



# Wellness: Planning for a healthier workplace!

2019 APA Alaska Conference | *Healthy Communities*

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# Why are we here?

## ► Our goals:

1. To share the ...
2. To get your ideas on...
3. To start you on your own workplace wellness journey...

*Your workplace, your community, your wellness.*

## ► Your goals:

Why did you come to our session today?



**Why are we here?**

# What is “wellness”?

What words come to mind when someone brings up “wellness”?



workplace  
wellness  
programs  
the  
can  
that  
generate  
employee  
in  
work  
ideas  
and  
occupational  
health  
worksite  
savings  
program  
corporate

# Wellness is...???



➤ **CDC:** Workplace health programs are a coordinated and comprehensive set of health promotion and protection strategies implemented at the worksite that includes:

- Programs
- Policies
- Benefits
- Environmental supports
- And links...

... to the surrounding community designed to encourage the health and safety of all employees.

## **K.I.S.S.**

➤ **Wikipedia:** Any workplace health promotion activity or organizational policy designed to support healthy behavior in the workplace and to improve health outcomes.

# Why should we even think about workplace wellness?

*What do you think???*



# Why wellness?

- 1) Lower health care costs/healthier employees
- 2) Achieve higher employee productivity
- 3) Reduce workers' compensation and disability-related costs
- 4) Improve employee morale and loyalty.

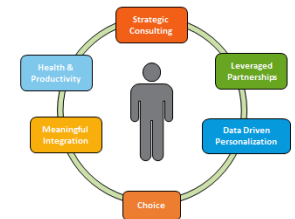


# Why wellness?

## It saves money!

According to the *American Journal of Health Promotion's* in-depth analysis, employers with work site health promotion programs see on average:

- a 27% reduction in sick leave absenteeism
- 26% reduction in health costs, and
- 32% decrease in workers' compensation and disability claims.
- Reference: "Go365" three year study on wellness effects: [LINK](#)



WELLNESS CULTURE

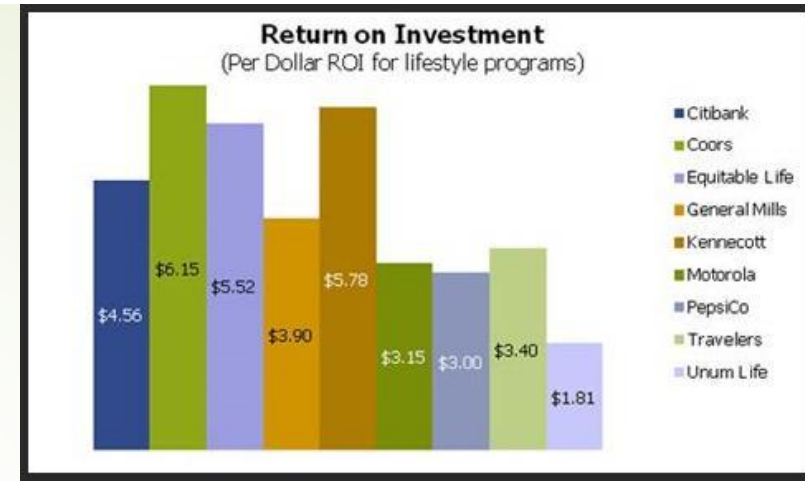
# Why wellness?

## Wellness ROI.

For every dollar invested in wellness, employers saw an average savings of \$5.81 due to improved employee health and reduced medical claims (*American Journal of Health Promotion*).

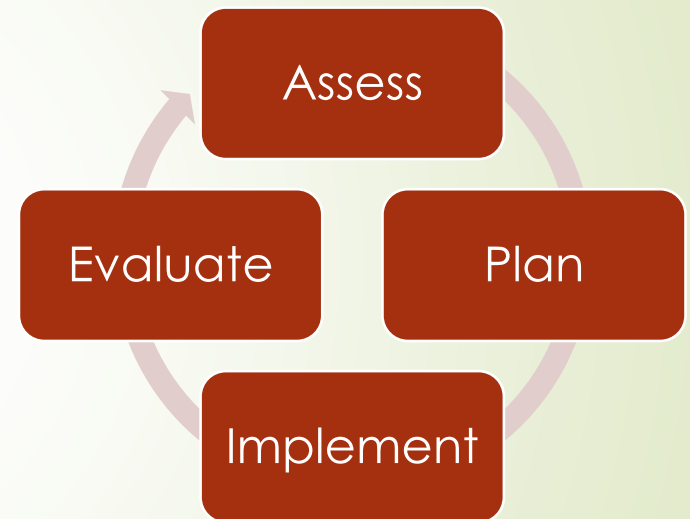
That's significantly higher than the wellness ROI figures of \$3 to \$4 for every dollar invested that are more commonly reported.

**Takeaway: Good wellness programs pay off!**



# How To Plan A Successful Wellness Program

1. Organizational assessment
2. Management support
3. Wellness committee
4. Goals and objectives
5. Budget
6. Content creation & implementation
7. Evaluation

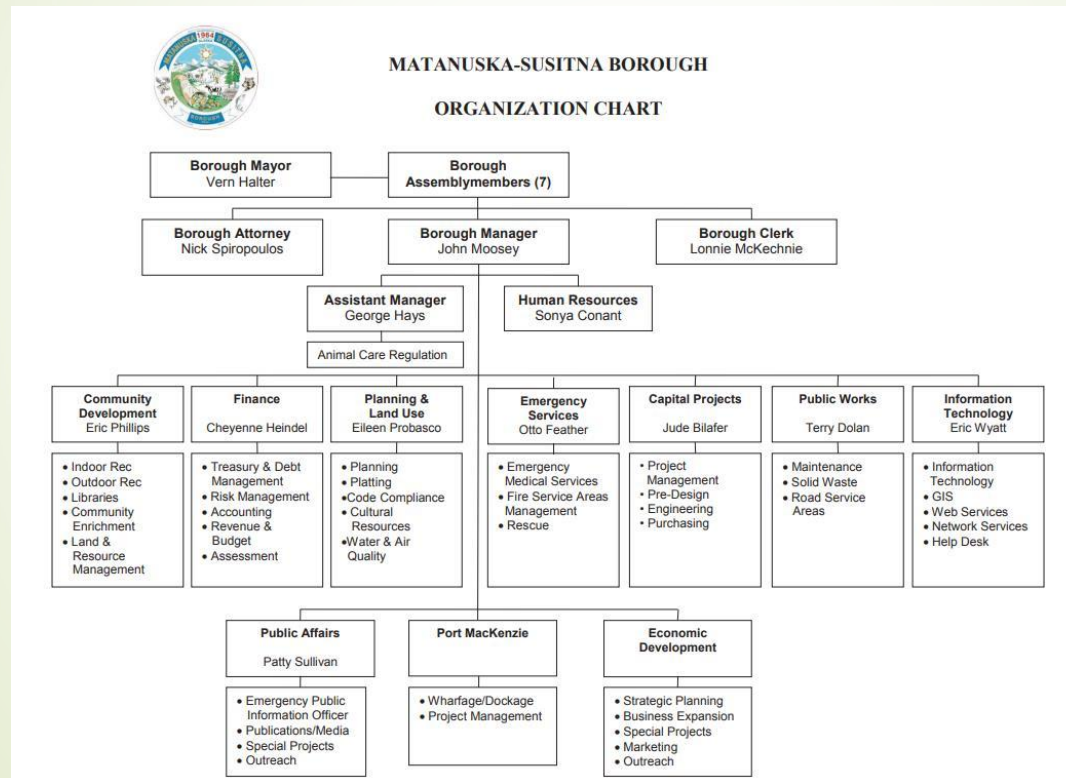


# 1. Organizational Assessment

- Survey
- Health risk assessment
- Healthcare cost trends



## 2. Management Support



### 3. Wellness Committee

- Participation
- Communication
- Planning

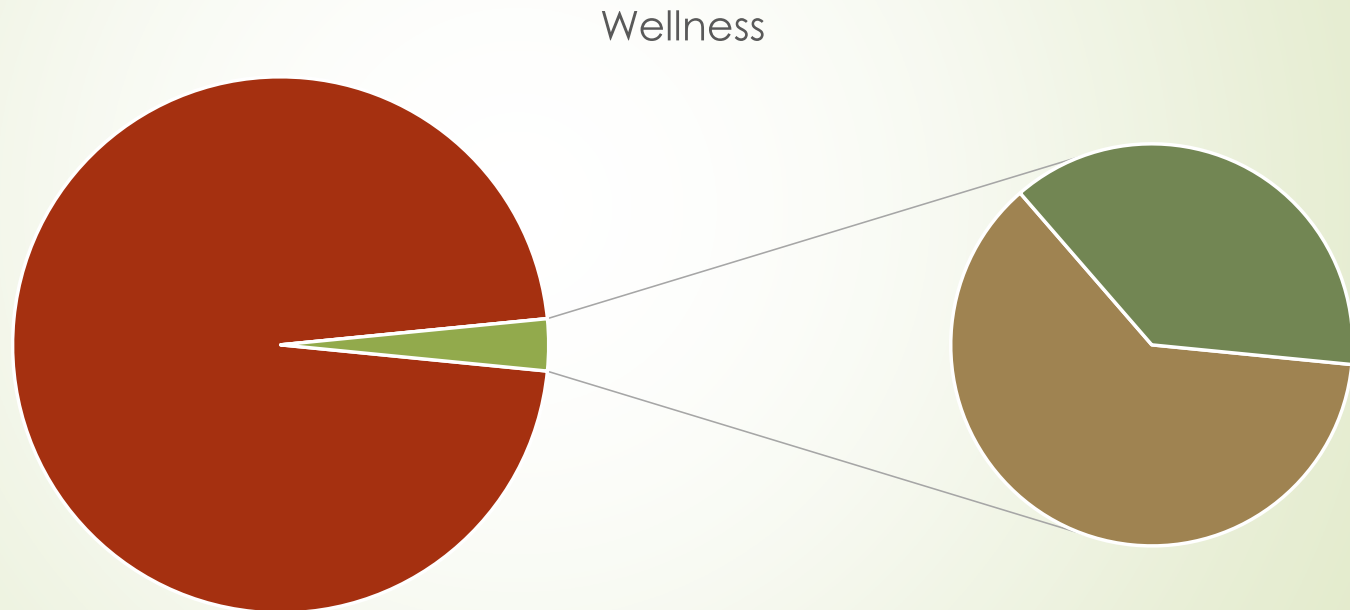


## 4. Goals and Objectives

- Define success
- Implementable, progressive goals



## 5. Budget



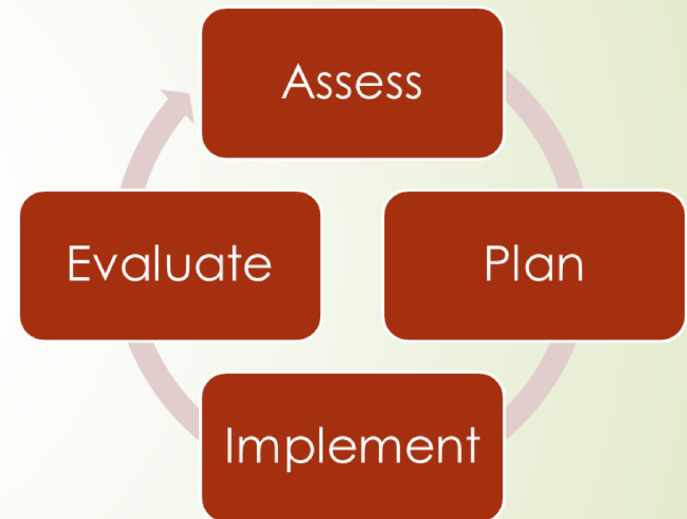
## 6. Content Creation & Implementation

- Policies
- Programs/Events
- Monetary Benefits
- Environmental



## 8. Evaluation

- Survey
- Health risk assessment
- Healthcare cost trends
- % of users
- Culture shift
- Lessons learned



# Case Studies – example wellness programs

- Fond du Lac County
- Emporia School District-[LINK](#)
- Mat-Su Borough???



# Best Practice/Tips

- Foster a culture of wellness
- Plan comprehensively
- Utilize a data-driven approach
- Ensure employee privacy
- K. I. S. S.



# Wellness Program Assignment....

- ▶ Now it's your turn to design a wellness program.
- ▶ 10 minutes to create a wellness program considering:
  - Public, private, nonprofit firm?
  - Number of employees?
  - Urban, rural, remote?
  - What kind of policies, programs, events, and benefits would be involved?
  - Facilitator, recorder, presenter??





# Thank you!!!

We may use your ideas in the Mat-Su!!!