Workplace Wellness: Employer Strategies and Resources for Nutrition and Physical Activity

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National Safety Month - Employee Wellness Week

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Disclaimer: The findings and conclusions in this presentation are those of the author and do not necessarily represent the official position of the Centers for Disease Control and Prevention
Presentation Preview

- Overview of Workplace Health Promotion
- Links to the Evidence-base
- Nutrition and Physical Activity
  - Best Practices and Examples
- Planning Activity
- Questions
- Case Study to go
A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of all workers and the sustainability of the workplace by considering the following, based on identified needs:

- health and safety concerns in the physical work environment;
- health, safety and well-being concerns in the psychosocial work environment, including organization of work and workplace culture;
- personal health resources in the workplace; and
- ways of participating in the community to improve the health of workers, their families and other members of the community.

**Healthy workplaces: a model for action.** *For employers, workers, policy-makers and practitioners*. World Health Organization, 2010
What is the Rationale for Coordinating Occupational Safety and Health with Health Promotion?

- Workers’ risk of disease is increased by exposure to both occupational hazards and risk related behaviors
- Workers at highest risk for exposures to hazardous working conditions are often those most likely to engage in risk-related health behaviors and live in higher risk communities
- Integrating OSH with HP may increase program participation and effectiveness for high-risk workers
- Integrated OSH and HP may benefit broader work organization issues and the work environment

CDC – Defining the Program and Forming the Evaluation

• What is the program? Key activities and key outcomes to achieve?
• What is the larger environment? What elements within the larger context might hinder or help program success?
• What aspects of the program will be considered by stakeholders when judging program performance or value? Quality? Outcomes? Impact?
• What performance benchmarks are relevant and credible to stakeholders judging program value?
• What evidence is core for stakeholders when judging program performance or value?
• How will the lessons learned be used to help improve program:

  Merit – was the program a quality program
  Worth – did the benefits exceed the costs / cost effectiveness
  Significance – did the program accomplish something important or of value

Workplace Health Program Lifecycle

**Phase I**
Assessment/Diagnosis

**Phase II**
Planning
Senior Leadership Engagement

**Phase III**
Intervention
Integration

**Phase IV**
Measurement

Diagram:
- Integration
- Senior Leadership Engagement
- Phase II Planning
- Phase III Intervention
- Phase IV Measurement
- Phase I Assessment/Diagnosis
Community Guide Recommendations
www.thecommunityguide.org

Summarizes what is known about the effectiveness, economic efficiency, and feasibility of interventions to promote health and prevent disease

- Physical Activity Chapter
- Obesity Chapter
- Worksite Chapter
Other Sources of Evidence


- Canadian Cancer Society Knowledge Exchange Network (KEN)- Multiple workplace topics [http://cancer.ca/ken](http://cancer.ca/ken)

“Maximizing multiple touch points increases your opportunity for success.”

Source: Glanz, Lewis, Rimer (2008)
Multicomponent programming

- Environmental / Policy
- Information / Educational
- Behavioral / Social
Institutional Goal Strategy 5.4
We will promote health and well-being through programs that help our people maintain wellness and balance their lives, at work and at home.

Employee Healthy Weight Strategy
- We will create a positive culture shift in support of employees achieving and sustaining a healthy weight (Sustaining a healthy weight is a key factor in cancer prevention)
- We will share our best practices from our research results.

Tactics to include
1. Healthy dining choices and supportive dining environments
2. Physical activity and fitness supportive environments
3. Educational and behavioral change programming
4. Evaluation and research

Enable               Educate               Encourage                 Engage
Presidential Active Lifestyle Award (PALA+)

https://www.presidentschallenge.org/index.shtml

CDC is completing and challenging internal centers!
PHYSICAL ACTIVITY
Benefits of physical activity

Regular physical activity is one of the most important things you can do for your health. It can help:

- Control your weight
- Reduce your risk of cardiovascular disease
- Reduce your risk for type 2 diabetes and metabolic syndrome
- Reduce your risk of some cancers
- Strengthen your bones and muscles
- Improve your mental health and mood
- Improve your ability to do daily activities and prevent falls, if you're an older adult
- Increase your chances of living longer
The 2008 National Health Interview Survey found that 36.2% of adults report no leisure-time physical activity and 81.8% do not meet current federal guidelines for physical activity and muscle strengthening.

Guideline: Adults need at least 2 hours and 30 minutes (150 minutes) of moderate-intensity aerobic activity (i.e., brisk walking) every week and muscle-strengthening activities on 2 or more days a week that work all major muscle groups (legs, hips, back, abdomen, chest, shoulders, and arms).

http://www.cdc.gov/physicalactivity/everyone/guidelines/index.html
Environmental

(Create/Enhance Access)

• Fitness Facilities (onsite gym or meeting space, subsidized, shared-use agreements)

• Showers/locker rooms

• Walking maps (indoor & outdoor)

• Bike racks

• Attractive, accessible stairwells
Informational

(Awareness, Education, Counseling)

• Seminars on benefits of physical activity and chronic disease

• Physical activity skill-building classes (starter sessions)

• Access to wellness coordinators or fitness coaches who may design personal plan

• Fitness testing/assessment with follow up (telephonic, in person)

• Self-directed materials with follow-up
Behavioral/Social Support
(Support groups, Social organizations, Challenges)

• Fitness events and campaigns/challenges
• Bicycling or Walking groups
• Buddy Systems, contracts, goal-setting
• Intramurals/Recreational sports leagues
Best Practices PA – Policy

- Flextime/Tele-work
- Alternative transportation
- Open facilities and programming to family members
- Healthy meetings
  (stretch breaks, walk and talks)

Physical Activity Example:

“Take Action!”

California’s Fit Business Toolkit - Toolkit available for Establishing Worksite Walking Clubs
“Starting a Walking Club”:
• Scheduling
• Promotion
• Safety
• Downloadable, fillable flyers


The entire Fit Business Kit may be accessed here:
Physical Activity Example:

“Instant Recess”

- Created by Professor of UCLA School of Public Health, Dr. Toni Yancey, recent Weight of the Nation award winner
- Provides brief (usually 10-minute), enjoyable activity breaks into daily work routine on paid time and during long meetings.
- Uses simple, low impact, moderate intensity movements scientifically designed to make the level of exertion manageable and risk of injury minimal while improving fitness in sedentary and overweight.

For more information on program and evidence-base:
http://toniyancey.com/IRResources.html

Also view existing applications of Instant Recess:
http://recess.keenfootwear.com/recess-at-work/ (includes recess cost calculator)

PA Guidelines Employer Toolkit

Steps to Wellness
A Guide to Implementing the 2008 Physical Activity Guidelines for Americans in the Workplace

2008 Physical Activity Guidelines for Americans
Be Active, Healthy, and Happy!
www.health.gov/paguidelines

Will be available this summer on www.cdc.gov/hwi
Physical Activity Examples

Walking on Worksite Campuses


– Strategies to Promote Walking
  http://www.walkinginfo.org/promote/strategies.cfm

– Walkability Checklist
  http://www.walkinginfo.org/library/details.cfm?id=12

Flextime Policy


– Organizational Physical Activity Policy Template (North Carolina Eat Smart Move More Worksite Initiative) http://www.eatsmartmovemorenc.com/PhysicalActivityAndHealthyEatingPolicy/PhysicalActivityAndHealthyEatingPolicy.html


– Flex Time Guideline to Encourage Physical Activity or Other Wellness Related Activity (Oregon Department of Human Services Healthy Worksites Toolkit) http://www.oregon.gov/DHS/ph/worksites/toolkit/docs/flextimeexample.pdf
HEALTHY EATING
Benefits of Healthy eating

Health professionals recognize the benefits associated with a healthful eating plan based on the Dietary Guidelines for Americans, including:

• Decreased risk of chronic diseases, such as type 2 diabetes, hypertension, and certain cancers

• Decreased risk of overweight and obesity

• Decreased risk of micronutrient deficiencies

  ▪ A diet high in fruits and vegetables can reduce the risk for many leading causes of death and can play an important role in weight management.

http://www.cdc.gov/nutrition/everyone/index.html
Healthy eating data

Healthy People 2010 objectives for fruits and vegetables include targets of increasing to 75% the proportion of persons aged ≥2 years who consume two or more servings of fruit daily.

In 2009, an estimated

• 32.5% of adults consumed fruit two or more times per day and 26.3% consumed vegetables three or more times per day, far short of the national targets.

• No state met either target and variability occurred among states. Only one state had statistically significant increases in the percentages of adults meeting each target.

These findings underscore the need for interventions at national, state, and community levels, across multiple settings (e.g., worksites, community venues, and restaurants).
Environment

(Create/Enhance Access)

– Provide access to safe and appealing drinking water (vending, operating fountains)

– Provide access to fruits and vegetables (cafeterias, snack bars, farmers market)

– Procure and serve healthy food

www.cdc.gov/hwi -GM toolkit
Informational
(Awareness, Education, Counseling)
– Promote consumption of healthier foods through campaigns and challenges
– Offer seminars on benefits of healthy eating for chronic disease prevention and weight management
– Provide nutritional information and label healthier products
– Cooking demonstrations, shopping field trips
Behavioral/Social Support
(Social gatherings, Skill-building, Family Involvement)

- Healthy foods at meetings
- Healthy foods at events/gatherings
- Cooking classes
- Gardening groups
Healthy Eating Example- UC Berkeley Guide to Healthy Meetings and Events

A tool for campus event planners, from the University of California at Berkeley, provides recommendations and resources on how to make meetings more healthful for faculty, staff, and students. Recommendations about food safety, healthy menu and snack choices, and ways of incorporating physical activity into meetings are provided.

http://www.uhs.berkeley.edu/facstaff/pdf/healthmatters/healthymeetings.pdf
Healthy Eating Example- Portland, Maine-”Power Vending”

- Power Vending program provides tools and resources for vending program.

- Alignment with nutrition guidelines

- Star Level system for level of engagement.

- A sample Interest Survey to engage more people in the process and a sample policy to make sure that healthier options are always available

- Promotional materials to identify healthy choices such as vending window clings and stickers.

http://powervending.org/free_materials.php
Goal of the Guidelines is to assist contractors in increasing healthy food and beverage choices and sustainable practices at federal worksites.

Translates the 2010 Dietary Guidelines for Americans.

Available at: www.cdc.gov/chronicdisease/resources/guidelines/food-service-guidelines.htm
**Best Practices Healthy Food Policy**

- Food Procurement and Service
- Healthy meetings and social events
- Food and Menu labeling

Healthy Eating Examples

Worksite Cafeterias and Vending


- The Healthy Food Environment in Hospitals project through NC Prevention Partners helps North Carolina hospitals offer healthier food options for patients, staff and visitors. The program includes a pricing component. www.healthyhospital.org

Healthy Foods at Meetings

- The University of Minnesota School of Public Health has published Guidelines for Offering Healthy Foods at Meetings, Seminars and Catered Events http://www.ahc.umn.edu/ahc_content/Colleges/SPH/sph_news/Nutrition.pdf

- Organizational Health Eating Policy Template (North Carolina Eat Smart Move More Worksite Initiative) http://www.eatsmartmovemorenc.com/PhysicalActivityAndHealthyEatingPolicy/PhysicalActivityAndHealthyEatingPolicy.html
Healthy Eating-Examples

Worksite Garden Markets

- Guide to Establishing a Worksite Farmer’s Market (California Department of Public Health Worksite Program California Fit Business Kit!) http://www.cdph.ca.gov/programs/cpns/Pages/WorksiteFitBusinessKit.aspx#6
- Simple steps to Ordering Farm Fresh Produce for the Worksite Community Supported Agriculture (CSA) Program (California Department of Public Health Worksite Program California Fit Business Kit!) http://www.cdph.ca.gov/programs/cpns/Documents/Network-FV-WP-ProduceDelivery.pdf

Workplace Policy

- Arkansas Healthy Employee Lifestyle Program (AHELP) Practice-tested intervention from the Center on Training and Research Translation (Center TRT) http://www.center-trt.org/index.cfm?fa=opinterventions.intervention&intervention=ahelp&page=overview
**Group Activity – Plug in Strategies as part of Comprehensive Program**

- **Topic:** Healthy eating program

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<thead>
<tr>
<th>Level</th>
<th>Intervention Strategy</th>
<th>Variables / Measures</th>
<th>Measurement period</th>
<th>Data Source</th>
<th>Measure / instrument</th>
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<td>Environmental</td>
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<td>Individual</td>
<td>Cooking classes (lunch and learn)</td>
<td>Knowledge, skill, attitudes -Behavior change</td>
<td>-Beginning and end of class -6 month</td>
<td>Participant</td>
<td>Questionnaire</td>
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<tr>
<td>Environmental</td>
<td>Healthy items in vending machines</td>
<td>-% of Healthy items -Sales</td>
<td>Quarterly</td>
<td>-Vendor -Environmental</td>
<td>Audit tool / Questionnaire</td>
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<tr>
<td>Organizationa l</td>
<td>Policy requiring 50% healthy foods at meeting / events</td>
<td>-Policy -Attendee satisfaction</td>
<td>6 months</td>
<td>-Attendees -Environmental</td>
<td>-Survey -Audit of organizational policies</td>
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<tr>
<td>Community</td>
<td>Farmer’s Market</td>
<td>-Visits/Sales -% in proximity to worksite</td>
<td>Seasonal</td>
<td>-Vendor -Patrons -Environmental</td>
<td>-Survey -Environmental/ Community Assessment</td>
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OTHER CDC RESOURCES & TOPICS
CDC LEAN Works! - A Workplace Obesity Prevention Program

In 2000, the total cost (direct and indirect) attributable to obesity was estimated to be $117 billion, and between 1987 and 2001, diseases associated with obesity accounted for 27 percent of the increases in medical costs. Medical expenses for obese employees are estimated to be between 29 percent and 117 percent greater than medical expenses for employees with a healthy weight.

What is the cost of obesity to your organization?

"CDC's LEAN Works! Leading Employees to Activity and Nutrition" is a FREE web-based resource that offers interactive tools and evidence-based resources to design effective worksite obesity prevention and control programs, including an obesity cost calculator to estimate how much obesity is costing your company and how much savings your company could reap with different workplace interventions.

Be the first to benefit! Get started with CDC's LEAN Works! today by choosing one of the stages below.
Healthy Weight “Research to Practice” Series

- Eating Fruits and Vegetables to Maintain Weight.
- Do Increased Portion Sizes Affect How Much We Eat?
- Beverages with Added Sugars- Rethink Your Drink.
- Incorporating Away-from-home Foods Into a Healthy Eating Plan.
- Low-Energy-Dense Foods and Weight Management: Cutting Calories While Controlling Hunger.

http://www.cdc.gov/nutrition/professionals/researchtopractice/index.html

CDC’s Healthy Weight Consumer page: http://www.cdc.gov/healthyweight/index.html
Healthy Hospital Initiatives

Healthy Hospital Practice to Practice Series (P2P)

Improving Hospital Physical Activity Environments

The CDC supports making the healthy choice the easy choice in every community setting. As major employers and health leaders, hospitals can help establish strong community norms for promoting healthy and active living through nutritious food and beverage opportunities for physical activity, support for breastfeeding, and tobacco-free environments. The CDC P2P series presents case studies of hospitals improving their environments to better support the health of their employees and ultimately the health of their communities.

In this issue...

Building a Healthier Workplace

Kaiser Permanente and Leopardo Memorial Hospital talk about creating environments in and around their hospitals that encourage active living.

Key Considerations:

- Building a healthy environment can be a foundation for creating a culture of health in the hospital.
- Reviewing current hospital policies can determine how they support the use of health-promoting features like gym areas for physical activity.
- Connecting employees with health outcomes is important for all stakeholders to understand the importance of active environments.

Saying No to Serving Sugar Drinks

At Fairview Hospital, a 26-bed critical access hospital located in the northeast corner of Maine, the Nutrition Services director is leading the way to create a healthier and sustainable environment. In 2016, Fairview became one of the first U.S. hospitals to deploy an initiative to ban sugar in all of its restaurants and cafeterias. The campaign included eliminating sugar pop in the cafeteria and serving less sweet drinks, substituting water and unsweetened beverages, as well as educating staff and patients about how to make healthier choices. The result has been a 50% decrease in sweet drink consumption, which has helped the hospital save on costs and improve patient satisfaction.

Key Considerations:

- Review your hospital food and beverage contracts to ensure they specify what type of foods and drinks must be purchased, giving foodservice more flexibility to offer healthier options.
- Engage all staff in the hospital mission to create a healthy community that can increase support for making healthy changes.
Tobacco Cessation Resources
http://apps.nccd.cdc.gov/osh_pub_catalog/PublicationList.aspx
Integration of Traditional Occupational Health with Health Promotion (HP)

http://www.cdc.gov/niosh/TWH/

- Total Worker Health
- WorkLife Centers of Excellence
- Essential Elements of Effective Workplace
- Programs for Health and Safety
- Resources Page: 99 Web-Links Worth Having
The National Healthy Worksite Program

Goals are to:

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

• Promote sustainable and replicable workplace health activities and organizational practices.

• Promote peer-to-peer business mentoring.

Quarterly training and access to tools and resources available to all worksites at: http://www.cdc.gov/nationalhealthyworksite/
Presentation Summary

- Workplace Health Promotion and Resources
- Links to the Evidence-base
- Nutrition and Physical Activity Strategies
- Planning Matrix
Thanks for your attention!

QUESTIONS?
CDC CASE STUDY: STAIRWELL
Stairwell Demonstration Project

- 1st Stairwell renovation study
  - Point of decision prompts (PODP)
  - Music
- Web toolkit

www.cdc.gov/hwi

- Planning stages (budget worksheet)

“Take The Stairs” to Chamblee

- LEED-certified building houses Center for Environmental Health
- Design includes open, attractive stairwells with view
- New green message-to take the stairs
Process

- Tested list of messages and narrowed down.
- Creative Services completed redesign
- Multiple colors/switched throughout the year
Dissemination

your view in an elevator

your view in a stairwell

Take the Stairs

CDC

green healthy

ATSDR
Keeping the Momentum FeSTAIRvals!

Photo by Becky Rentz
Leadership Engagement

- CDC Director Tom Frieden, MD, MPH led CDC workers up the stairs of a building at the Roybal and Chamblee campuses.

- Other member of CDC leadership also participated.

Photos by Becky Rentz
FeSTAIRval Synopsis

- Leadership Engagement
- Multi-office Support
- Employee Participation
- Inclusivity
- Educational Component

Photo by Becky Rentz
Employee Participation

120+ participants

Two main campuses

Volunteers

“I Did It!” stickers

Photos by Becky Rentz
Inclusivity

There were activities for people of all fitness levels and abilities.

Photos by Becky Rentz
Educational Component

Several offices set up tables to educate participants about health and wellness offerings at CDC.
Multi-Office Support

Several Offices helped to make this event happen by contributing to the planning, resources, communications, activities, and volunteers needed for this event.

Photos by Becky Rentz