

Healthy Rice County: Achieving Wellness in the Workplace

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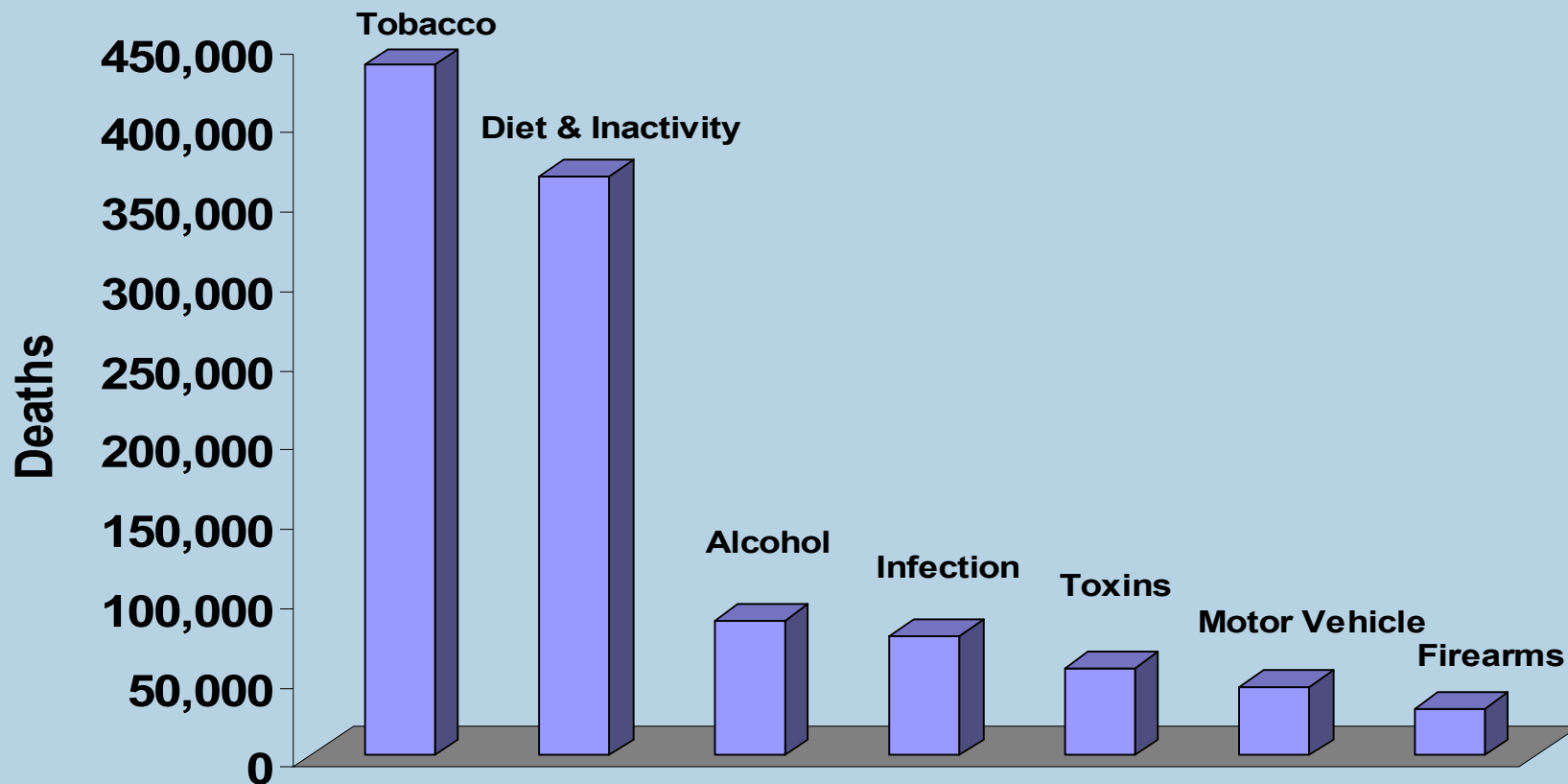
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Leading causes of death in the U.S.





The issues to tackle



> Obesity and overweight

- Annual health care costs of obesity in the U.S. have doubled in less than a decade.
- 63 percent of Minnesotans are overweight or obese.
- 47 percent of Minnesotans don't get enough physical activity.
- 78 percent of Minnesotans don't eat enough fruits and vegetables.

> Tobacco

- 16 percent of Minnesotans smoke.



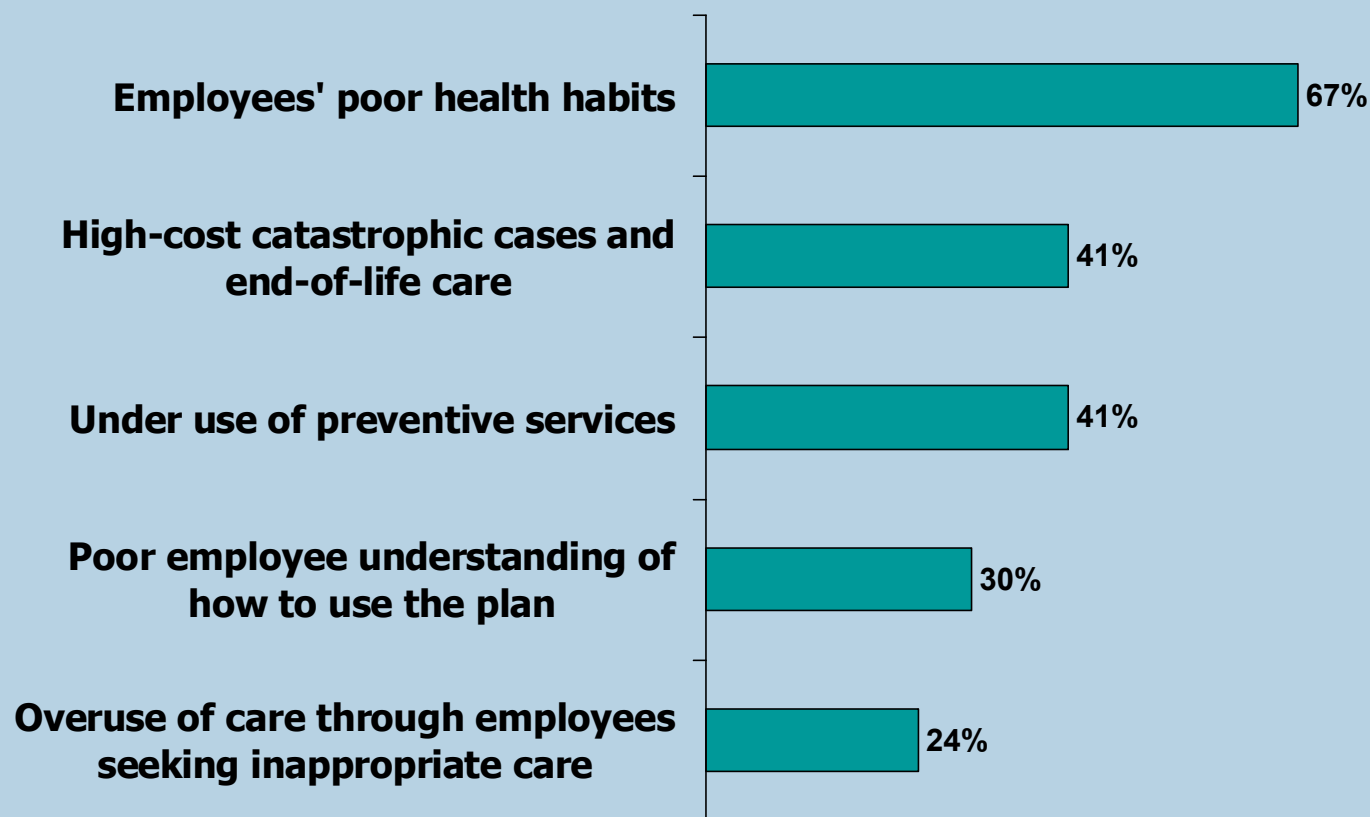
Obesity and Tobacco Use causes...



- > Heart disease and stroke
- > Type 2 diabetes
- > Several cancers (colon, lung, oral, breast)
- > Osteoarthritis
- > Sleep apnea
- > Respiratory (COPD, asthma, emphysema)
- > Pregnancy complications (LBW, prematurity)



Top challenges for employers





Obstacles to changing health habits and behaviors





Challenges of poor employee health

Higher health care expenses (medical, Rx)

Higher disability and worker's comp expenses

Elevated absenteeism

Increased employee turnover rates

Compromised job performance



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What can employers do?



Consider workplace surroundings

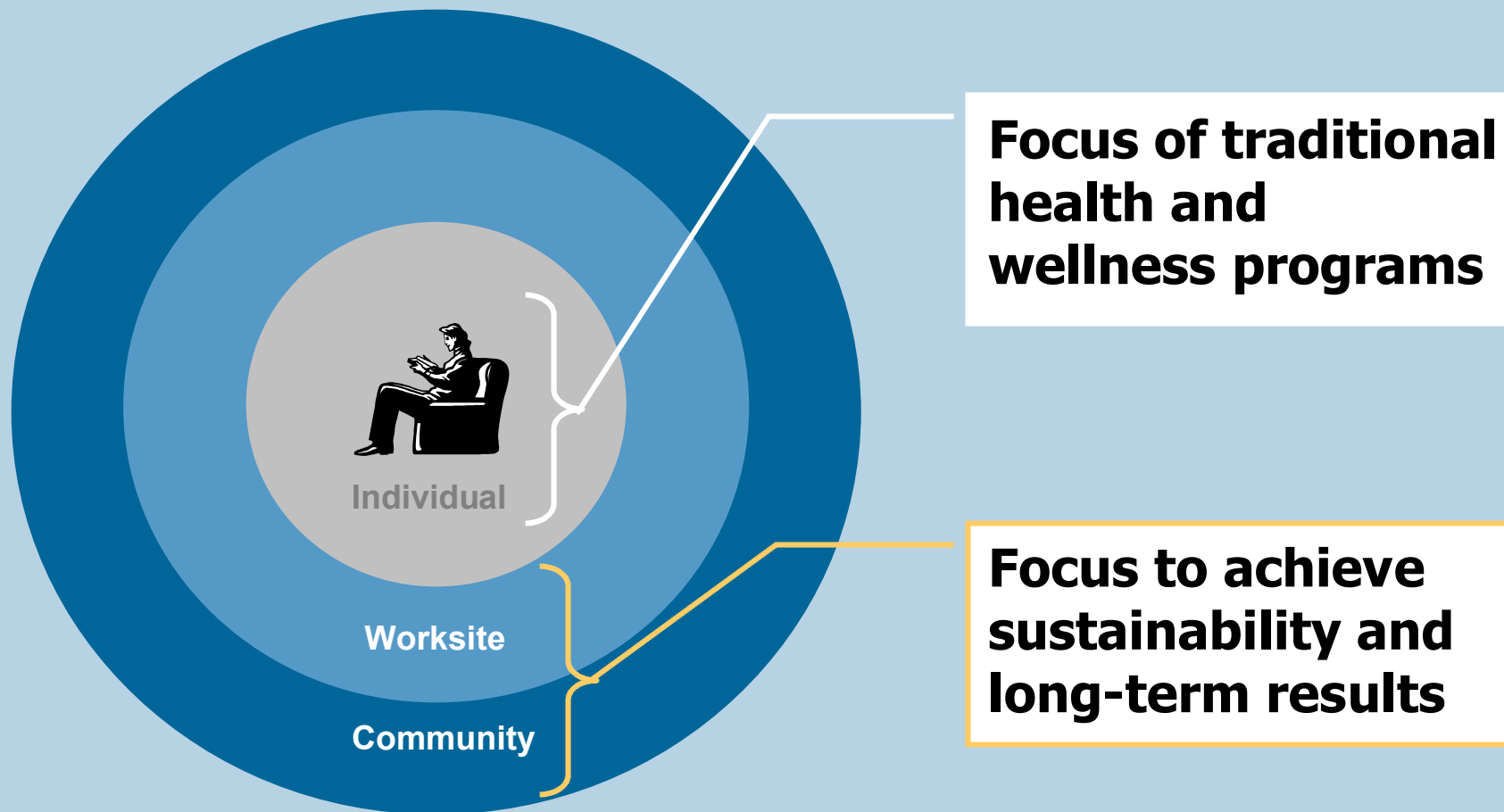


- > Do your surroundings support:
 - Healthy eating?
 - Physical activity?
 - A tobacco-free environment?



Employee health improvement strategies: Let's do it smarter

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Benefits of creating a healthy environment

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- Reaches ALL employees
- Makes healthy choices easier
- Creates a healthy environment where employees spend most of their day
- Increases organization's visibility as an advocate of health





An **environmental approach**: What's included in the workplace



- > A combination of strategies
 - Policy change: policy, guidelines, rules, incentives
 - Systems changes: vending company becomes a partner in this work, middle managers are informed and support wellness initiatives
 - Environment and physical changes: increased number of healthy foods available at the workplace
 - Communications and promotions to raise awareness



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Tobacco reduction,
physical activity and
healthy food environment

+

Individual
change efforts

The easy choice





Putting it into practice

Reducing tobacco use best-practice



National best-practice identifies **three** items:

Program

1. Tailored stop-smoking program

Plan

2. Free quit medications

- Pharmacy benefit for free over-the-counter quit medications **OR** Quit meds are a covered pharmacy benefit subject to copay/deductible

Policy

3. Tobacco-free buildings **and** grounds



Best practices to increase physical activity

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A policy that:

- Aims to increase and sustain the number of **places** available for physical activity
- Plus...





Best practices to increase physical activity

A policy that:

- Provides **time** and **places** to be active
 - > Map of 10-, 15- and 20-minute walk breaks
 - > Fitness center available to all employees
 - > Bike racks, lockers and showers for active commuters
 - > Walking clubs before and after work





Best practices to increase physical activity



Employee **programs** offered such as:

- > Fitness club discounts
- > Walking campaigns
- > Learn to run a 5K
- > Onsite yoga
- > Stability ball workouts
- > Aerobics classes





Healthy foods policy

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Have a written policy.

Lasting improvement requires a lasting solution.

Healthy food policy

PURPOSE [Employer] is committed to providing a healthy work environment for employees, visitors and contractors. Healthy food and beverage choices are important to employees' health today and in the future. Evidence now shows that a healthy work environment is associated with food intake (especially carbohydrates and vegetables) and with body weight. Therefore, the purpose of this policy is to outline the [employer] guidelines for providing a healthy food and beverage environment and around the worksite to encourage and support employees to make healthy choices while at work.

The food environment includes all areas where food and beverages are consumed at and around the worksite. Examples include: break areas and celebratory occasions.

- Creating a healthy food environment includes:
- Increasing the availability of healthy food and beverage choices
 - Improving the identification of healthy food and beverage choices

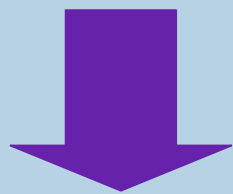




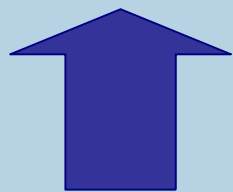
Putting it into practice: healthier snack choices

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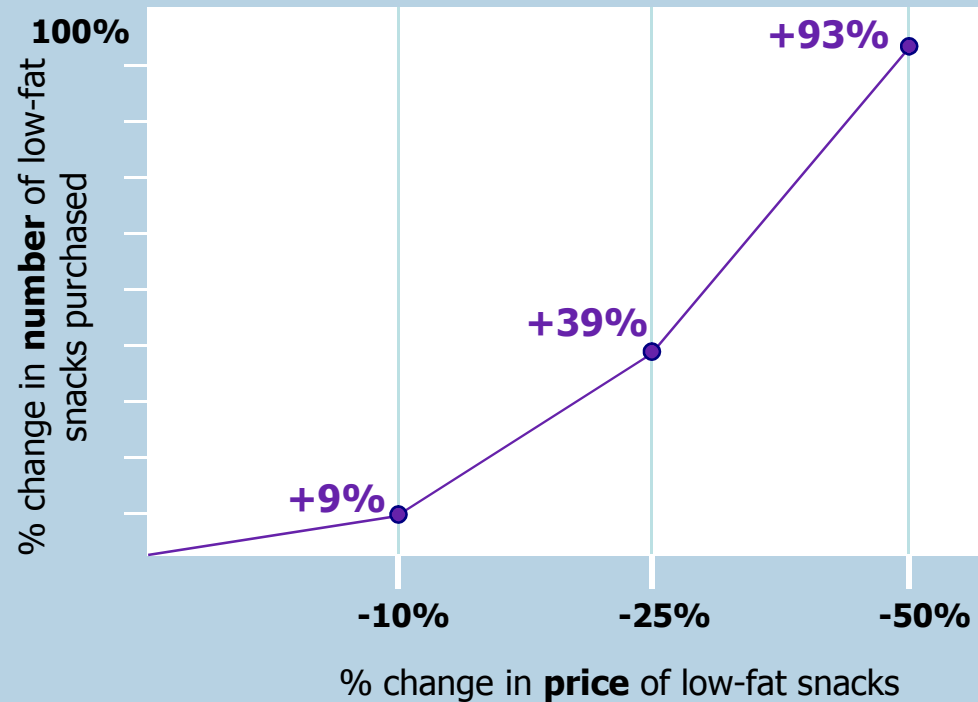
It works!



Decrease the
cost of healthier
snacks . . .



. . . and purchases
of healthier snacks
go up





Where does it all begin?



Building a **culture of health** at the worksite depends upon a solid foundation to ensure sustainability.

- Board of Directors approval for employee wellness program is secured, if necessary
- Senior leader(ship) unites wellness strategy for the entire organization across divisions and locations
- A senior level sponsor is actively involved in the oversight/strategy of wellness initiative



Where does it all begin? (continued)

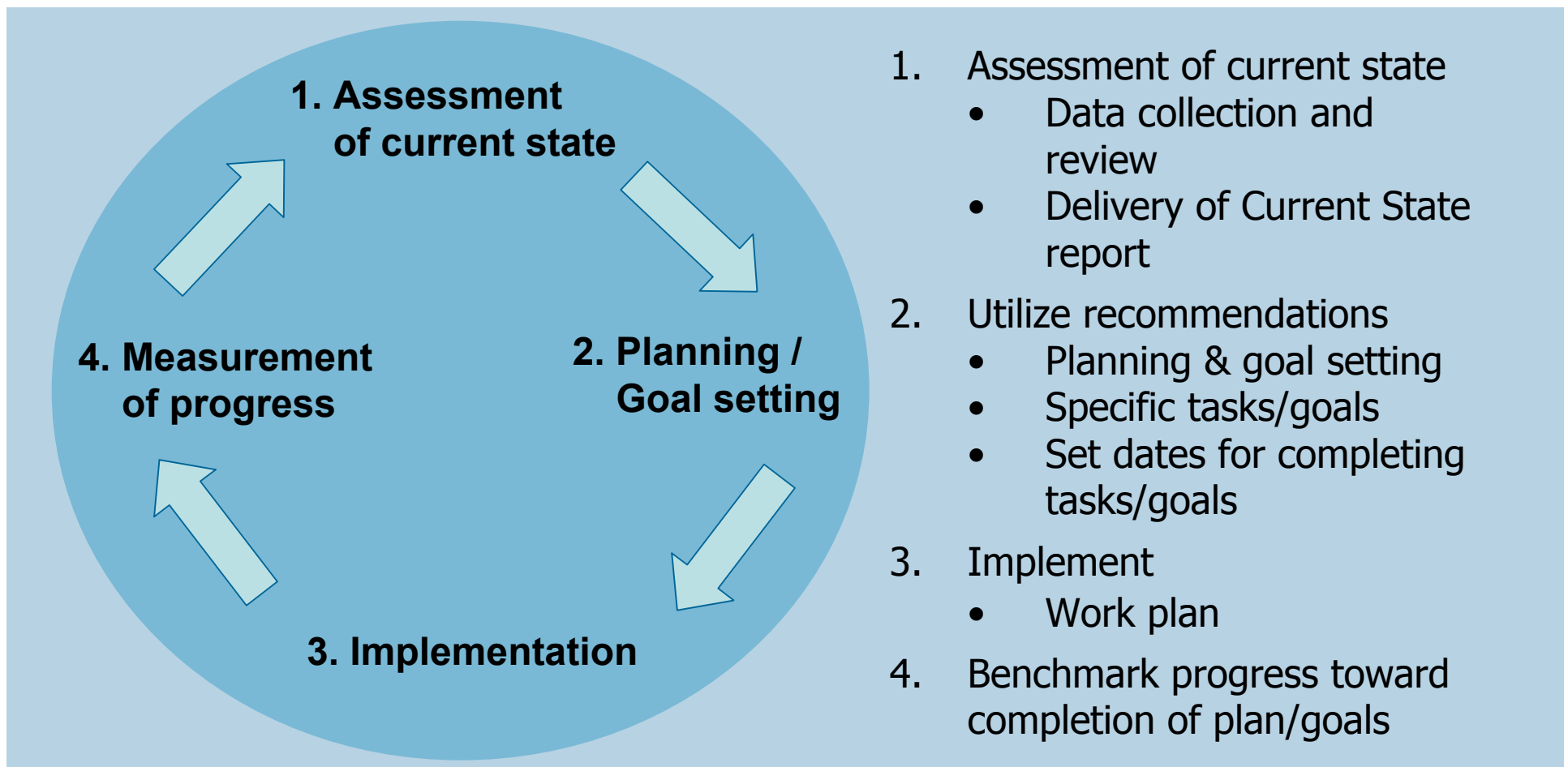


A **culture of health** relies upon a solid foundation for sustainability:

- Senior level champion
- Dedicated staff to manage wellness initiative (minimum PT)
- Budget is provided to enact meaningful strategies
- Representative wellness committee guides work
- Member of leadership actively participates on committee
- Wellness initiative has a name and a brand
- Leadership communicates support for wellness initiatives to all staff at least quarterly



Service model and next steps





What are others doing locally?

Faribault Coalition

- Cannon River STEM School
- Crown Cork & Seal
- District One Hospital
- Faribault Public Schools
- Minnesota Correctional Facility
- Minnesota State Academies
- State Bank of Faribault
- Rice County
- Rust Consulting
- Sage Electrochromics
- St. Lucas Care Center
- South Central College
- Wieber Physical Therapy

Northfield Coalition

- Carleton College
- Central Valley Coop
- City of Northfield
- Community Resource Bank
- Laura Baker
- Northfield Hospital
- Northfield Public Schools
- Northfield Retirement Community
- Three Links Care Center



Your Worksite Wellness Toolkit



10 Steps to Creating a Healthy Worksite (Packet)

1. Obtain Leadership Support
2. Secure Staff and Budget
3. Involve Employees
4. Create a Vision and a Brand
5. Assess the Current Situation
6. Set Priorities and Goals
7. Choose Strategies
8. Implement Strategies
9. Communicate
10. Monitor and Report on Results



Worksite Wellness Resources

Healthy Rice County

www.healthyricecounty.org

Password is dropbox2011

BCBS Healthy Worksites Consulting

www.preventionminnesota.com

CDC's Healthier Worksite Initiative

www.cdc.gov/nccdphp/dnpao/hwi/index.htm

Work Well Healthy MN Toolkit (MDH)

www.health.state.mn.us/divs/hpcd/NGAtoolkit/toolkit.pdf

Eat Well Work Well

www.eatwellworkwell.org



Questions?

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