



A Field Experience Report

DEVELOPING A WORK-SITE WELLNESS PROGRAM FOR THE SALINE COUNTY HEALTH DEPARTMENT

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Kansas State University
July 21, 2016 11:00 a.m.

Presentation Overview

- Introduction/Background
- Saline County Health Department
- Field Experience Overview
- Field Experience Project: Developing a worksite wellness program
- Acknowledgements
- Questions

Field Experience

- 240 Field Experience hours completed June 2016 – July 2016
- Saline County Health Department (SCHD) – Salina, Kansas
- Preceptor: Jason Tiller MS
 - SCHD director



Saline County Health Department (SCHD)

The mission of the Saline County Health Department is to:

1. Assess community health status and available resources.
2. Develop policies to support and encourage better health.
3. Assure that necessary services are provided through other entities, by regulation or by direct provision of services.

Products Developed

- Worksite wellness program survey
- Worksite wellness programs literature review





Worksite Wellness Assessment

Worksite Wellness Assessment

Primary Aim: Identify the needs and preferences of rural county health department employees to develop a worksite wellness program that accommodates those needs

1. Review of Literature
2. Qualitative/Quantitative Survey

Background

- Rural vs Urban

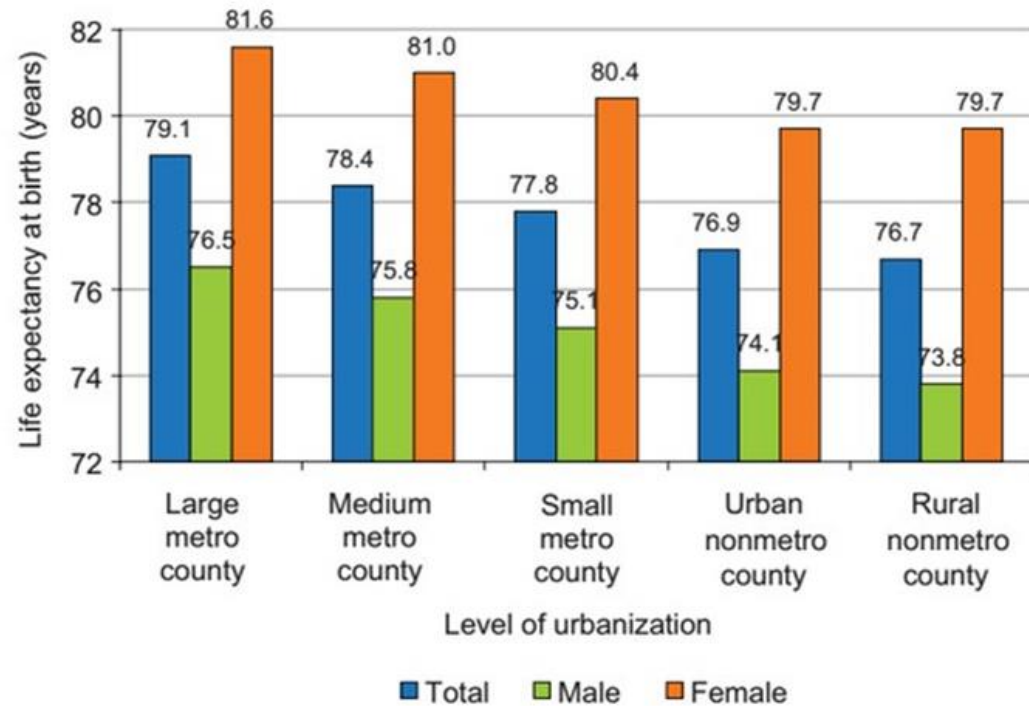
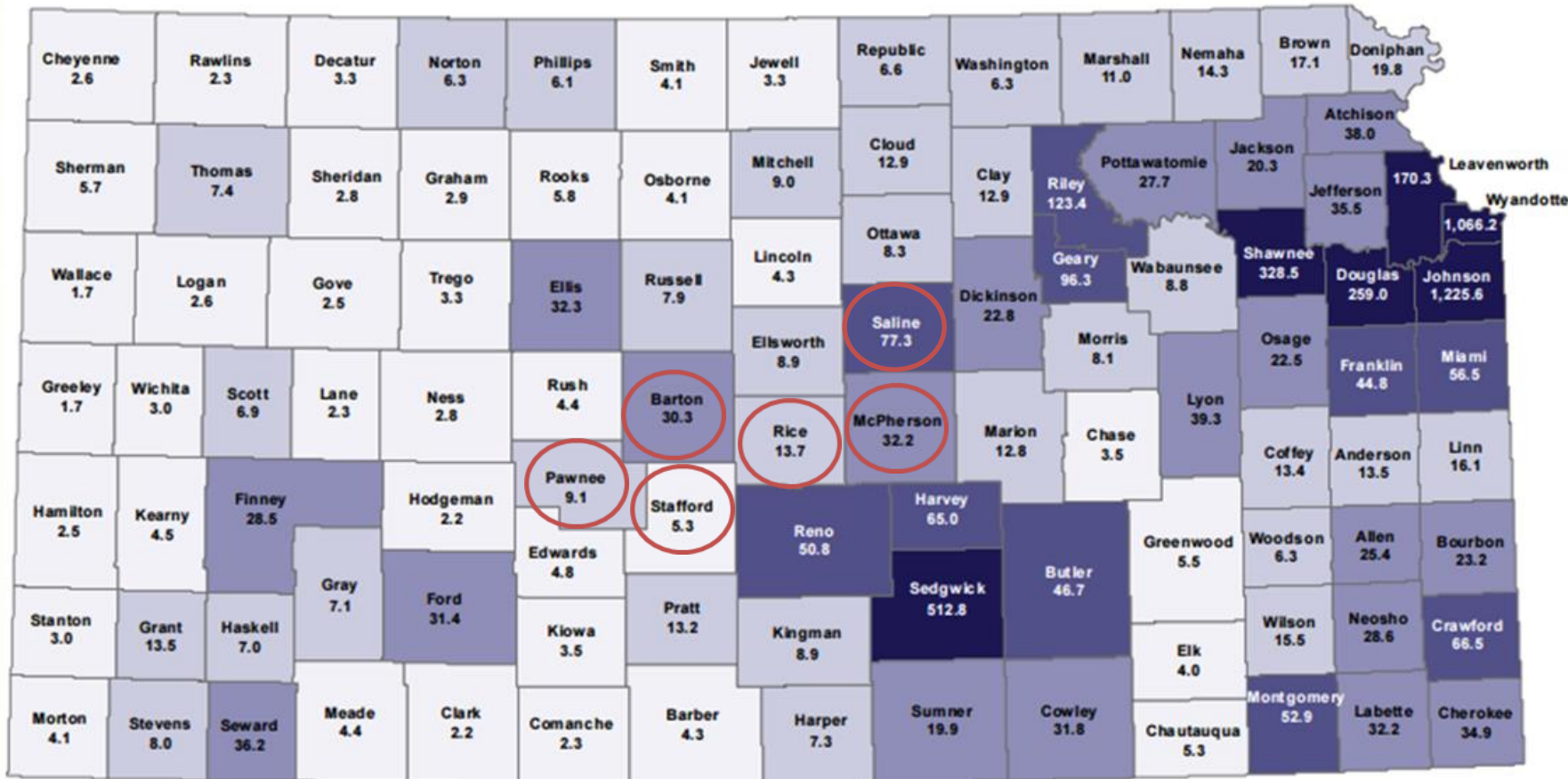


Figure 1. Life expectancy at birth (years) by levels of urbanization, U.S., 2005–2009

(Singh, 2014)

North Central Kansas Region



Kansas Population Density (U.S. Census Bureau)

- Stafford
- Rice
- McPherson
- Saline
- Barton
- Pawnee

Background

Physical Activity

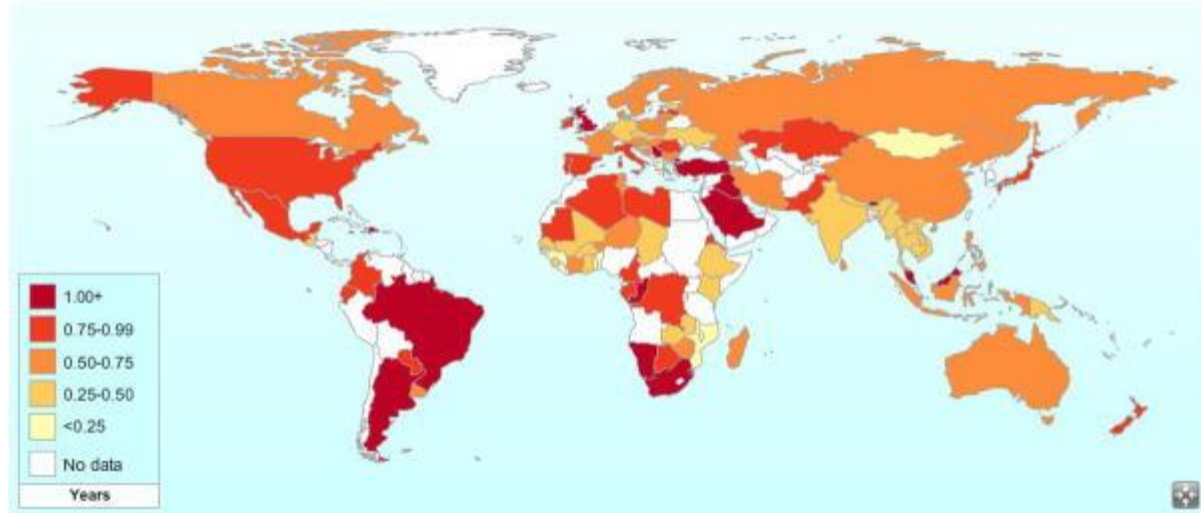
☐ Behavior

Adults who engage in no leisure time physical activity	23.8%	(22.9-24.7)	13,727	2014
Adults aerobically active 150 minutes	49.1%	(48.3-50.0)	21,446	2013
Adults aerobically active 300 minutes	29.7%	(28.9-30.4)	21,297	2013
Adults meeting muscle strengthening guidelines	26.8%	(26.1-27.6)	21,947	2013
Adults meeting aerobic and muscle strengthening guidelines	17.9%	(17.2-18.6)	21,297	2013
Adolescents who are physically active daily	28.3%	(26.1-30.7)	1,911	2013
Adolescents who participate in daily physical education	27.9%	(22.8-33.8)	1,904	2013
Adults who usually walk or bike to work	2.9%	(2.7-3.0)	N/A	2009-2011

- CDC states that only 1 in 5 or 20% of adults meet recommended guidelines for aerobic and muscle strengthening activity. (2013)

Background

- Physical inactivity
 - High blood pressure
 - Diabetes
 - Heart disease
- (Lee 2012)



(Lee 2012, Life expectancy gains by eliminating physical inactivity)

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Review of Literature

Barriers to Community Health in Rural Settings

- Less Human Capital
- Lack of funding
- Limited access to physical activity enabling environments
- Lack of evidence based programs designed for rural settings (Barnidge 2013)

Worksite Wellness Programs

- Worksite wellness programs that include physical activity help keep employees healthy and reduce healthcare expenses (Goetzel 2008)

Worksite Wellness Programs

- Estimated health care expenses per person per year were \$176 lower for participants.
- ROI of \$1.65 for every dollar spent on the program (Naydeck 2008).

Worksite Wellness Programs

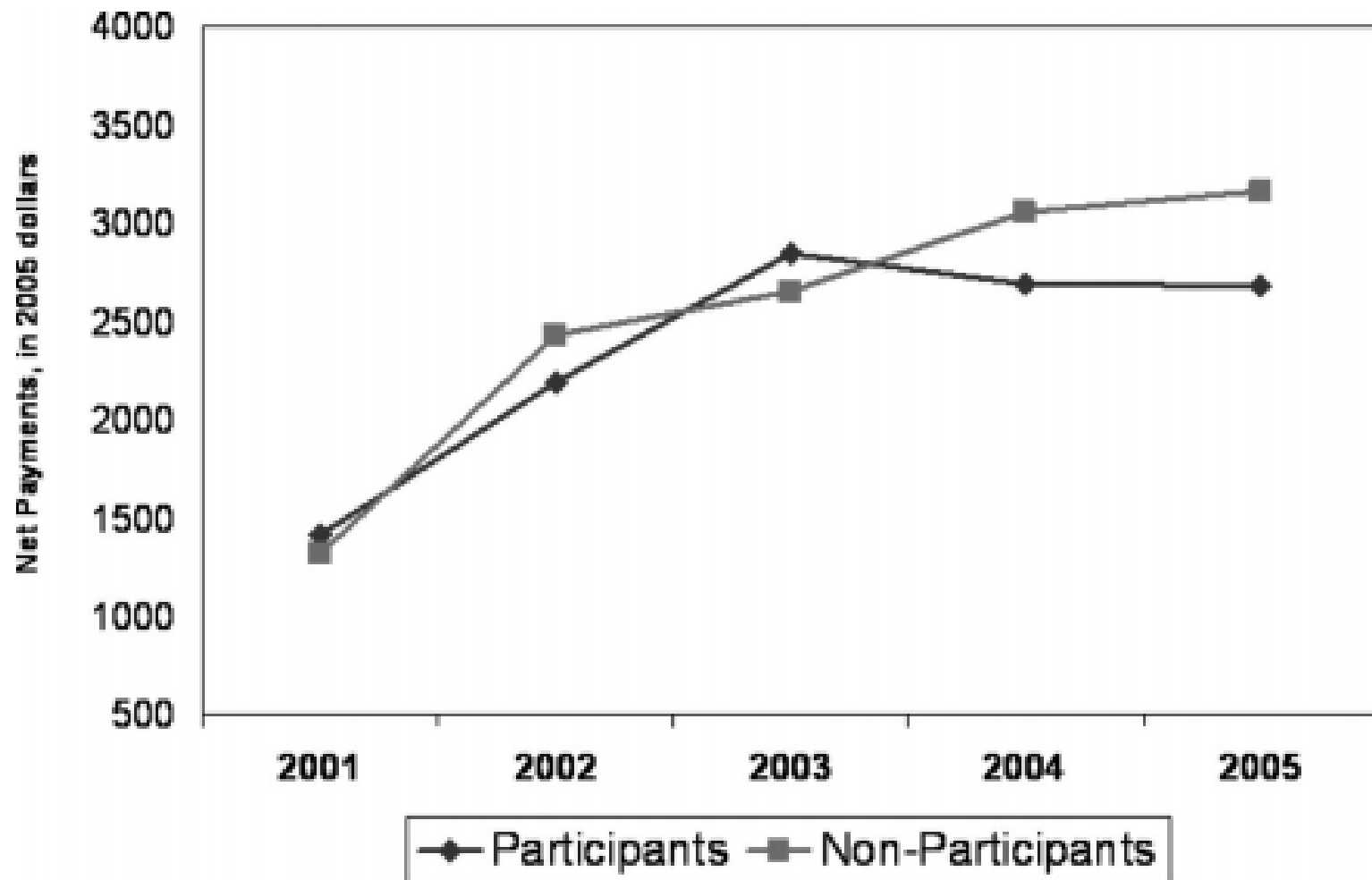



Fig. 3. Annual growth in total net payments for healthcare, Highmark, Inc.

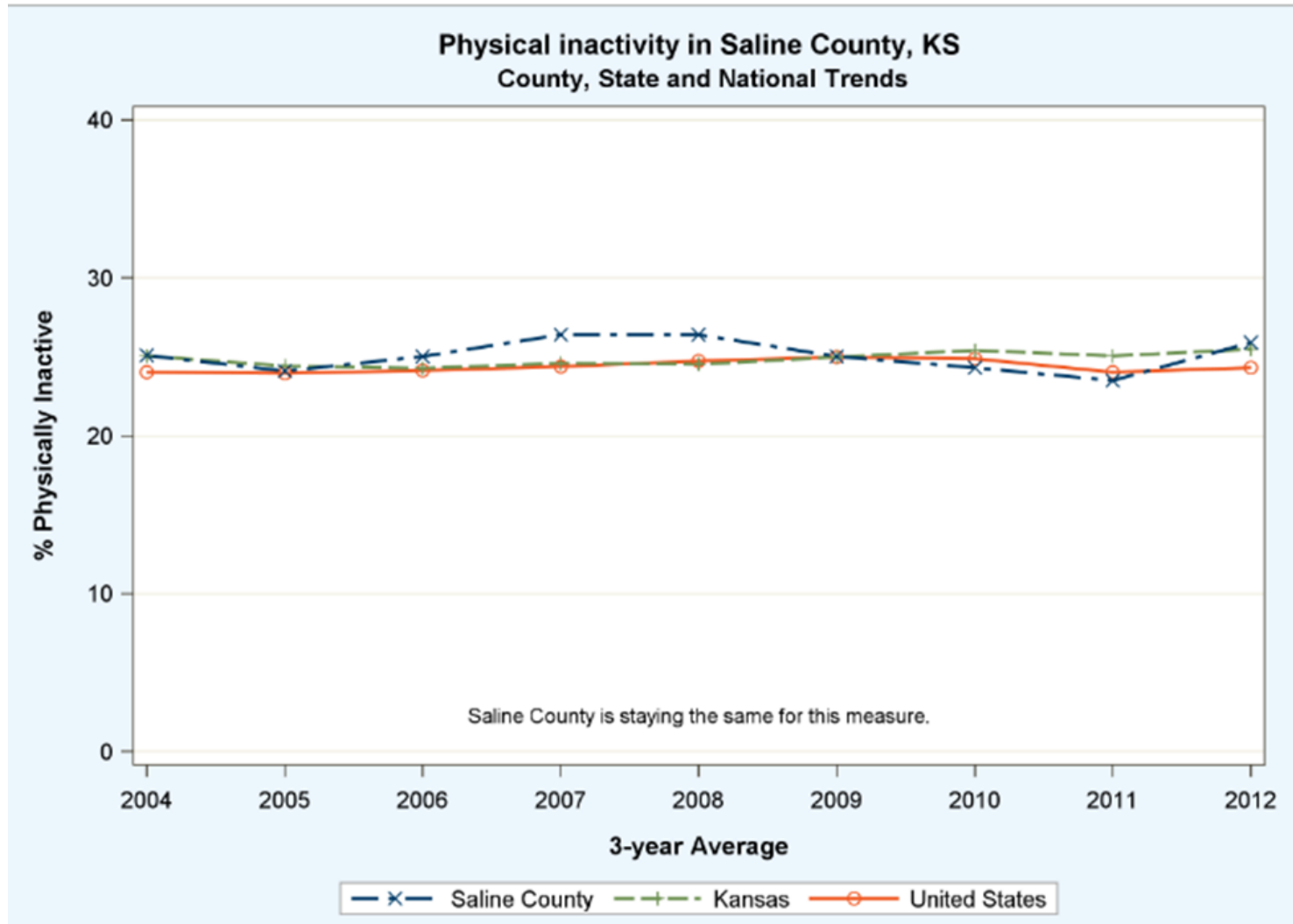
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- https://nnphi.org/wp-content/uploads/2015/12/Utah-Success-Story_Final.pdf
- <http://www.census.gov/>



Field Experience Report: Developing a worksite wellness program for Saline County

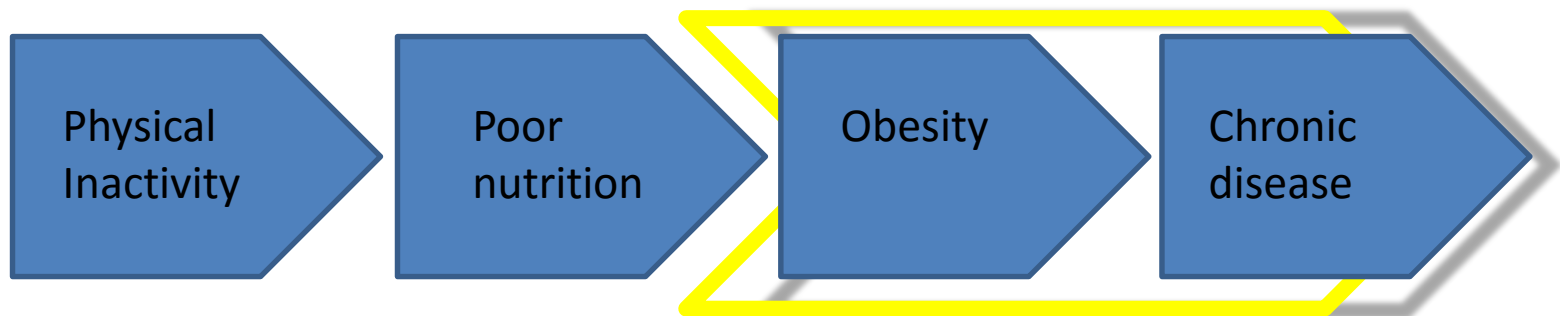
Background



- Physical Inactivity (County Health Rankings 2016)

Background: The workplace problem

Unhealthy lifestyle



Background: The workplace problem

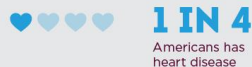
- Medical care cost of obesity in the U.S. \$147 billion in 2008. (Finkelstein 2009)
- Productivity costs of \$3.38 - \$6.38 billion (\$132 per obese individual) (Trogdon 2008)
- Mental illness such as clinical depression, anxiety, and other mental disorders (Kasen 2014)

PREVENTION MEANS BUSINESS

A healthy, thriving workforce makes for a healthier business. Investing in health—in the workplace and in the community—reduces health care costs, improves productivity and makes businesses stronger.

POOR HEALTH IS BAD FOR BUSINESS

Chronic disease drives health care expenditures, which cuts into company profits and productivity.



PREVENTION PAYS AT WORK

Even small investments in health within the workplace can create big returns:



WORKPLACE WELLNESS

For every **\$1** spent on workplace wellness programs, employers can save up to **\$6**

ADDRESS HEALTH RISKS

1% reduction in health risks would save as much as **\$83-103** annually in medical costs, per person.

SAVE MONEY

Workplace wellness programs can reduce sick leave, medical costs and worker's comp claims by as much as: **25%**

HEALTHY COMMUNITIES = HEALTHY BUSINESSES

Building a healthier community saves lives and money.



BIKING SAVES MILLIONS

Do you have bike racks? Are there bike lanes on your streets? Bicycle commuters saved Iowa \$13.2 million a year in health care costs and \$73.9 million for those who cycle recreationally.



SMOKE-FREE SPACES SAVE LIVES

Are your shared community spaces and workplace smoke-free? Smoke-free strategies and education prevented 800 thousand deaths related to lung cancer between 1975-2000.



WALKABLE SPACES + ECONOMIC GROWTH

Do your workplace and community make physical activity easier? In one California city, \$10 million spent on more walkable public outdoor spaces spurred a \$125 million economic investment in the local downtown area, which led to the creation of 40 new businesses and 800 new jobs.



HEALTHY OPTIONS. HEALTHY CHOICES.

Are healthy foods affordable and accessible at work meetings, in vending machines and in your community? Research shows that making the healthier option the default can lead to healthier choices.



Background: The workplace problem

- Organizations partnering together to combat problem
- One target is the workplace
 - Sedentary jobs can be hazardous to your health (Thorp 2012).

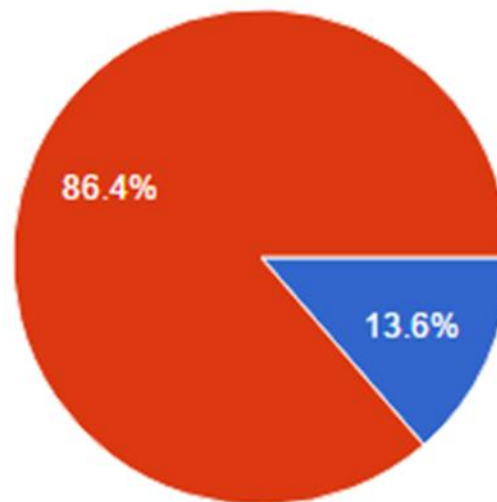


Methods

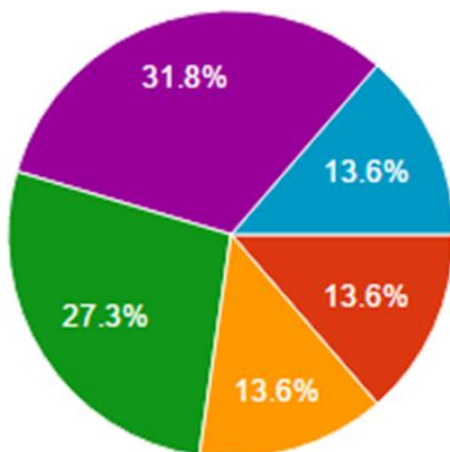
- Web based survey comprised of qualitative and quantitative questions.
- Survey was distributed to all staff and allowed 3 days for submission
- 22/39 full completion of survey

Methods

- Participants: Saline County Health Department
 - 4 departments
 - 22 employees
 - Average BMI 30



● Male
● Female



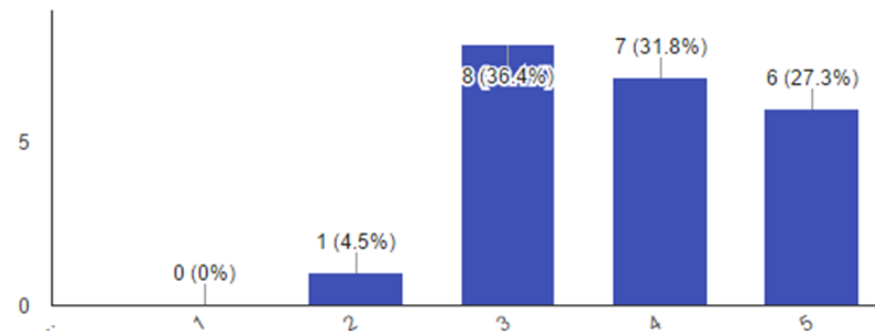
● Under 21
● 21-30
● 31-40
● 41-50
● 51-60
● 60+

Methods

- Survey
 - Separate worksite into 6 categories

- Physical Activity
- Nutrition
- Stress management
- Walking
- Weight management
- Ergonomics (productivity)

Physical activity (22 responses)



Methods

- Survey
 - Allow open feedback to let employees guide development and increase participation

Having time when you can take a 20 minute break to go walk

More time to get up and walk around during the day

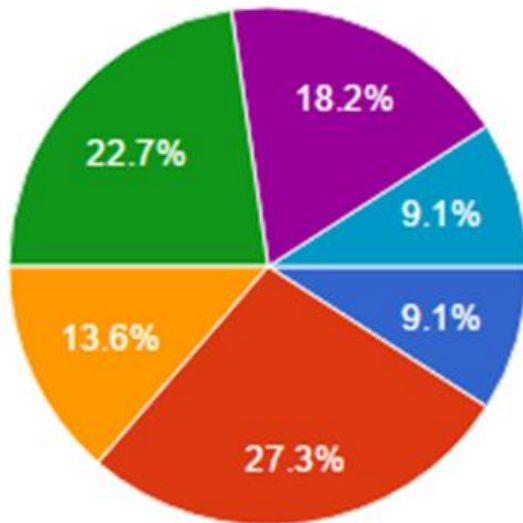
I am a HUGE fan of snacks (for better or worse haha)! Sometimes when I am trying to eat healthier the overabundance of junk food provided in the break room with no other options (veggie tray, granola bar, anything but donuts) is disheartening.

Better snacking choices. Daily walks during break times.

Have fresh fruit and vegetables available.

Results

- Survey
 - # of employees who are and are not interested in worksite wellness



- I am not interested in making positive health behavior changes.
- I am interested in making positive health behavior changes.
- I am planning on making a positive health behavior change within the...
- I have made some positive health behavior changes within the last 6...
- I have maintained a positive health...
- I have had a healthy lifestyle for mo...

Results

Variable	Mean	Std Dev	Minimum	Maximum	N
PA	3.8181818	0.9069238	2.0000000	5.0000000	22
nutrition	3.7727273	1.0660036	2.0000000	5.0000000	22
stress	4.1363636	0.7743172	3.0000000	5.0000000	22
walking	3.1818182	1.3675269	1.0000000	5.0000000	22
ergonomics	3.8636364	0.8888438	2.0000000	5.0000000	22

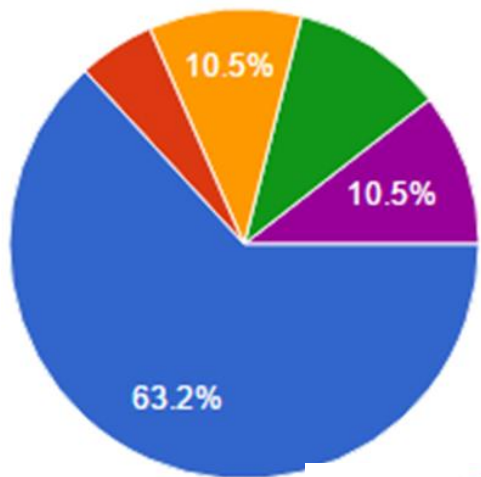
- SAS studio 9.4
- Stress management ranked #1
- Ergonomics #2
- PA #3

Results

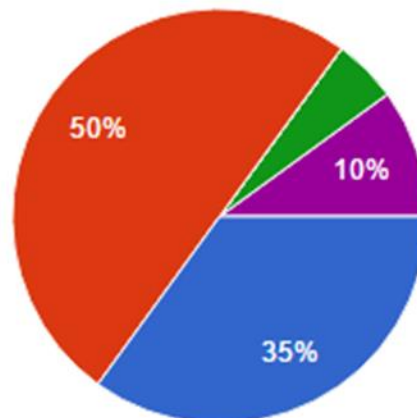
Variable	Mean	Std Dev	Minimum	Maximum	N
multi_week	4.1363636	0.7743172	3.0000000	5.0000000	22
single_session	3.5454545	1.1433981	1.0000000	5.0000000	22
screening	3.3181818	1.1291111	1.0000000	5.0000000	22
self_directed	3.6818182	0.9945740	1.0000000	5.0000000	22
group	3.6818182	1.2492422	1.0000000	5.0000000	22
indiv_comp	3.5000000	1.2247449	1.0000000	5.0000000	22
team_comp	2.7272727	1.2792043	1.0000000	5.0000000	22

- Multi week ranked #1
- Self directed & group events tied for #2,3

Barriers



- Lack of time
- Lack of support
- Lack of showering facility
- Lack of interest
- Other



- Financial rewards (cash, gift cards, lower cost in health insurance)
- Events during paid work hours
- Free food at the program
- Prizes
- Other

Strengths

- Qualitative and quantitative data
- Broad range of participants
- Survey replicable for other counties



Limitations

- Sample size relatively small 22/39
- Technological issues
- employee absence



Recommendations

- Focus on
 - Stress management
 - Ergonomics
 - Physical activity
- Provide
 - Multi week
 - Individual events
 - Group events

Conclusion

- Physical inactivity and poor nutrition is a problem in the workplace.
- Worksite wellness programs need to be put in place in attempt to increase physical activity and provide healthier food options.
- Creating the worksite wellness program from participant input will help address specific issues for rural counties.

References

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Acknowledgements

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Questions?

Supplemental Slide

Sex

☐ Male

☐ Female

Age

☐ Under 21

☐ 21-30

☐ 31-40

☐ 41-50

☐ 51-60

☐ 60+

Height

Short answer text

Weight

Short answer text

Supplemental Slide

Which of the following areas would you want the wellness program focus on?

Description (optional)

Physical activity

	1	2	3	4	5	
Not interested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very interested

Nutrition (healthy snacks, meal preparation)

	1	2	3	4	5	
Not interested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very interested

Supplemental Slide

Which would you prefer to participate in?

Description (optional)

Multi-week group programs (weight or stress management programs)

	1	2	3	4	5	
Not interested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very interested

Single session workshops (healthy eating or heart health 30-60 minutes)

	1	2	3	4	5	
Not interested	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very interested

Hands-On Experience

- Epitrax (Hep C, tularemia, lead)
- Research
- Lead screenings
- Meetings
- Becoming a mom
- Food preservation