



Overcoming Barriers in Worksite Wellness

Implementing Wellness Policies

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Coordinator



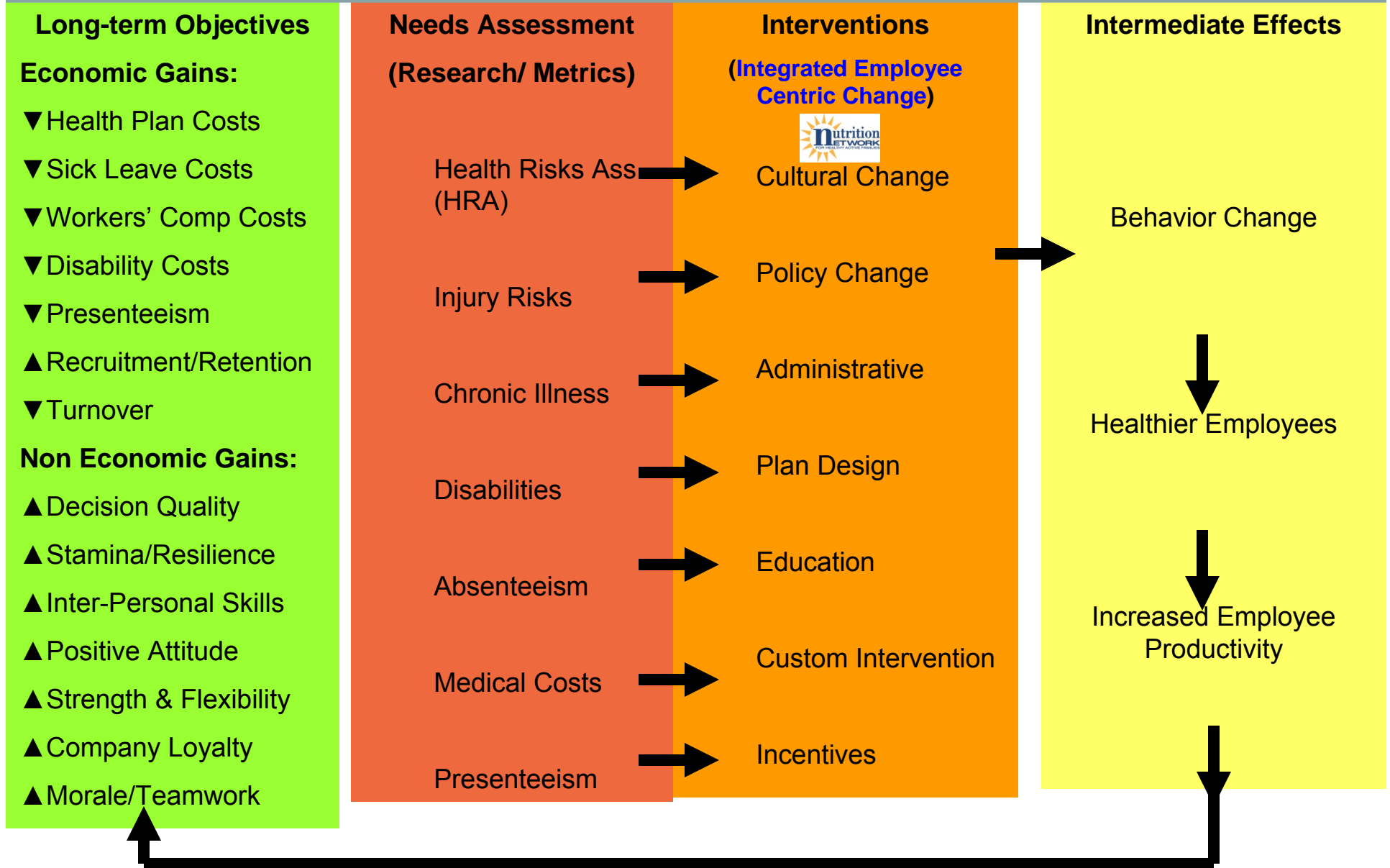


Outline / objectives

- Network for a Healthy California
- Best practices
- Soda free Century?
- Resources / collaboration synergy
- Questions / bike rack

Source: Institute Health Productivity Management

CA 5 a Day Be Active! Worksite Health Promotion Program



Formative Research Results

- The most promising strategies for the *Worksite Program* are to:
 1. Improve access to healthy foods and physical activity at workplaces
 2. Foster supportive work environments that encourage healthy lifestyle choices; and
 3. Establish public policies that bolster health promotion efforts at worksites.

Goals of Network Worksite Program

- Reduce the risk of chronic diseases, such as cancer, heart disease, and type 2 diabetes
- Reduce overweight and obesity by [empowering employees](#) to eat the recommended amounts of fruits and vegetables and engage in the recommended level of physical activity every day.
- Improve employee productivity, reduce absenteeism, increase personnel morale/teamwork, and reduce workman's compensation costs

How are unhealthy employees costly to business?

1. Insurance costs and workers' compensation premiums increase
2. Absenteeism increases
3. Productivity decreases





Worksite Wellness Campaigns

Promote healthy lifestyle choices
to employees

Increase productivity

Increase employee job satisfaction





California Fit Business Kit Resources Available to Worksites:

- Program Tools
 - Check for Health (assessment tool)
 - 10-Week Take Action! Health Promotion Module
- Environmental Change Tools-Fit Business Kit
 - Healthy Meeting Policies, Wellness committee Guidelines, Vending Machine Food and Beverage Standards, Healthy Dining Menu Guidelines
 - Ordering Farm Fresh Produce for the Worksite
 - Establishing a Worksite Farmers' Market
 - Healthy Stairwells Tool
 - Guide to Creating Walking Clubs

Check for Health

- **How healthy is your workplace?**
 - Workforce Characteristics
 - Health Promotion Programs & Services
 - Food Environment
 - Physical Activity
 - Policies and Incentives
 - Administrative Support
 - Health Norms and Values
 - Recommendations



CHECK FOR HEALTH
Workplace Environmental Assessment

How healthy is your workplace?

Vending Machine Food & Beverage Standards

- State-wide standards for vending machine food and beverages
- Information on how to read a nutrition label
- List of vendors that offer healthy products
- List of healthy food & beverage options to include in your vending machines

California 5 a Day— Be Active! Worksite Program

In order to increase employee access to healthy food and beverage options at work, the California 5 a Day—Be Active! Worksite Program is encouraging employers to implement the following healthy food and beverage standards in their onsite vending machines.

VENDING MACHINE FOOD AND BEVERAGE STANDARDS

Food Standards

Mandatory Nutrition Standards

At least 50 percent of foods served in vending machines should meet the following nutrition standards:

1. Have no more than 35 percent of its calories from total fat (not including nuts and seeds).¹
2. Have no more than 10 percent of its calories from saturated fat.¹
3. Have no more than 35 percent sugar by weight (not including fruits or vegetables; canned fruit must be packed in 100% fruit juice or water).¹

Recommended Nutrition Standards

At least 50 percent of foods served in vending machines should meet the following nutrition standards:

1. Have no more than 360 milligrams (mg) of sodium per serving.²
2. Contain at least 2 grams (g) of dietary fiber per serving.
3. When a standard becomes available, limit trans fats.³

Mandatory Pricing/Placement Standards

1. Food items meeting the mandatory/recommended nutrition standards must be sold at a price that is equivalent to or lower than the price of the remaining items within the vending machine that do not meet these nutrition standards.
2. Food items meeting the mandatory/recommended nutrition standards must be placed within the top third of the vending machine so that they are visible at eye level.

Beverage Standards

Mandatory Nutrition Standards

At least 50 percent of beverage vending machine offerings must include:

1. Beverages that contain 100% fruit or vegetable juice with no added sweeteners.¹
2. Water.¹
3. Nonfat or 1% lowfat milk.¹
4. Beverages that are limited to a portion size no greater than 12 ounces (no limit on water).
Note: If juices are available in smaller-sized portions (6 ounces), they would be preferred.⁴

Mandatory Pricing/Placement Standards

1. Beverages meeting the mandatory nutrition standards must be sold at a price that is equivalent to or lower than the price of the remaining beverages within the vending machine that do not meet these nutrition standards.
2. Beverages meeting the mandatory nutrition standards must be placed within the top third of the vending machine so that they are visible at eye level.



¹ SB 10 Standard

² FDA definition for "healthy" food label claim

³ ICW report entitled "Dietary Reference Intakes: Guiding Principles for Nutrition Labeling and Fortification"

⁴ SB 10 School Nutrition Consensus Panel

Improving Worksite Stairwells

- Ideas on how to create attractive and inviting stairwells
 - sample motivational signage
 - sample inspirational quotes
- Encouraging stairwell use
- How to keep your stairwells safe

California 5 a Day— Be Active! Worksite Program

The following suggestions can help your employees enjoy the benefits of physical activity. Simply taking the stairs on a regular basis can make a difference in the energy level and vitality of your workforce.

A GUIDE TO IMPROVING WORKSITE STAIRWELLS

Wouldn't it be great if there was a way for you and your coworkers to be active during the day without having to pay for a gym membership or even having to leave your worksite?

Well, there is. Surprisingly enough, those underutilized stairwells at your worksite are an inexpensive and effective way to add physical activity into anyone's daily routine. By simply climbing up or down a few flights of stairs every day on your way to lunch or in between meetings, you will strengthen your heart, muscles, and bones without having to miss a beat during your busy workday.

This resource provides you with the information you need to spruce up your worksite's stairwells and motivate and encourage all employees to utilize them in an effort to improve overall health and well-being, as well as your bottom line.

Stairwell Basics

In order to make the most of your worksite's stairwells and to ensure an enjoyable passage for all who use them, make sure that the following basic elements are in place:

- The stairwells need to be safe, with controlled access from the outside.
- Stairwells should be well-lit with good visibility (including mirrors and video cameras if needed).
- Stairwells should be well constructed and maintained, equipped with non-slip or nonskid treads, and cleaned regularly.

Creating Attractive and Inviting Stairwells

Once you have established that your worksite's stairwells are equipped with the basics, it is time to think outside of the box and come up with inventive and interesting ways of making the stairs the most appealing choice for employees. In order to do this, consider implementing any or all of the following ideas:

- Post motivational signs and prompts at elevators that encourage employees to take the stairs. Visit www.cdc.gov/nccdphp/dnpa/stairwell/motivational_signs.htm to obtain sample signs that have been tested and found to be effective. See examples below:



TAKE ACTION! CALIFORNIA 5 A DAY—BE ACTIVE! WORKSITE PROGRAM



Choose fruits, vegetables, and physical activity for a productive workforce.



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October 16, 2006

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Resources Overview

This section contains resource information specific to the *Take Action!* program (forms, handouts, and materials) and additional resource information from other sources on healthy eating and physical activity.

Quick Forms & Materials

This section contains all of the forms and materials necessary for the implementation of your *Take Action!* program (including the registration and evaluation forms, participant forms, participant informational handouts, and Team Captain materials). [More ...](#)

Related Links

This resource list contains links to sources of additional information on nutrition and physical activity. [More ...](#)

SPOTLIGHT



Quick Start Guide

Print out the [Quick Start Guide](#) and the [timeline](#) or continue reading through the *Take Action!* website for [step-by-step](#) directions on planning, promoting, implementing, and evaluating the *Take Action!* program in your worksite.

What is the timeline to roll-out Take Action!?

- **24 weeks**
- **Weeks 1 – 12: planning and promotion**
 - Recruit Planning Committee, Team Leaders, and Team Members. Participants set program goals.
 - Kickoff event.
- **Weeks 13 – 22: implementation**
 - Points toward these goals are earned either by eating fruits and vegetables or by being physically active. Incentives given to encourage participation.
 - Closing celebration.
- **Weeks 23 – 24: evaluation**

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www.glasbergen.com



Que es lo que se adaptaría mejor a su horario, hacer ejercicio una hora por día o estar muerto 24 horas al día?



In Curtis's words

- Focus on establishing the wellness team/committee tool/structure which is critical to sustaining long-term health promotion activities in the worksite.
- Focus on imbedding additional worksite policy and environmental change tools that have a quicker impact on employee health/awareness.

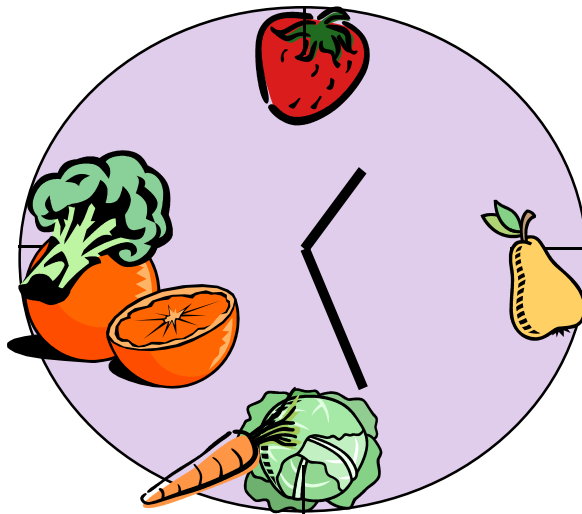


Setting SMART GOALS

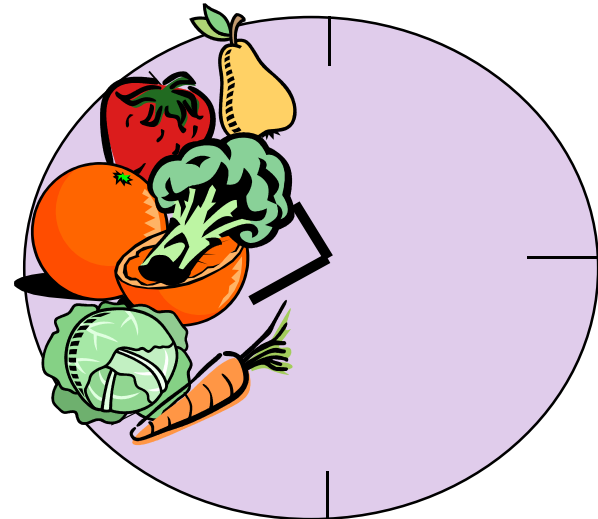
- **S** Specific
- **M** Measurable
- **A** Attainable
- **R** Realistic
- **T** Time-bound

Without access to fruits and vegetables on the job, a working adult would have to eat 1 to 2 cups of fruits or vegetables every waking hour after work in order to meet the recommended 3½ to 6½ cups daily.

At Work and Home



At Home



To meet the recommended 10,000 steps a day, sedentary workers would have to spend most of their evenings in motion.



A research study has shown that being overweight

- is associated with 39 million lost work days per year; 239 million restricted-activity days; 90 million bed days; and 63 million physician visits per year.
- Employees who exercise have fewer illnesses, are less stressed, and have better outlooks toward work and better relationships at work.
- You can find out how much physical inactivity is costing your company by visiting CDC's cost calculator at

www.ecu.edu/picostcalc.



What employers can do

- Enhancing the work environment where people can be physically active has been proven to increase physical activity and may lead to loss of weight or body fat.
- If employees perceive that others are exercising and eating healthy, even those least motivated could be prompted into action.

Christopher Ranch



GARLIC FROM GILROY





What has worked in other worksites

- Employee Wellness Policies and Guidelines
- Wellness Committees
 - Morning Stretching Programs with music & guest athletes.
 - Lunch and Learn Nutrition Programs
 - Posters & nutrition education materials in corridors & stairwells to Promote Physical Activity.
 - Friendly Competition between teams for weight loss, tracking steps /minutes of exercise.
- Roof top garden
- Virtual World Trip







Nobody
beats
our prices.
Guaranteed

Lumber

Big
Materials

Tailor Repair

Water Pumping

Water Pumping

Water Pumping

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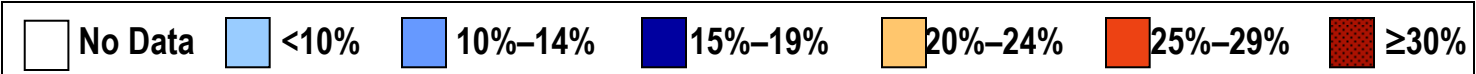
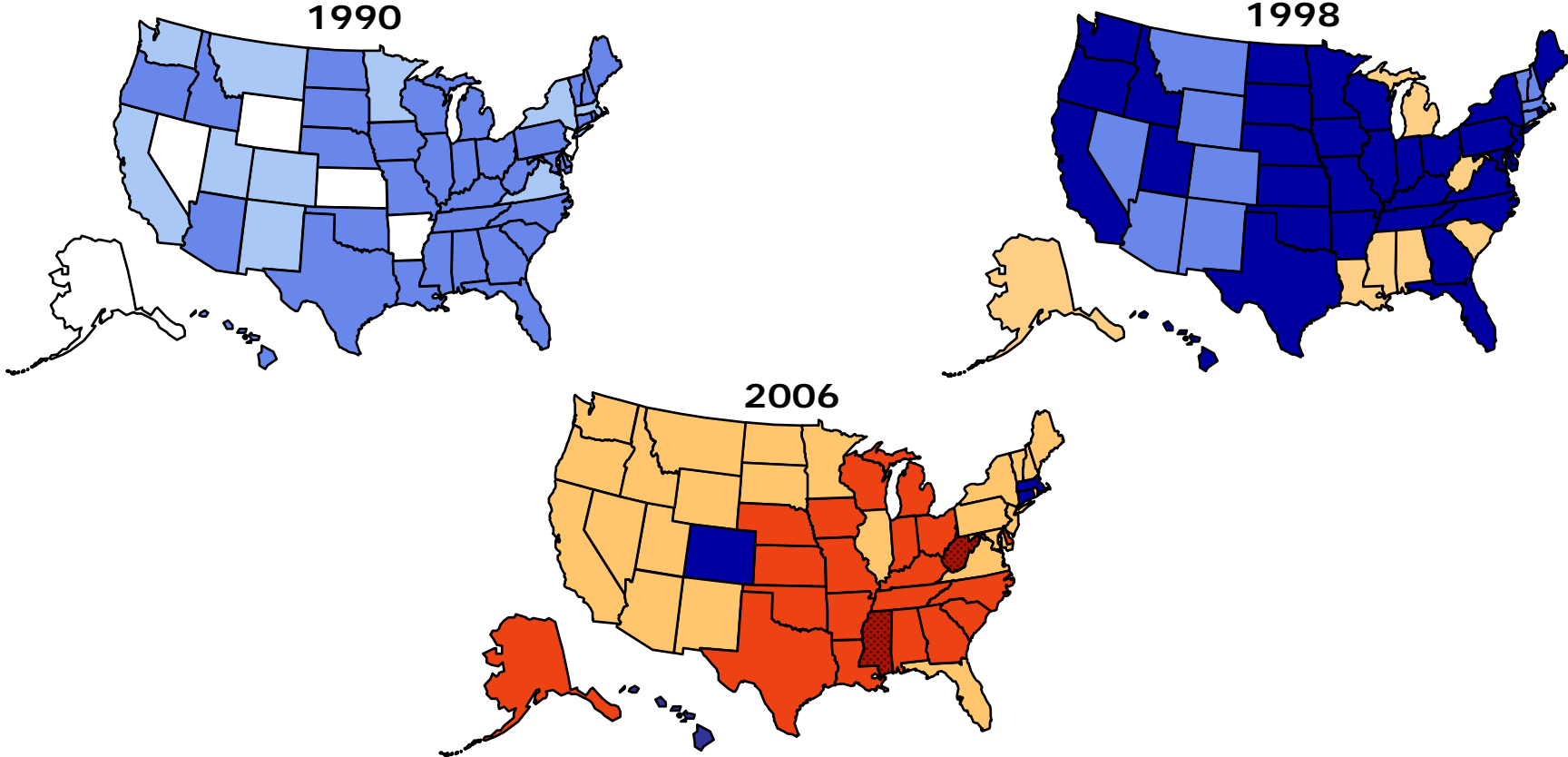
Water Pumping



Tendencia a Obesidad* En los Adultos de EE.UU

BRFSS, 1990, 1998, 2006

(*BMI ≥ 30 , or about 30 lbs. overweight for 5'4" person)













Team Captains

Success is built on teamwork – teams are built of individuals.

The Stronger the individuals, the stronger the team.

“The achievements of an organization are the results of the combined effort of each individual.”

Vincent Lombardi



Testimonials

“My doctor said I could stop taking my blood pressure medication! The only thing I did was join the wellness program at my work.” – Female Employee

“I have worked here over 25 years and have never seen this kind of commitment to health. I never would have believed it. – Human Resource Director,

“Over two-thirds of our employees participated in the program, far exceeding our expectations. We are promoting healthy lifestyles and have been rewarded with a 15% reduction in our Kaiser premium.” – HR Director

Healthy employees
make a healthy company



you have been invited to

apply for the

2008 california fit business award

sponsored by the california task force on
youth and workplace wellness

- **applications available:** march 3, 2008

www.wellnesstaskforce.org

- **application due:** june 16, 2008

- **winners announced:** october 2008

for more information contact

leah cox, director, wellnesstaskforce@yahoo.com

916.760.7448

Senator Tom Torlakson, Chair



apply today







Rebekah Children's Services Virtual Trip Around the World

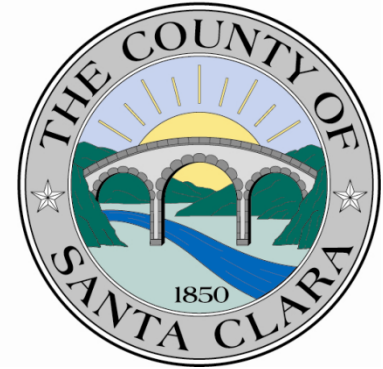




Nutrition & Wellness

Public Health Department

Santa Clara Valley Health & Hospital System



BE SUGAR SAVVY

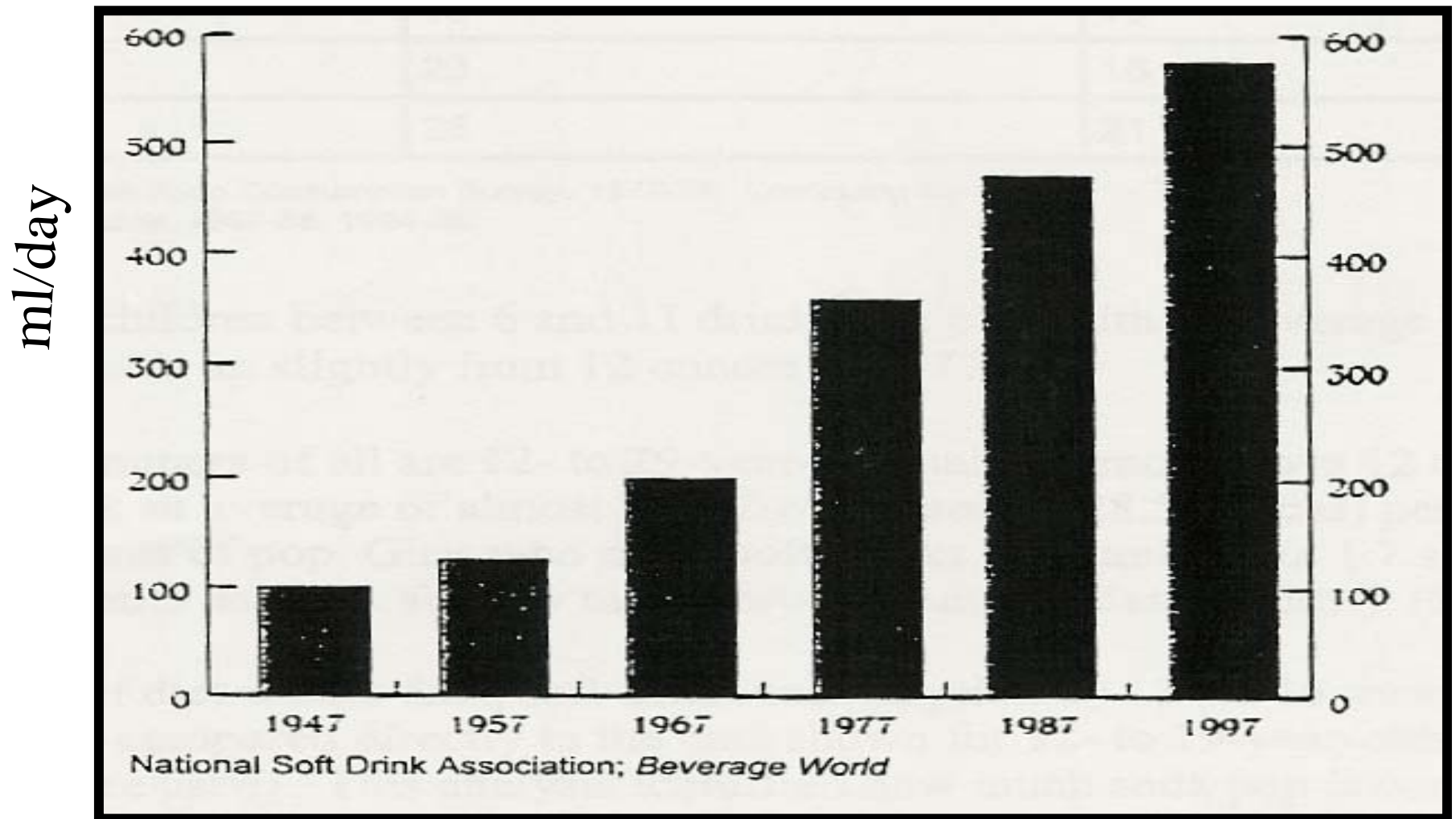


Nutrition Services - Alameda County Public Health Department

Healthy Living
...for life!
Alameda County Public Health Department

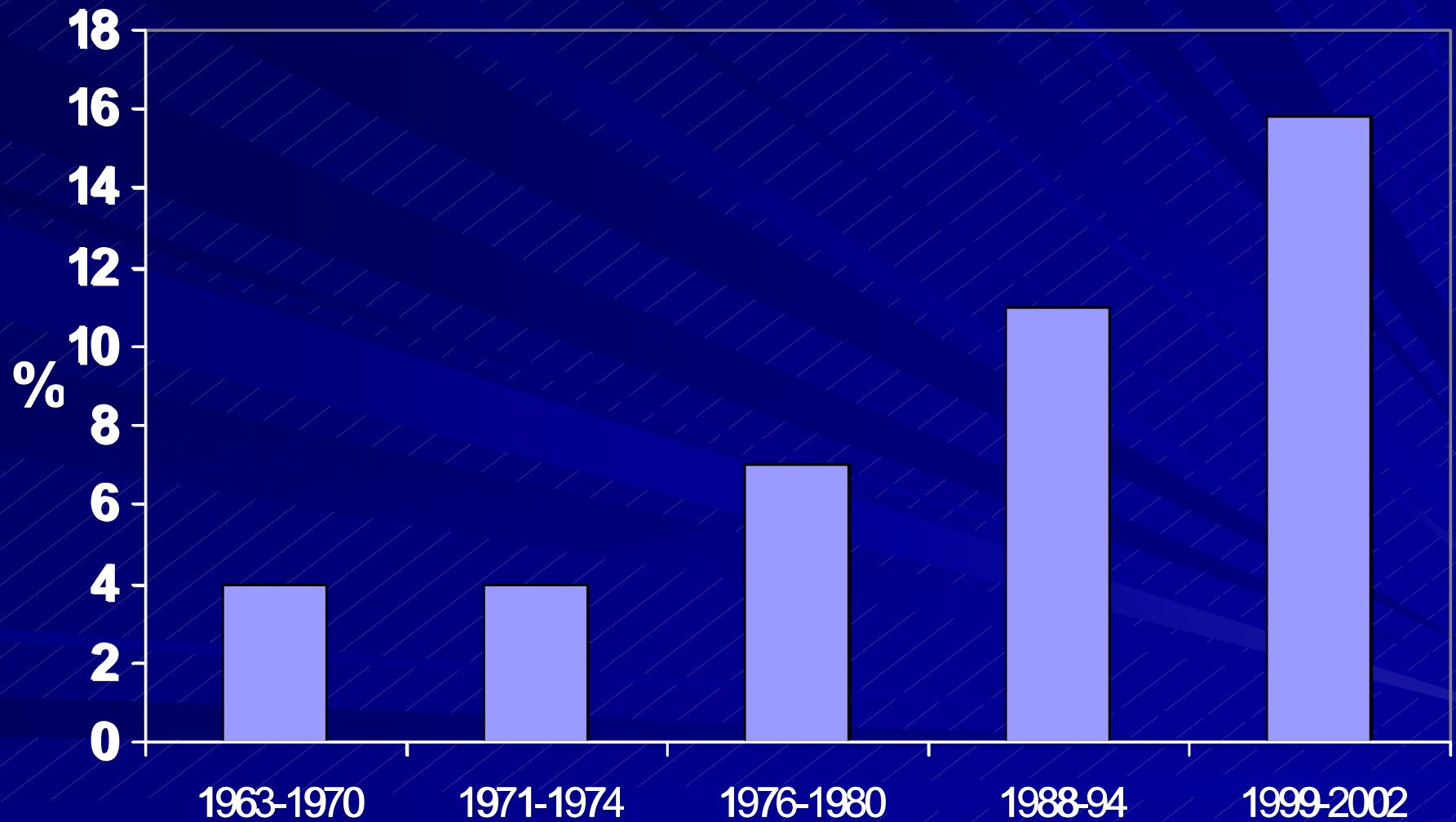


Trend: Sweetened Drink Consumption



(Jacobson, 2001)

Trend: Changes in Child Overweight



RE-THINK Your Drink

SUGAR 17 tsp. Coca-Cola

SUGAR 14.5 tsp. Grass Jelly Drink

SUGAR 13.5 tsp. Tamarindo

SUGAR 13.5 tsp. Energy Drink

SUGAR 13 tsp. Artificial Sweetener

SUGAR 9.0 tsp. Sports Drink

SUGAR 9.5 tsp. Big Pouch

SUGAR 0 tsp. H₂O WATER

START

FINISH





Resources

- California Fit Business Kit resources–, recipes, newsletters, tip sheets, and more

<http://www.cdph.ca.gov/programs/CPNS/Pages/WorksiteProgram.aspx>

- www.prevent.org/workplaceguide.

Suellen.haggerty@hhs.sccgov.org

www.barrn.org



Wellness Councils of America

(WELCOA) <http://www.welcoa.org>

Offers free reports, information, and tools on employee health for businesses of all sizes

www.prevent.org/workplaceguide.

Healthier Worksite Initiative

<http://www.cdc.gov/hwi>

Provides toolkits, policy information, and access to other worksite toolkits on nutrition and physical activity

Community Resources for Physical Activity and Healthy Eating

Contact local American Cancer Society, American Heart Ass., Diabetes Societies & Ass., Local Dairy Council.

Contact Department of Parks and Recreation or YMCA/YWCA for community physical activity resources.

Contact county extension service or hospitals in your area.



Eat Smart – Move More North Carolina

- Worksite Wellness Toolkit:
- Eatsmartmovemorenc.com
- Programs & Tools [Worksites](#)
 - Explore resources that professionals and community members can use



Closing – with respect to Dr. Richard Jackson, UCLA School of Public Health

- Financial Capital
- Human Capital
 - What's the most growing prevalent disease ?
 - Happiness Capital?











WIC employers can be leaders for making the community a healthy place to live and work.

Thank you for leading this social change.