Creating a Culture of Health and Wellness @ Warren County

Huh?
Goal #1.4: Expand the role of public and private employers in obesity prevention.

Intervention
Implement evidence-based wellness programs for all public and private employees, retirees and their dependents through collaboration with unions, health plans and community partnerships.
4 Steps for an Effective Wellness Program

1. Assessment
   - Individual (e.g., demographics, health risks, use of services)
   - Organizational (e.g., current practices, work environment, infrastructure)
   - Community (e.g., transportation, food and retail, parks and recreation)

2. Planning/Workplace Governance
   - Leadership Support (e.g., role models and champions)
   - Management (e.g., workplace health coordinator/committee)
   - Workplace Health Improvement Plan (e.g., goals and strategies)
   - Dedicated Resources (e.g., costs, partners/vendors, staffing)
   - Communications and Informatics (e.g., marketing, messages, systems)

3. Implementation
   - Programs (e.g., education and counseling)
   - Policies (e.g., organizational rules)
   - Health Benefits (e.g., insurance, incentives)
   - Environmental Support (e.g., access, opportunity, physical/social)

4. Evaluation
   - Worker Productivity (e.g., absenteeism, presenteeism)
   - Healthcare Costs (e.g., quality of care, performance standards)
   - Improved Health Outcomes (e.g., reduced disease and disability)
   - Organizational Change “Culture of Health” (e.g., morale, recruitment/retention, alignment of health and business objectives)

Contextual Factors
(e.g., company size, company sector, capacity, geography)
Building a partnership

Where do we start the conversation at the administrative level?

Who do we need on board?

How do we bring everyone together?

Can we get something with teeth?

**County Administrator**
- Provides guidance and administrative support
- The liaison between the committee and the board of supervisors

**Insurance Carrier and broker**
- Provides claims data to support the creation and continuation of a wellness committee
- Offers material support for the wellness committee
- Provided examples of evidence based programs that demonstrated ROI

**Board of Supervisors**
- Passed a resolution outlining the duties and responsibilities of the committee.
- Authorized the use of employee time to serve on the committee.
Selling the program

- How do we show a need?
- Asked the insurance carrier to create a presentation using claim data to show need.
- How do we gather data?
- Insurance carrier created and analyzed employee wellness survey.
- Can we keep it low cost/no cost for the employer?
- Use program feedback surveys and periodic wellness surveys from employees.
- Are employees going to participate?
- Track changes in claims data.
- How can we track progress?
Increasing access to nutritious foods at work. How can we provide employees with an opportunity to eat more nutritious foods?

Increase opportunity for physical activity at work. How can we get employees to move more during the work day?

- Created a defined walking path around municipal center
- Farm-to-desk CSA program
- Healthy salad vending program
**Program Utilization**

- **Farm to desk** – approximately 40 employees from about a dozen different departments.

- **Healthy Salad vending** – still very new, but participation as been good. For a viable program 25 salads a week need to sold. So far our vendor is pleased. Salad purchases can be tracked via payment log.

- **Walking Path** – The number of employees that feel it is okay to walk on a break and use the defined walking path has increased over the last 2 years as per employee survey feedback.
Challenges? What Challenges

* No money. How do we create/sustain something from nothing?
* Leadership changeover?
* Collecting meaningful long range data?
* Committee membership transition?
Things to Ponder

* How do we find evidence-based programs that will interest employees and work with the worksite environment?

* How do we get department leadership to buy in?

* Can we find evidence-based programs that allow all employees to participate? If not are we able to find multiple approach that can be used simultaneously to reach more employees?
Partners

* BlueShield of NENY
* Capital Financial Group
* Warren County Administrator
* Warren County Employees
* Warren County Board of Supervisors
* Juniper Hill Farms (CSA)
* 9 Miles East (salad vending)