

OFFERING A WELLNESS PROGRAM

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Agenda

- ❑ Goals of a Wellness Program
- ❑ Economic Factors That Affect Employee Productivity
- ❑ Components to Consider in Offering a Wellness Program
- ❑ CVT's Approach
- ❑ CVT's Need for a Wellness Coordinator
- ❑ Case Study- A CVT Participant



Goals of a Wellness Program

- ❑ Identify Healthy and Unhealthy Behaviors
- ❑ Improve Quality of Life and Productivity
- ❑ Potentially Impact the Cost of Healthcare
- ❑ Provide a Value Added Benefit
- ❑ Identify and Manage Individuals with Low or Medium Risk
- ❑ Provide Resources, Opportunities and Encouragement to Maintain or Improve Health Continuum



Economic Factors That Affect Employee Productivity

- ❑ Health Plan Costs
- ❑ Risks Affecting Absenteeism
- ❑ Worker's Compensation
- ❑ Disability Management



Health Risks and Behaviors

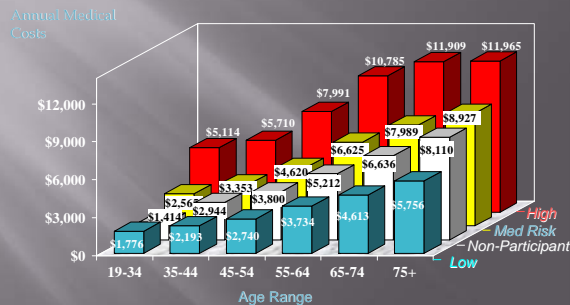
Health Risk Measure	High Risk Criteria
Alcohol	More than 14 drinks/week
Blood Pressure	Systolic >139 or Diastolic >89 mmHg
Body Weight	BMI ≥ 27.5
Cholesterol	Greater than 239 mg/dl
Existing Medical Problem	Heart, Cancer, Diabetes, Stroke
HDL	Less than 35 mg/dl
Illness Days	>5 days last year
Life Satisfaction	Partly or not satisfied
Perception of Health	Fair or poor
Physical Activity	Less than one time/week
Safety Belt Usage	Using safety belt less than 100% of time
Smoking	Current smoker
Stress	High

OVERALL RISK LEVELS

- Low Risk 0 to 2 high risks
- Medium Risk 3 to 4 high risk
- High Risk 5 or more high risks



Health Plan Costs



Edgington. AJHP. 15(5):341-349, 2001



Risks Affecting Absenteeism

- Percentage of Increase in Sick Leave Costs Amongst Health Risks
 - Mental Health Problem (Anxiety, Depression)=47%
 - Back Problems=40%
 - Elevated Stress=24%
 - Obesity=23%
 - Tobacco Use=19%
 - Driving Techniques (no seatbelt, speeding)=14%
 - Lack of Physical Activity=7%
 - Poor Nutrition=6%



Worker's Compensation

- ▣ Employee with poor health incurs 8 times the amount of Worker's Compensation costs than an employee in good health
- ▣ On average Worker's Compensation costs increased from \$2,178 per employee with a low risk classification to \$15,162 per person with a high risk classification
- ▣ Offering a wellness program can help:
 - ▣ Identify risks obtained through a Health Assessment
 - ▣ Prevent injuries
 - ▣ Promote health campaigns
 - ▣ Empower employees



Disability Management

- ▣ Healthy employees=Less disability costs
- ▣ Employees who participate in wellness programs are less likely to file disability claims or go out on long-term leave
- ▣ People with healthy lifestyles postpone disability by 9 years
- ▣ 1.5 to 3.2 more short term disability claims filed amongst employees with depression than those without depression



Components to Consider in Offering a Wellness Program

- Health Assessments
- Behavior Modification
 - Telephone
 - On-Line
- Wellness Coordinator
 - In-House
 - Outsourced
- Incentives
 - What to Offer
 - Administrative Capability
- Communication
- Education Materials,
- Reporting Capabilities
- Experience/Customer Service/Reputation
- Financial
 - Cost
 - Value
 - ROI
 - Guarantees



CVT's Approach

- ▣ Offering the "Fit for Life" Wellness Program
 - Includes: Health Assessment, NextSteps Program, Variety of Resources and Tools
- ▣ Steps Leading up to Decision
 - Vision
 - Success in Disease Management
 - RFP Process
 - Evaluating Vendors
 - Hiring a Wellness Coordinator
 - Implementation
 - Communication



CVT's Need for a Wellness Coordinator

- ▣ Geographically Dispersed Service Territory
- ▣ Understanding of Education Community
- ▣ Engage Participants in Program
- ▣ Act as a Liaison Between Program Administrator and Districts/Groups
- ▣ Recruit and Train "Site Leaders"
- ▣ Track Reporting and Statistical Information



Case Study- "Judy" a CVT Participant

- Judy's Demographic Factors
 - 49 years old
 - Middle School Teacher-Active Employee
 - Overweight and Tobacco User

- Became aware of the Fit for Life Program through:
 - Mailings on the Health Assessment
 - CVT Newsletter Articles
 - Presentation of the Fit for Life program at her school staff meeting
 - Fit for Life Site Leader sends out e-mails through district-wide e-mails



Judy's Participation in the "Fit for Life" Wellness Program

- Logs into the "Fit for Life" website
- Completes the Health Assessment
- Receives a small token as an incentive for completing the Health Assessment
- Based on her Health Assessment results, three top health risks are identified:
 - Eating
 - Tobacco Use
 - Physical Activity



After the Health Assessment...

- Based on Judy's score, she is invited to participate in the NextSteps program for Weight Management where she will:
 - Set goals and develop an action plan
 - Develop skills to evaluate choices and locate resources
 - Successfully change health behaviors
- Judy enrolls in the NextSteps program participating with a health coach.



NextSteps Program

- ▣ Purpose:
 - Assess a Readiness for Change
 - Facilitate Judy's next step towards a healthy lifestyle
- ▣ Objectives that Health Coach will Address:
 - Readiness Assessment
 - Goal Setting
 - Obstacle and Barrier Discussion
 - Support System Discussion
 - Provide Referrals
 - Schedule Future Calls



NextSteps Call Timeline

- ▣ Judy is contacted within 24 hours after registration
 - Call #1: Initial Discussion
 - Calls #2-5: Every Four Weeks
- ▣ Additional calls available if needed
- ▣ Encouraged to contact health coach at any time
- ▣ Support materials also available



Judy's Goal Tracking

- ▣ Call #1: Identify
 - Gained weight over the past 6 years, works long hours and not much physical activity.
- ▣ Call #2: Goals
 - Lost 5 lbs. by switching from 2% milk to skim milk, committed to exercising 2X a week as her next goal.
- ▣ Call #3: Success and Goals
 - Lost 5 more lbs. clothes are fitting better and no longer taking cholesterol medication
- ▣ Call #4: Success and Goals and Outcome
 - Lost another 5 lbs=15 total lbs. Now reads food labels, incorporates more fruits and vegetables in her diet
- ▣ Call #5: Wrap Up
 - Encourage Judy to maintain weight loss and continue to progress in her weight loss goals, health coach asks her if she would like to enroll in another program



Did We Meet Our Goals With Judy?

- ❑ The Health Assessment identified her unhealthy behaviors
- ❑ She made changes in her diet which helped her to lose weight and improve her quality of life
- ❑ The program was at no cost to her and she was able to set her own goals
- ❑ By losing weight she is less likely to develop a chronic disease
- ❑ The "Fit for Life" program gave her the resources, tools and encouragement to reach her goals



Questions