra), Division of Nutrition, Physical Activity, and Obesity, National Center for Chronic Disease Prevention and Health Promotion (Buchanan, Archer), CDC; Rollins School of Public Health (Glanz), Emory University, Atlanta, Georgia; College of Science and Health (Ramirez), Charles R. Drew University, Los Angeles, California; Department of Veterans Affairs (Kalra), National Center for Health Promotion and Disease Prevention, Durham, North Carolina; School of Public Health (Johnson), University of Washington, Seattle, Washington; and Yale Prevention Research Center (Katz), New Haven, Connecticut
Address correspondence and reprint requests to: Laurie M. Anderson, PhD, MPH, Guide to Community Preventive Services, 1600 Clifton Road, Mailstop E-09, Atlanta GA 30333. Email: LA14@cdc.gov.


0749-3707/09/$-see front matter doi:10.1016/j.amepre.2009.07.003
Something to keep in mind ;) 

- While we really want you to look for evidence-based programs we don’t mean that worksite wellness should be dry or uninteresting.
- Knowledge is seldom acted upon without a feeling that we “know” what is important and that positive change can be successful and improve our lives.
- So before we move into specific program areas, let’s take time to reflect.
Tobacco
Decreasing Tobacco Use Among Workers: Incentives & Competitions to Increase Smoking Cessation

Worksite-based incentives and competitions to reduce tobacco use among workers offer rewards to individual workers and to teams as a motivation to participate in a cessation program or effort.

- Rewards can be provided for participation, for success in achieving a specified behavior change, or for both.
- Types of rewards may include guaranteed financial payments, lottery chances for monetary or other prizes, and return of self-imposed payroll withholdings.

Summary of Task Force Recommendations & Findings

The Community Preventive Services Task Force finds insufficient evidence to determine whether or not worksite-based incentives and competitions alone work to reduce tobacco use among workers. Evidence is considered insufficient because only one study of least suitable design was identified in this review.

The Task Force recommends worksite-based incentives and competitions when combined with additional interventions to support individual cessation efforts based on sufficient evidence of effectiveness in reducing tobacco use among workers.

Task Force Finding & Rationale Statement

Results from the Systematic Reviews

Worksite-based Incentive Programs when Implemented Alone to Reduce Tobacco Use among Workers

- Only one study qualified for this review so conclusions could not be drawn.

Worksite-based Incentives and Competitions When Combined with Additional Interventions to Reduce Tobacco Use among Workers

- Twelve studies qualified for the review.
- One group randomized trial of 32 worksites found a reduction in self-reported tobacco use of 2.1 percentage points (p=0.03) among workers in worksites with a smoking
Decreasing Tobacco Use Among Workers: Incentives & Competitions to Increase Smoking Cessation

Task Force Finding & Rationale Statement

Tobacco use is one of the largest causes of preventable premature death in the United States. Reducing tobacco use in adults and reducing non-smokers exposure to environmental tobacco smoke are essential preventive measures to reduce morbidity and mortality associated with tobacco use. Interventions designed to assist with this effort are important options for health promotion in worksites. In addition to preventing tobacco use initiation and reducing exposure to environmental tobacco smoke, to reduce morbidity and mortality associated with tobacco use, a comprehensive prevention effort should help tobacco users to quit. Approximately 70% of tobacco users want to quit; efforts to quit are frequent, even if frequently unsuccessful. Among other qualities, tobacco use reduction efforts in community settings including worksites should be designed to motivate and assist cessation efforts.

An intervention with incentives and competitions among workers can provide an integrated

Worksite-based Incentives and Competitions When Combined with Additional Interventions to Reduce Tobacco Use among Workers: Recommended

To support an individual's efforts to quit using tobacco products, in this intervention incentives and competitions are offered in conjunction with additional interventions. These additional interventions may include these components: smoking cessation groups; self-help cessation materials; telephone cessation support; workplace smoke-free policies; and social support networks among others.
Kansas Tobacco Quitline
1-866-KAN STOP
(1-866-526-7867)

The toll-free Kansas Tobacco Quitline, 1-866-KAN STOP is a useful and effective tool for tobacco users who are ready to quit. Kansas Tobacco Quitline (1-866-KAN STOP) is available 24 hours a day, 365 days a year. Experienced quit coaches work with the caller to prepare for a quit date and help them make a personalized quit plan.
Physical Activity/Walking
Walking projects can include programs as short as 1 day or as long as several months.

Ideally, they should be backed up by practices (hopefully supported by a friendly and usable environment).

In addition, they can be enriched by policies that offer activity time and/or other rewards for increasing levels of activity.
the sedgwick county
HEALTH DEPARTMENT
is celebrating National Employee Health and Fitness Day
on Wednesday, May 16 by sponsoring the
Seventh Annual Walk at Work.
This event encourages regular physical activity, such as walking, to help individuals achieve and maintain body weight and reduce the risk of stroke and diabetes. Participating worksites are asked to plan a walk for employees over the lunch hour or during a break in the work day. Participants will be eligible to win a Nintendo Wii
Walking builds and maintains healthy bones, muscles and joints, helps with weight control, decreases symptoms of anxiety and improves your mood. All walking participants will be eligible for a prize drawing.

Join us for WALK AT WORK May 16
Sedgwick County... working for you
To register for the prize drawing, visit www.sedgwickcounty.org

Contact Name
Organization
Number of Employees

☐ I would like materials (fliers, posters, etc) to help promote this event at my worksite.
☐ I would like assistance in measuring an official walking path.
☐ I would be interested in participating in a "Step Challenge."

Please email your completed registration to jmiller@sedgwick.gov or fax it to 316-660-7431. For questions, call Jala at 316-660-7350.
Take Charge of Your Health

Starting a Worksite Wellness Program

Worksite wellness programs can help support healthy behaviors. Take advantage of these benefits in your organization.

Sedgwick County Health Department offers worksite wellness programs with free technical assistance to get your business on the path to good health. We'll even help you decide which programs will best fit the atmosphere, goals and culture of your workplace.

Three programs that have produced high participation rates for Sedgwick County include:

- **Take Charge of Your Health Challenge**: A 10-week program designed to motivate participants to:
  - Eat five servings of fruits and vegetables daily
  - Exercise for at least 30 minutes per day

- **Steppers Challenge (10,000 steps a day)**: It is recommended that individuals get at least 30 minutes of physical activity in daily. But, to add an extra challenge, you can begin to track your steps daily. A sedentary person may only average 1,000 to 3,000 steps each day. By making just a couple of changes to your routine, you can walk 10,000 steps, which is close to five miles! Wear a pedometer and set your goals according to how much you currently walk.

- **Stairway to better health**: The option to take the stairs vs. the escalator/elevator presents itself every day. Choosing the stairs is a quick way to add physical activity to your day, with added benefits:
  - It requires little additional time
  - It requires no wardrobe change
  - You don’t have to wait for an elevator

http://www.sedgwickcounty.org/healthdept/worksitewellnessprograms.asp
College employees live healthier lives

by Jon LeFever

"Think Thirty" was a common phrase heard around the Houston College campus this spring. One could have associated the phrase with the fountain of youth. In a unique way, it was.

Each year, I try to come up with a fitness incentive to inspire college employees to become more active as a means of living healthier lives. "Think Thirty" was the latest fitness incentive available to faculty and staff members. This incentive went into action during the last six weeks of the spring 2008 semester. The timing of it was intentional as spring generally motivates people to get outside and be active. However, this time of year is usually crunch time academically, so a little extra motivation can be helpful.

The purpose of the Think Thirty Incentive was to encourage participants to be active for an accumulated 30 minutes a day for at least five days of the week. Research clearly indicates enormous health benefits from just 30 minutes of moderate physical activity. The exercise minutes can be accumulated throughout the day rather than at one time—allowing people to "fit" exercise into their day. If people can be active nearly daily, for at least 30 minutes, we can see decreases in blood pressure, cholesterol, stress, and weight, prevention or retarding of osteoporosis, along with decreases in heart disease, diabetes, anxiety, and depression (information from the American College of Sports Medicine).

Over the years, I have found that the key for successful fitness incentives is to have some sort of dangling carrot—an external reward for participating. To support Think Thirty, a modest fee of 30 cents a week was charged to each participant (for a total of $1.80 for six weeks). A small punitive measure was also added. Participants paid an extra 30 cents for each unsuccessful week of exercise (less than five days a week). The incentive money was used to help purchase healthy prizes. Each successful week of exercise was rewarded by the participant’s name being dropped in the prize drawing (six successful weeks is six chances to win).

Another key to the success of the incentive was accountability. Several in the program exercised together in an effort to hold one another accountable. I also played the part of an accountability partner. Each week, I would make the rounds to check in with participants, celebrating their successes as well as helping them through tough, short difficult weeks. I also created a couple of fun motivational YouTube videos that I sent to participants. The videos gave fun tidbits of fitness hints and information and generally encouraged people to stay active.
Throughout the incentive, participants recorded their successful days by marking a check on a business card size Think Thirty calendar (see example). This simple act of recording workouts aided in the motivation—participants saw the number of completed days building up, which gave them extra inspiration to ensure a complete week of activity. It was amazing how successful the calendars were in the process.

Offering fitness incentives provides me with opportunities to share real-life situations with my classes—specifically the Fitness Concepts course. Occasionally, the incentives will parallel the lectures and activities that we are doing in class. This allows for great connections to be made between the theory and the practice of activity, and helps students see the concepts working in the real world. It also shows them that motivation and time to become active (the biggest sticking point to fitness routines) do not improve with age.

Motivating people to be fit and healthy is a passion and something I feel called to do. Being fit, eating healthy, and practicing preventive health shows God that we value the physical bodies He has bestowed upon us. It’s stewardship at its best, helping us to live healthier, more qualitative lives, while helping to reduce the strain on an overburdened health care system.

**Sites to check out:**
- www.exercentermedicine.org
- www.fitness.gov/home_preal_chall.htm
- www.earthright.org
- www.youtube.com/user/JenJen64

Want to learn more about this incentive?
Email Jen at jenj@hasconcollege.edu

*Editor’s Notes:* In the fall of 2005, Hascon College began providing memberships for on-campus students at the nearby Hascon Wellness Center. Memberships for faculty and staff were added in July 2007.
Think 30

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Walk Kansas

Join Walk Kansas!
March 18 - May 12, 2012

Walk Kansas is a team-based program that will help you and others lead a healthier life. Join this program and
■ be more active with friends and family,
■ make better nutrition choices,
■ and walk away your stress.

Walking to a Healthy Lifestyle
Sharolyn Jackson, the state coordinator of Walk Kansas, highlights the 2012 program which offers participants more than a way to exercise. It can be the beginning of a healthy lifestyle.

Knowledge for Life

For Team Captains...
Team Captains, click here to access more information about Walk Kansas program...

Kansas Health Facts

Newsletter Archive
Healthy Recipes
Walk Kansas For KSRE Employees

It's the Best Program Extension Has!
Marge Neely has spent the last 10 years recruiting others in Neosho County to
Special Considerations

- There are 50 million Americans with arthritis who must be considered in any exercise program/educational promotion.
- Environments and sustained programs need to be friendly to those workers who have special needs as they attempt to become more active.
Nutrition

Breastfeeding and General Nutrition
Breastfeeding
Sedgwick County Health Department
Business Case for Breastfeeding Request for Proposals

**Awards:**
Eligible worksites will receive a refrigerator, rocking chair and commercial grade breast pump, or their choice of any of the three, dependent on the worksite’s needs after a breastfeeding/lactation policy is implemented.

**Deadline:**
Proposals must be received by January 28, 2011. Worksites will be notified by March 1, 2011, regarding the status of their proposals.

**Eligibility:**
Any worksite within Sedgwick County with a written breastfeeding/lactation policy. Technical assistance for policy development is available from the Sedgwick County Health Department. For more information, please call 660-7350.

**Project Purpose:**
As part of the Patient Protection and Affordable Care Act, worksites are required to provide breastfeeding/lactation accommodations for breastfeeding mothers. The longer a woman breastfeeds her child, the lower her risk of serious diseases such as diabetes, heart disease and breast cancer, and the lower the child’s risk of infections, obesity, diabetes, and other diseases and conditions. The Department of Health and Human Services recommends exclusive breastfeeding for six months and continuing breastfeeding for the first year of life and beyond. Mother-child separation due to work presents a serious challenge to meeting breastfeeding goals when employers do not meet the relatively simple need of employees who breastfeed: time to regularly express milk in a clean, private space.

Women now comprise half the U.S. workforce, and are the primary breadwinner in nearly four out of 10 American families. The fastest growing segment of the workforce is women with children under age three. The Centers for Disease Control and Prevention’s National Immunization Survey indicates nearly 75 percent of women initiate breastfeeding, but breastfeeding rates at six months and 12 months drop sharply. Returning to an unsupportive work environment has been identified as a major reason for the early abandonment of breastfeeding. Workplace support can help more women balance working and breastfeeding. While there are increasing numbers of worksite lactation programs, low-wage earners have had less access to this support. A mother’s decision to breastfeed her child should not be predetermined by where a mother works.
Breastfeeding initiatives could include a project and an interplay between policies and practices where environmental enhancements could be partially paid for by achieving certain levels of practice in following the breastfeeding guidelines for worksites (ie. gold, silver status and provision of rockers/special refrigeration/other)
# Breastfeeding/Lactation Friendly Employer Levels

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<tr>
<th>Standard</th>
<th>Bronze</th>
<th>Silver</th>
<th>Gold</th>
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<tbody>
<tr>
<td><strong>Facilities</strong></td>
<td>Private room with a door that locks Electric outlet</td>
<td>Private room with a door that locks Electric outlet Comfortable chair Refrigerator Nearby sink</td>
<td>Private room with a door that locks Electric outlet Comfortable chair Refrigerator Nearby sink Breast pump provided by employer</td>
</tr>
<tr>
<td><strong>Scheduling</strong></td>
<td>Flexible breaks (at least 15-20 minutes in the morning and afternoon, as well as a lunch break)</td>
<td>Flexible breaks (at least 15-20 minutes in the morning and afternoon, as well as a lunch break)</td>
<td>Flexible breaks (at least 15-20 minutes in the morning and afternoon, as well as a lunch break)</td>
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<tr>
<td><strong>Resources</strong></td>
<td>Manager/supervisor support</td>
<td>Manager/supervisor support</td>
<td>Manager/supervisor support Written policy</td>
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General Nutrition
“Helping people who have mental illness live full, productive lives.”

PROGRAMS & SERVICES

Health and Wellness

“I never thought I would get off of the walker. If it weren’t for the wellness program at Breakthrough, I know I’d be dead by now.”

-Vivian, member of Breakthrough Club

Living with a mental illness can be overwhelming, but we believe in balancing our lives to help overcome the obstacles of our mental illnesses. A great way to do this is to focus on our physical health. Doing so will not only help our bodies to become healthier, but it will also help improve our mental health. Research has shown that physically active people have higher positive self-concept, more self-esteem and more positive “moods” and “affects.” More active people also seem to have a higher perceived ability to perform activities of daily living, physical well-being and other measures related to quality of life.

The H.E.A.L. Project

“Committed to helping people live longer, healthier lives.”

BREAKTHROUGH to H.E.A.L.th
PROGRAMS & SERVICES

Club Cafe

This is the hub of activity at the club. Breakfast and lunch are served five days a week at a reduced cost. The Club Cafe serves as the clubhouse meeting room and for social club activities. It also provides an opportunity for members to gain skills in cooking, customer relations, nutrition, sanitation, sales and organization. Club Cafe prides itself on its high energy level and enthusiasm of the involved members.
YOU CAN TAKE CONTROL

Grace took control of her health by learning new tools for healthy living and reducing her risk for diabetes through the YMCA’s Diabetes Prevention Program.

YMCA’s Diabetes Prevention Program

Diabetes is a serious health condition that can lead to heart disease, stroke, kidney failure, high blood pressure, and blindness. Prediabetes is a potentially reversible condition that often leads to diabetes, and 79 million people in the United States are estimated to have it. If you have been diagnosed with prediabetes, or believe you may be at risk for developing the disease, the YMCA’s Diabetes Prevention Program can help you develop a healthier lifestyle and work with you to reduce the risks this condition can pose to your health.

Based on effective efforts researched by the National Institutes of Health, the YMCA’s Diabetes Prevention Program will help you learn about and adopt the healthy eating and physical activity habits that have been proven to reduce the risk of developing type 2 diabetes. Through the program you will receive support and encouragement from both a trained lifestyle coach and fellow classmates as you develop a plan for improving and maintaining your overall well-being.

http://www.cdc.gov/diabetes/consumer/problems.htm
Private Vendors
LESS IS MORE - DECEMBER 2011

- Make half your lunch or dinner plate fruits and vegetables.
- Drink 40 ounces (5 cups) of water each day. Make water your beverage of choice.

Participants who are compliant with the program guidelines for at least 24 days during December will receive Cessna Plane Healthy Credit.

PROGRAM REPORT | RECIPE BOOK (INCLUDES DAILY TIPS/EXERCISES) | WRITE IT DOWN
## Less Is More

**Program Guidelines December 2011:**

- Make half your lunch or dinner plate fruits and vegetables.
- Drink 40 ounces (5 cups) of water each day. Make water your beverage of choice.

<table>
<thead>
<tr>
<th>TOTAL PARTICIPANTS</th>
<th>3,215</th>
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<tbody>
<tr>
<td>ONLINE REPORTING</td>
<td>3,041 reporting, 2,932 compliant</td>
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<tr>
<td>ONLINE SURVEYS COMPLETED</td>
<td>1,157, 36%</td>
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**SURVEY RESPONSES**

Did you complete program guidelines on at least 24 days during December?

- 99% YES
- 1% NO

Even though this program only required you to eat more fruits/vegetables and drink plenty of water, some participants lost weight. If you lost weight during this program, how much weight did you lose?

- **1,911 pounds**
- **lost by 400 participants**

Have you become more responsible for your overall health and lifestyle during the past month as a result of your participation in Less Is More?

- 87% YES
- 13% NO

Will you participate in the next program – Smart Money?

- 99% YES
- 1% NO

### 1-Poor, 2-Fair, 3-Good, 4-Very Good, 5-Excellent

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<tr>
<td>Overall Program</td>
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</table>

#### PERSONAL BEHAVIOR BEFORE PROGRAM

- Half plate filled with fruits/vegetables: 3.62
- 40 ounces of water can day: 3.28
- Productivity work/home: 3.82
- Overall well-being: 3.31

#### PERSONAL BEHAVIOR DURING AND AFTER PROGRAM

<table>
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<tr>
<th></th>
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<th>3.67</th>
<th>3.66</th>
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<tbody>
<tr>
<td>Half plate filled with fruits/vegetables</td>
<td>14% ▲</td>
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<td>40 ounces or more of water can day</td>
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<tr>
<td>Productivity work/home</td>
<td>7% ▲</td>
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<tr>
<td>Overall well-being</td>
<td>7% ▲</td>
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</table>
Remember just how easily program can collapse

- There are no guarantees that your wonderful program ideas will be sustained. But there are things you can do to help
  - Be sure they are evaluated for participation, outcomes and, if possible, their effect on the bottom line
  - Whenever possible, make sure they are linked to sustained practices and policies
Consider again why programs may meet with resistance

- Employees were not involved in the development
- The program costs money
- The programs are offered at inconvenient times
- The purpose for the program is not clearly explained
- Childcare is not provided
- The benefits to the company and the employee are not explained clearly and up-front
Consider again why programs may meet with resistance

- Lower level management cannot or will not convey the advantages of the program to the employees under their authority.
- Employees are angry and distrustful of the employer.
- Wellness and health programs are pushed ahead of fixing unhealthy daily work conditions.
- Employees feel control over their own health risks are being relinquished to the company and their rights are being violated.
Final Thoughts

- Our major purpose is not to replace or discourage the use of wellness contractors or insurers with wellness platforms but rather to help Kansas businesses be better able to provide cost effective healthy worksites and become expert purchasers of health services—especially wellness services.
Want more information?

http://wichita.kumc.edu/kansas-worksite-wellness.html
Questions?
Worksite Wellness Webinar #1

The ABCs of Worksite Wellness
What is a worksite wellness initiative and does my worksite need one?

Kansas Department of Health and Environment
KU School of Medicine
Wichita University of Kansas

Worksite Wellness Webinar #2

Worksite Wellness: You Can Benefit from Benefits
How do you bring employees on board and make worksite wellness a permanent positive part of your mission and benefits?

Kansas Department of Health and Environment
KU School of Medicine
Wichita University of Kansas

Worksite Wellness Webinar #3

Worksite Wellness: How to Walk the Walk
How can you make sure your company or institution walks the walk when it comes to creating and aligning policies that make health and wellness a reality for all?

Kansas Department of Health and Environment
KU School of Medicine
Wichita University of Kansas

Worksite Wellness Webinar #4

Worksite Wellness: Making It Come Alive!
How can you design and implement health promotion projects and programs that can inspire your company and its employees to achieve maximal health and wellness?

Kansas Department of Health and Environment
KU School of Medicine
Wichita University of Kansas