



Developing, Implementing, and Promoting a Worksite Wellness Program on a Limited Budget

“No relationships to disclose.”

Presented by:
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2015 Annual Conference and Expo



Who Am I?

- I am and R.D.
- Ph.D. from UC Davis
- Work for Environmental Health Services
- Create programs (farmer's markets)
- I focus on policy, systems, and environmental changes



Objectives

- Overview of two different types of wellness programs
- Highlight diversity of activities
- Illustrate how worksite wellness program was launched with less than \$300
- Discuss how to sustain your efforts

The Health of Kern County

- Diabetes – Kern County is ranked 57th out of 58 counties (in Kern, diabetes is the 6th leading cause of death, where it is 7th in the nation)
- Coronary heart disease – Kern County ranks 54th out of 58 in comparison to other California counties
- Stroke – Kern's rate for deaths due to stroke is above the state's rate

Introduction to Worksite Wellness

- Kern County Public Health Services Department needed to promote the health of their own staff
- Underutilized worksite wellness program
- Start simple, simply start “walking”



Establishment of Wellness Program



- 2008 the start of the Employee Worksite Wellness Program
- Walking Club
- Free Quarterly Health Screenings
- Brown Bag Lunch Series

Walking Club Launched

- Staff encouraged to sign up for the Employee Worksite Wellness Program
- Cost = \$0



Walking Club

- Walking club launched in 2009
- Walking Club Card
- Contract – Buddy System
- Log Sheet
- Momentum began to “walk”
- Cost = \$0



Quarterly Screenings

Free Screenings

- Total Cholesterol
- Blood glucose
- Body fat testing
- Blood pressure
- Resting pulse rate

Saved time to make a separate MD appointment

Cost = \$0



Brown Bag Lunch Series

- Classes on general nutrition, health, and physical activity during the lunch hour
- Cost = \$0



Branding/Marketing & Costs

- Branding the “look” to create the program
- Kept cost low by adapting already developed materials to our “look”
- Cost = \$0



Success Stories



- Several staff have reported success (weight loss, less use of medication)
- Created a momentum
- Adoption and implementation of the Employee Worksite Wellness Policy

Success Stories

- Other agencies have sought our TA support
- The Wellness Policy shared with public and private entities
- Other activities – circuit training to come



How to Replicate this Model



- Start with a simple task
- Slowly build components
- Acknowledge those have made a health their priority
- Cost thus far = \$0

Where Did I Go Wrong?

- The wellness program needed stronger management support
- I had a committee but I didn't delegate well
- I had good employee "buy-in" in the beginning
- I didn't let the employees choose their type of wellness
- **SUSTAINABILITY IS A MUST!!!!**

Back to the Drawing Board

- Fall 2012
 - Administrative “buy-in”
 - Established a “well diverse” committee
 - Let the employees decide on their type of wellness and the rest will follow
 - What was my “end goal” to check off a task or to really make a “culture of health” shift

The Lure

Live the 100 Day Challenge

Make one change for 100 days that will improve your health by joining the Public Health Services Department's Worksite Wellness Group

Guidelines for Participation:

- Choose one change that will improve your health and make that change for 100 days.
- Invite your colleagues to join the Challenge and make a change.
- Submit one "Live the 100 Day Challenge" form per participant.
- Begin the challenge on **Friday, February 1, 2013.**

WHAT'S YOUR CHANGE?

I, _____, commit to making a change for 100 days to improve my health.
My change will be: _____

Return completed bottom portion to Dr. Arlar at Environmental Health by Monday, January 14, 2013.
For more information call Dr. Arlar at 668-6782

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Worksite Wellness Part II

- Had employees participate in the **“100 Day Challenge”** (BHCSK Event)
- The employees selected on 1 change they wanted to make
- Allowed for employee “buy-in” which promotes for sustainability
- Cost = \$0

What Did Staff Want

- Employees responded to the challenge by stating that they wanted a wellness program that focused on the following areas:
 - Nutrition
 - Physical activity
 - Emotional/Mental wellness and health
 - (Does this sound familiar???)

Nutrition



Physical Activity



Emotional & Mental Health



Health Screening



| | |
|--|--|
| <p>Know Your Numbers</p> <p>Cholesterol (Total) 200-240 mg/dL</p> <p>Cholesterol (LDL) 100-160 mg/dL</p> <p>Cholesterol (HDL) 40-60 mg/dL</p> <p>Triglycerides 150-200 mg/dL</p> <p>Normal Fasting Sugar (FBS) 100-125 mg/dL</p> <p>Normal Fasting Sugar (HbA1c) 5.7-6.4%</p> <p>Normal Blood Pressure (BP) 120/80 mmHg</p> <p>Normal BMI 18.5-24.9</p> <p>Normal Vision 20/20</p> <p>No Smoker</p> | <p>Know Your Numbers</p> <p>Cholesterol (Total) 200-240 mg/dL</p> <p>Cholesterol (LDL) 100-160 mg/dL</p> <p>Cholesterol (HDL) 40-60 mg/dL</p> <p>Triglycerides 150-200 mg/dL</p> <p>Normal Fasting Sugar (FBS) 100-125 mg/dL</p> <p>Normal Fasting Sugar (HbA1c) 5.7-6.4%</p> <p>Normal Blood Pressure (BP) 120/80 mmHg</p> <p>Normal BMI 18.5-24.9</p> <p>Normal Vision 20/20</p> <p>No Smoker</p> |
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KCPHSD EMPLOYEE HEALTH SCREENINGS!

• Free Screening for Employees Includes:
Cholesterol, Glucose, Blood Pressure, Body Mass Index
• Confidential and Private.

TUESDAY, MAY 20th
1:30-3:30PM @ 2nd Floor Conf. Rm.

WEDNESDAY, MAY 21st
9:30-11:30 AM @ 3rd Floor Library

Bringing to you the Workplace Wellness Program
For more information, call Nancy 411-2122

Shall We Garden



Policies In Place



Cost

- Nutrition
 - Plates, cups, napkins, some food = \$100 and donations
 - Physical Activity – cost can be \$0 or more if you choose to buy nominal raffle prizes.
 - Prizes are a great way to get people started in this type of program
 - Emotional and mental health = \$0
 - Items brought from staffs homes
 - Animal Control brought puppies
 - Health Screening – in house staff = \$0
 - Garden = \$ (in kind and donations)

Worksite Wellness @ Public Health

2013-2014 Worksite Wellness Year

- Logo
- Mission
- Annual Objective
- Full and active committee helps with sustainability



The mission of the Wellness Committee is to encourage employees' personal and professional growth, and physical and mental well-being by fostering a worksite culture that supports anyone's desire to make healthy lifestyle choices.

Worksite Wellness @ Public Health

- 2014-2015
- Review/Revise Wellness Policies
 - Healthy Meetings
 - Lactation Room
 - Smoke-free Workplace
- Create Action Plan
 - Needs and Wants Assessment
 - Quarterly Progress
- Resources
- Incentives



Media Campaign



Lessons Learned the 2nd Time Around

- Employee buy in is critical to sustainability
- Management support is a must (be seen)
- Rotate activates
- Have fun with worksite wellness, be creative
- Legal issues – do inquire about liability issues
- Program still in effect for over 2 years with minimal cost
- **SUSTAINABILITY**

Take Home Messages

- Develop with the “end goal” in mind
- Do “reinvent the wheel”
- Do “think inside the box”
- Celebrate employees success and milestones big and small
- Start small and simple i.e. a fruit bowl
- Call yourself a “Wellness Ambassador”

Call Me

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