

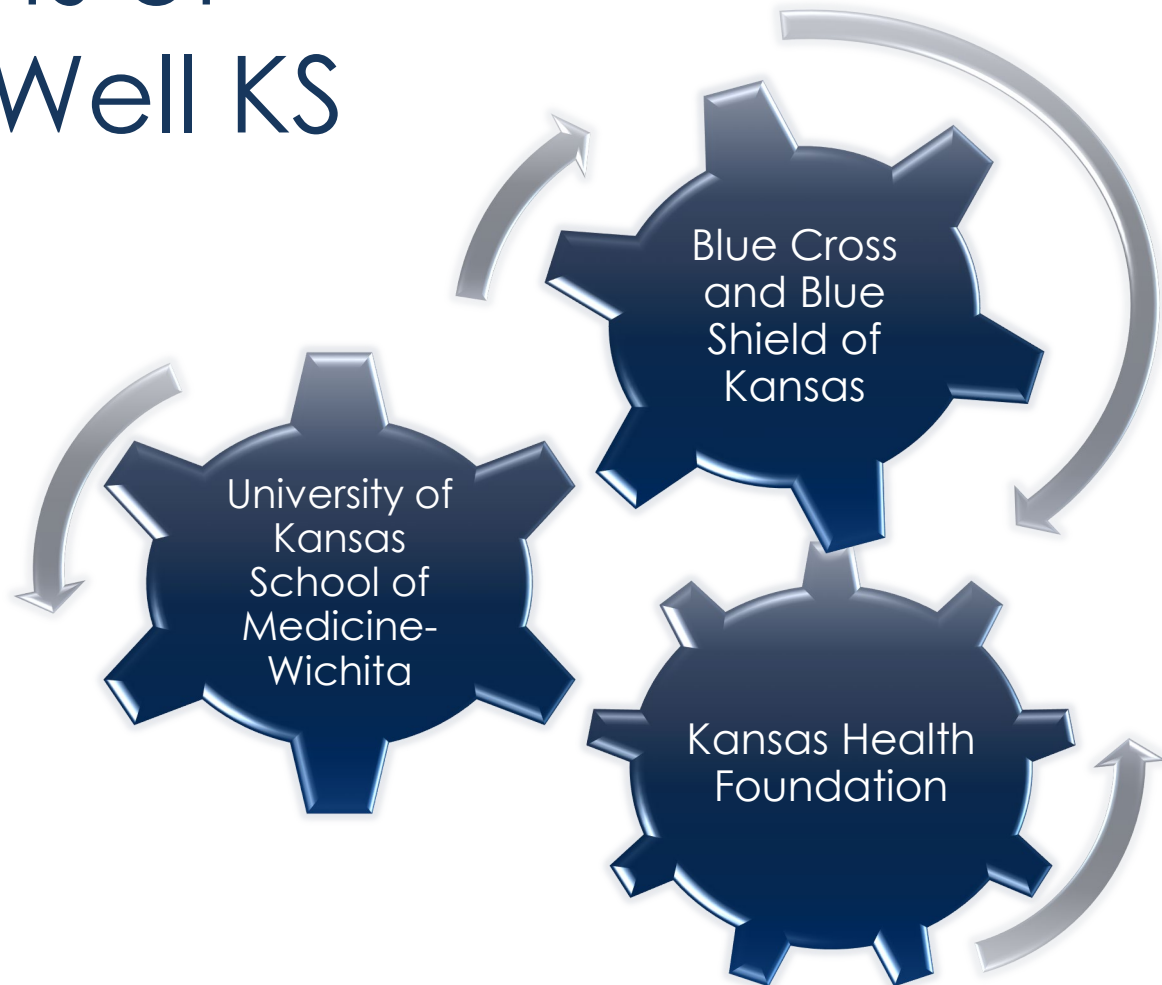
The Importance of Worksite Wellness

WorkWellKS

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The Working Parts of WorkWell KS



Intent of Initiative

So the healthy behavior is easy





WorkWell KS Goal

To create healthier worksites in Kansas through worksite implementation of policies, systems, and environmental best practices to sustainably promote:

- 1) integration of worksite wellness into the worksite's infrastructure
- 2) physical activity
- 3) access to and consumption of healthy foods and beverages
- 4) tobacco prevention and cessation
- 5) well-being

The Problem(s)

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3 Four 80

3 Risk Factors

(tobacco, poor nutrition, physical inactivity)

Contribute to **Four** chronic diseases

(heart disease, type 2 diabetes, lung disease, some cancers)

Which, in turn, contribute to approximately **80%** of all deaths in the United States

(KDHE, 2012; KFF, 2016)







Physical Inactivity

- 5.3 million deaths worldwide can be attributed to inactivity each year (Lee et al., 2012)
- 191,000 – 750,000 deaths in the United States attributed to inactivity annually (Danaei et al, 2009; Mokdad et al., 2004; Booth et al., 2000)

Physical Inactivity

Guidelines for Adults

- 2 hours and 30 minutes /week of moderate-intensity aerobic physical activity (+ muscle strengthening 2 days/week)
- 1 hour and 15 minutes a week of vigorous-intensity aerobic physical activity (+ muscle strengthening 2 days/week)

(US Department of Health and Human Services, 2008)

Performance

- Half of US adults report achieving the recommended amount of moderate physical activity (CDC, 2015)
- 26% of US adults report achieving the recommended amount of vigorous physical activity (American Council on Exercise, 2011)

Nutrition

Adults in the United States need approximately:

- 2 cups of fruits
- 2-3 cups of vegetables
- 6-8 ounces of whole grains
- 5-6 ounces of lean proteins
- 3 cups of dairy





Nutrition

Intake Recommendations

- 2 cups of fruits

- 2-3 cups of vegetables

Actual Consumption

- 86.9% **do not** meet fruit recommendations

- 91.1% **do not** meet vegetable intake recommendations



Tobacco

- Tobacco use kills 6 million people each year (WHO, 2016)
- Tobacco kills up to half of all users (CDC, 2015)
- For each person who dies from smoking-related disease, there are 30 more who have at least one serious illness (CDC, 2015)
- Tobacco causes cancer, heart disease, stroke, and lung diseases (CDC, 2015)



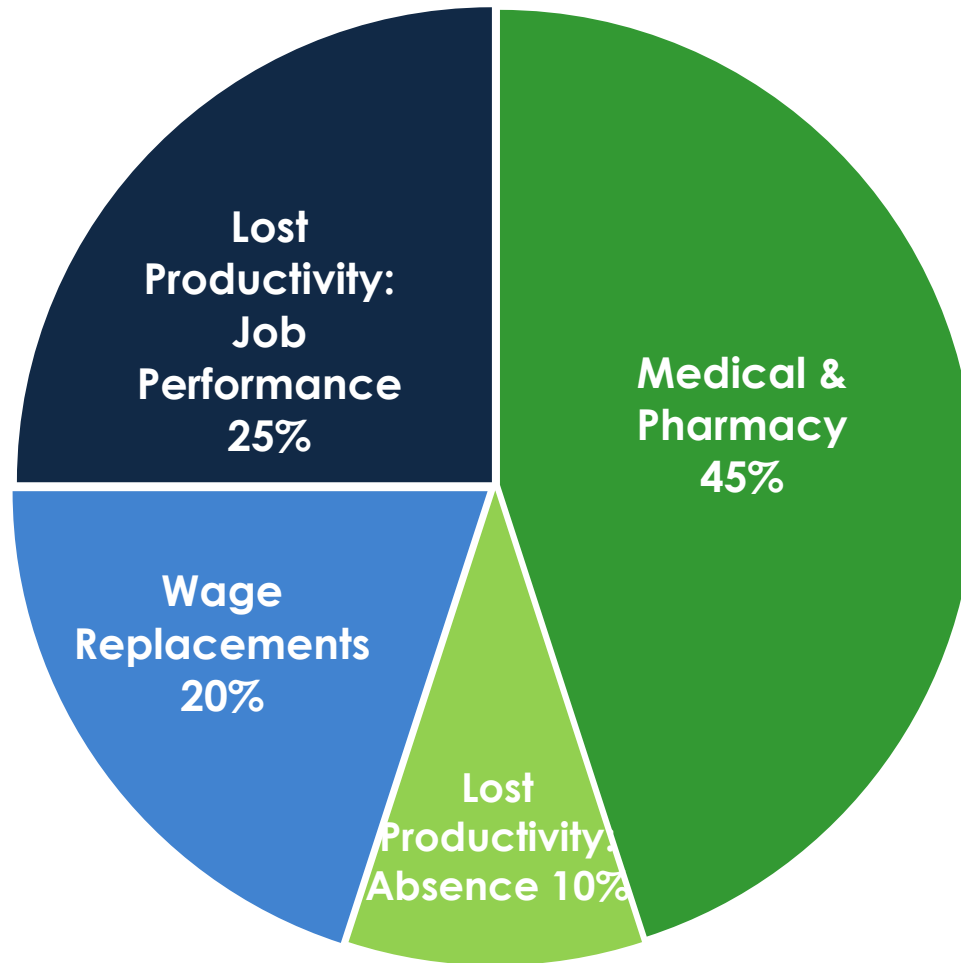
Well-Being

- 64% of Americans- work is main source of stress
 - In 2020, 70% - work was a significant source of stress (APA, 2019)
- Approximately 30% of workers say their stress level is high to unsustainably high (Wrike, 2019)
- Stressed workers were 15% more costly than their non-stressed counterparts after one year, and 46% more costly after three years (Goetzel et al., 2020)

Healthcare, Costs, and the Worksite

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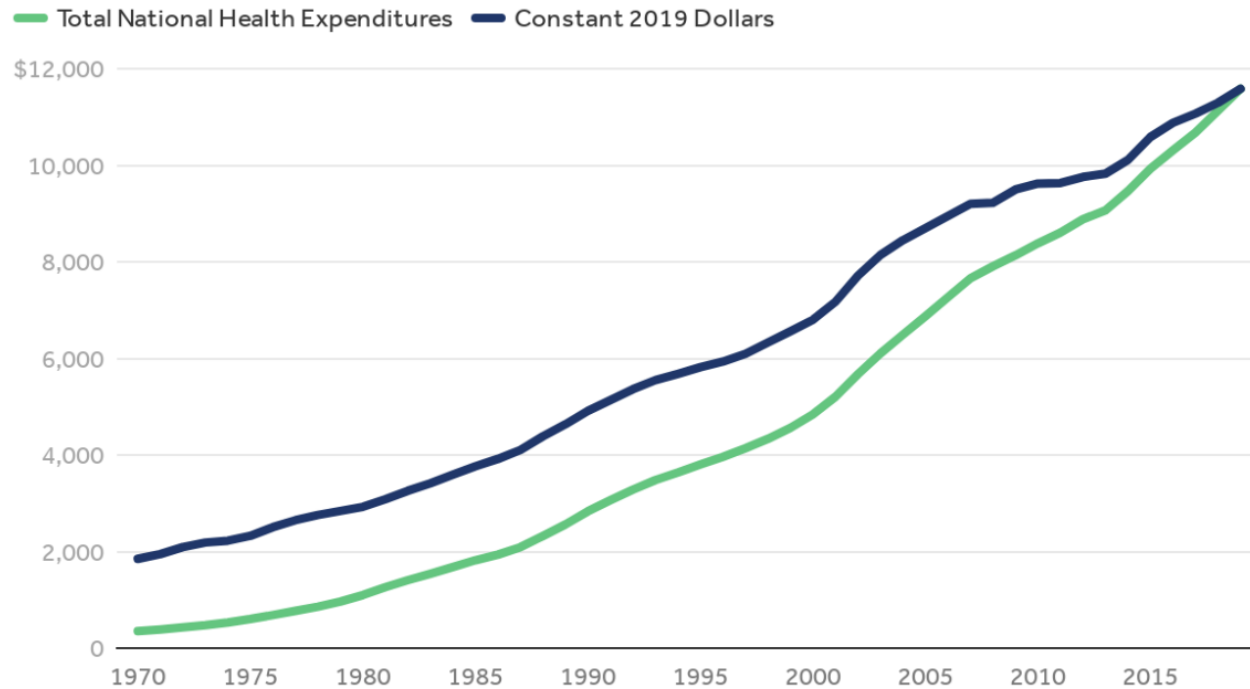
The Full Cost of Healthcare



(Integrated Benefits Institute, 2016)

Health Expenditures

Total national health expenditures, US \$ per capita, 1970-2019

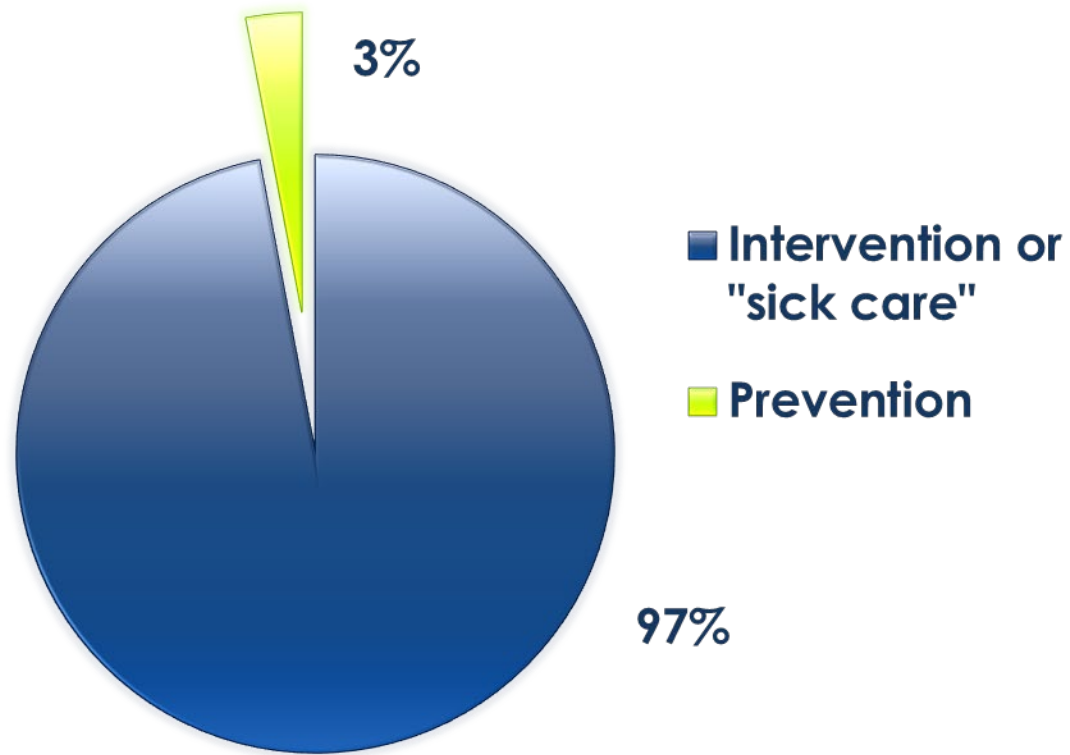


Notes: A constant dollar is an inflation adjusted value used to compare dollar values from one period to another.

Source: KFF analysis of National Health Expenditure (NHE) data
• PNG

Peterson-KFF
Health System Tracker

What Are We Paying For?





Who Is Paying?

Employer-sponsored health benefits cover
60% of non-elderly Americans (Sonier et al., 2013)

Why Worksite Wellness?

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Benefits of Wellness at the Worksite

- Decreased healthcare costs
- Favorable return on investment
- Increased productivity
- Reduced absenteeism
- Improved overall morale/staff retention



Benefits of Wellness at the Worksite

- 26% reduction in health costs
- 32% reduction in workers' compensation
- 27% reduction in sick leave and absenteeism
- Those with high modifiable behavior risk factors are 1.75 times more likely to have higher absenteeism rates than the those with less risk (Serxner, 2001)
- For each dollar spent on worksite wellness, expenditures related to absenteeism are reduced by \$2.73 (Baicker, 2010)



Return on Investment

- Based on a review of 28 different research articles on ROI, the average return was \$3.48 saved per \$1.00 invested (Aldana, 2001)
- The Task Force on Community Preventive Services has reported an average return on investment of \$3.20 (Soler et al., 2010)
- A meta-analysis of the literature has shown a savings of \$3.27 in reduced medical costs for every dollar invested in wellness (Baicker et al., 2010)

Traditional Approach to Worksite Wellness

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Traditional Worksite Wellness

- Worksite wellness has historically centered on behavior change using education
- Focus on individual employee behavior change

(Golaszewski, 2008)



Traditional and Technical Worksite Wellness Examples

- Some traditional worksite wellness programs have been tied to national events (Great American Smoke Out) and are centered on raising awareness.
- Other approaches have sought to capitalize on popular media and used programs similar to *The Biggest Loser*.

Adaptive Leadership

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Adaptive Leadership

“To lead is to live dangerously because when leadership counts, when you lead people through difficult change, you challenge what people hold dear- their daily habits, tools, loyalties, and ways of thinking- with nothing more to offer perhaps than a possibility.”

Heifetz, R., & Linsky, M. (2002). *Leadership on the Line: Staying Alive Through the Dangers of Leading*. Harvard Business School Press, Boston, MA.

How Do We Change?

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How Do We Change?

- Behavior is complex.
- Behavior change is even more complex!
- **Knowledge is insufficient** to prompt behavior change!
- How do we alter our behaviors?

Social Ecologic Model





Paradigm Shift

- Employees will change behaviors as a reflection of the changing characteristics of their worksites.
- Create a healthy work environment.
- *Organizational* health promotion.

The WorkWellKS Philosophy

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WorkWell KS Philosophy

- Change the culture of worksites.
- Begin with the employer, not the employee.
- Not “good” and “bad.” Not “right” and “wrong.”
- What are our goals, what does the literature suggest is effective?

Best Practices

- All recommendations are considered best practices!



The WorkWellKS Strategic Framework

WorkWellKS

	PHYSICAL ACTIVITY	FOOD & BEVERAGE	TOBACCO	WELL-BEING
ENVIRONMENT				
POLICY				
BENEFIT DESIGN				
PROGRAM				
INFORMATION				

BUILDING THE FOUNDATION

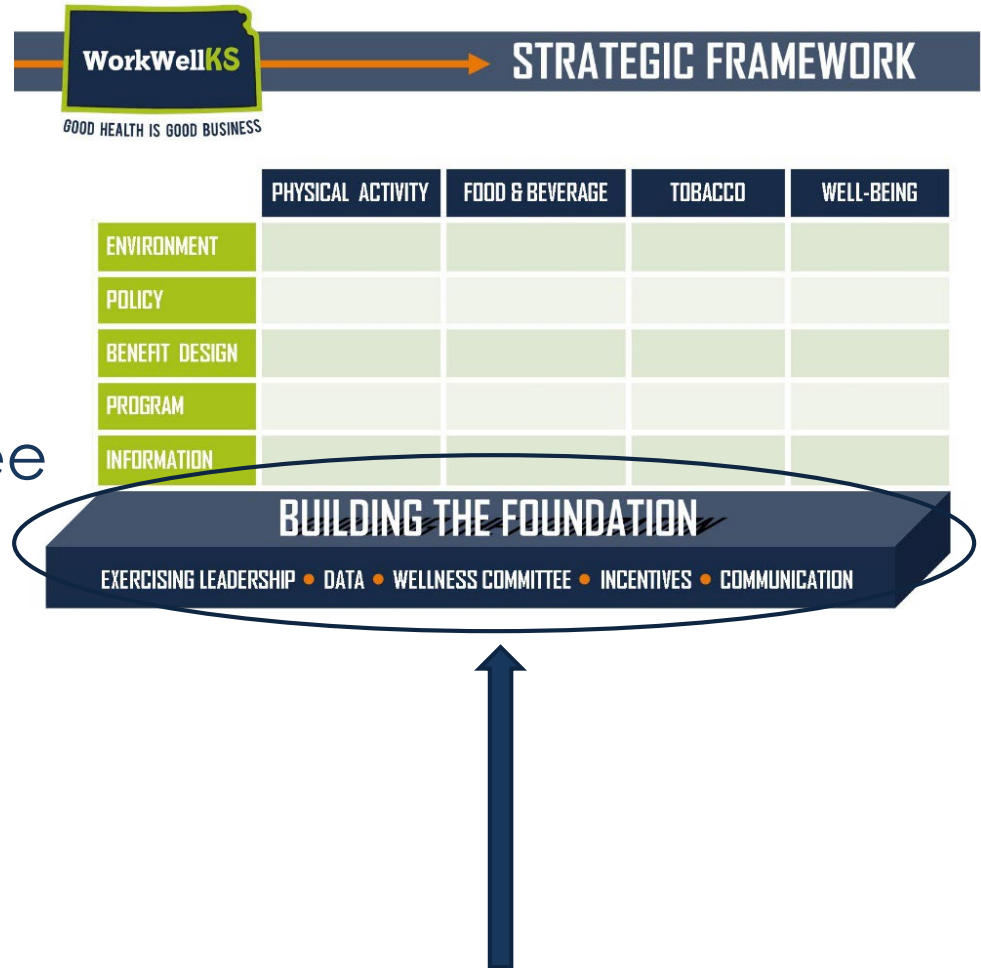
EXERCISING LEADERSHIP • DATA • WELLNESS COMMITTEE • INCENTIVES • COMMUNICATION

**When building something,
we first...**



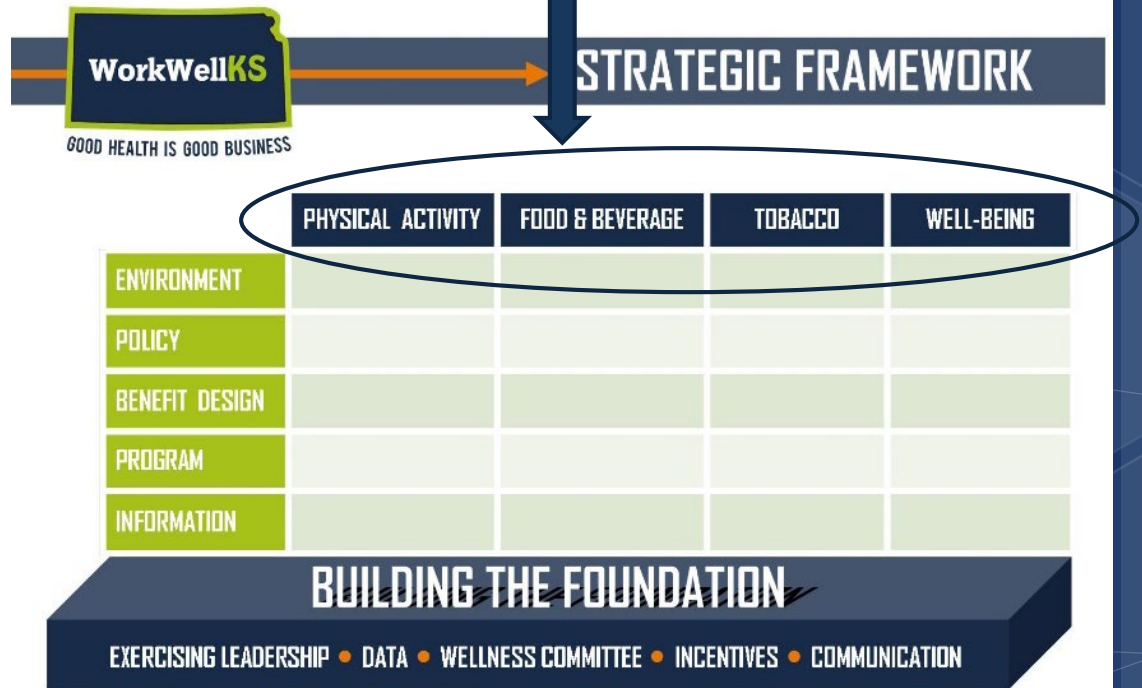
Building the Foundation

- Communication
- Data
- Wellness Committee
- Leadership
- Incentives



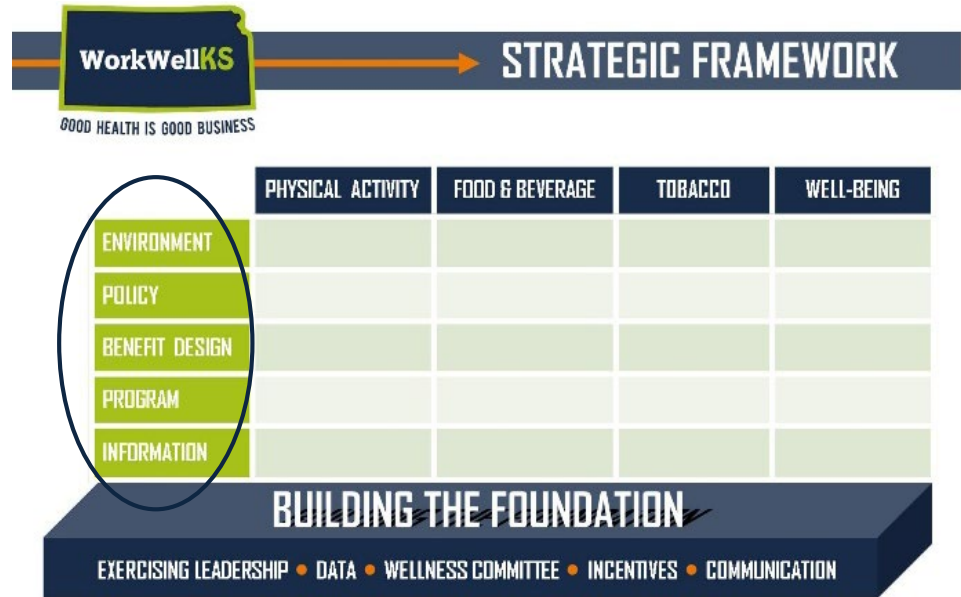
Topics

- Physical activity
- Healthy foods and beverages
- Tobacco
- Well-being



Strategies

- Environment
- Policy
- Benefit Design
- Program
- Information



Complexity

Sophistication

Sustainability

	PHYSICAL ACTIVITY	FOOD & BEVERAGE	TOBACCO	WELL-BEING
ENVIRONMENT				
POLICY				
BENEFIT DESIGN				
PROGRAM				
INFORMATION				

BUILDING THE FOUNDATION

EXERCISING LEADERSHIP • DATA • WELLNESS COMMITTEE • INCENTIVES • COMMUNICATION

Final Considerations

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	PHYSICAL ACTIVITY	FOOD & BEVERAGE	TOBACCO	WELL-BEING
ENVIRONMENT				
POLICY				
BENEFIT DESIGN			X	
PROGRAM	X			
INFORMATION		X		

NO FOUNDATION, NO ADDITIVE IMPACT

ESTABLISH FOUNDATION

	PHYSICAL ACTIVITY	FOOD & BEVERAGE	TOBACCO	WELL-BEING
ENVIRONMENT				
POLICY				
BENEFIT DESIGN				
PROGRAM				
INFORMATION				

BUILDING THE FOUNDATION

EXERCISING LEADERSHIP • DATA • WELLNESS COMMITTEE • INCENTIVES • COMMUNICATION



STRATEGIC FRAMEWORK

ADDITIVE IMPACT

	PHYSICAL ACTIVITY	FOOD & BEVERAGE	TOBACCO	WELL-BEING
ENVIRONMENT	X			X
POLICY	X			X
BENEFIT DESIGN	X			X
PROGRAM	X			X
INFORMATION	X			X

BUILDING THE FOUNDATION

EXERCISING LEADERSHIP • DATA • WELLNESS COMMITTEE • INCENTIVES • COMMUNICATION



Who Needs to Attend the Workshop(s)?

- Worksite wellness committee
- Will be proposing policy, among other, changes
- Needs to be representative of the worksite

Teams will leave the workshop with a plan template!

Need Assistance?

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Questions?

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