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
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)
Kansas Population Density (U.S. Census Bureau)

- Stafford
- Rice
- McPherson
- Saline
- Barton
- Pawnee
• 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, Life expectancy gains by eliminating physical inactivity)
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.
References


• 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

Physical Inactivity → Poor nutrition → Obesity → Chronic disease
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.

- **67%** of our workforce is overweight or obese
- **1 in 4** Americans has heart disease
- **1 in 3** Americans has high blood pressure
- **$73 B** annual cost of obesity among full-time employees
- **50%** of company profits go towards health care costs
- **$153 B** loss to employers annually due to absenteeism from workers who are overweight or obese and have other chronic health conditions
- **450 M** additional work days missed every year by full-time workers who are overweight or obese and have chronic health conditions

**PREVENTION PAYS AT WORK**

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

**WORKPLACE WELLNESS**

For every **$10** spent on workplace wellness programs, employers can save up to **$6** annually in medical costs, per person.

**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.

- **$3.2 million** a year in health care costs
- **$7.9 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
Methods

- Survey
  - Separate worksite into 6 categories
    - Physical Activity
    - Nutrition
    - Stress management
    - Walking
    - Weight management
    - Ergonomics (productivity)
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
Results

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

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

- Lack of time: 63.2%
- Lack of support: 10.5%
- Lack of showering facility: 10.5%
- Lack of interest: 50%
- Other: 35%

- 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

Acknowledgements

- Dr. David Dzewaltowski
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- Dr. Emily Mailey

- Saline County Health Department

- Jason Tiller
- SCHD staff
- Annelise Nguyen
- Barta Stevenson
Questions?
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Which of the following areas would you want the wellness program focus on?

**Physical activity**

- 1
- 2
- 3
- 4
- 5

Not interested: [ ] [ ] [ ] [ ] [ ] Very interested: [ ] [ ] [ ] [ ] [ ]

**Nutrition (healthy snacks, meal preparation)**

- 1
- 2
- 3
- 4
- 5

Not interested: [ ] [ ] [ ] [ ] [ ] Very interested: [ ] [ ] [ ] [ ] [ ]
Supplemental Slide

Which would you prefer to participate in?

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

1 2 3 4 5

Not interested

Very interested

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

1 2 3 4 5

Not interested

Very interested
Hands-On Experience

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