Healthy Worksite • Healthy Workforce • Healthy Communities

NHWP Special Topic Webinar

Evidence-based Worksite Health Assessment Tools for Effective Health Improvement Plans

December 10, 2013

National Center for Chronic Disease Prevention and Health Promotion
Division of Population Health

Webinar Agenda

- National Healthy Worksite Program (NHWP) Overview
  - Program Goals
  - Program Reach
  - Program Structure
- Data Collection Approach
  - **Jason E. Lang, MPH, MS, Centers for Disease Control and Prevention**
- NHWP Assessment Tools
  - Employer Level Assessments (Organizational)
  - Employee Level Assessments (Individual)
- Reporting
- Data Collection Tips
  - **Brenda Schmidt, MS, MBA, Viridian Health Management**
- Program Resources

Disclaimer: The findings and conclusions in this presentation are those of the author and do not necessarily represent the official position of the Centers for Disease Control and Prevention

NHWP Goals

- Reduce the risk of chronic disease among employees
- Promote sustainable and replicable workplace health activities
- Promote peer-to-peer business mentoring
- Provide a sustainable community model

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NHWP Outcomes

- Participating worksites put a high quality workplace health program in place
- Participating employers have created a work environment that supports a culture of health
- Participating worksites have implemented programs, policies, and environmental supports that will assist employees in adopting healthy behaviors
- Key success drivers for building and maintaining a successful workplace health program have been captured and reported
- Participating employers and employees have raised their level of knowledge and awareness of healthy lifestyle behaviors targeting physical activity, nutrition, and tobacco use as well as workplace and community resources that support healthy lifestyles
- Participating employers and employees have increased their access and opportunity to engage in healthy lifestyle activities through the workplace and surrounding community

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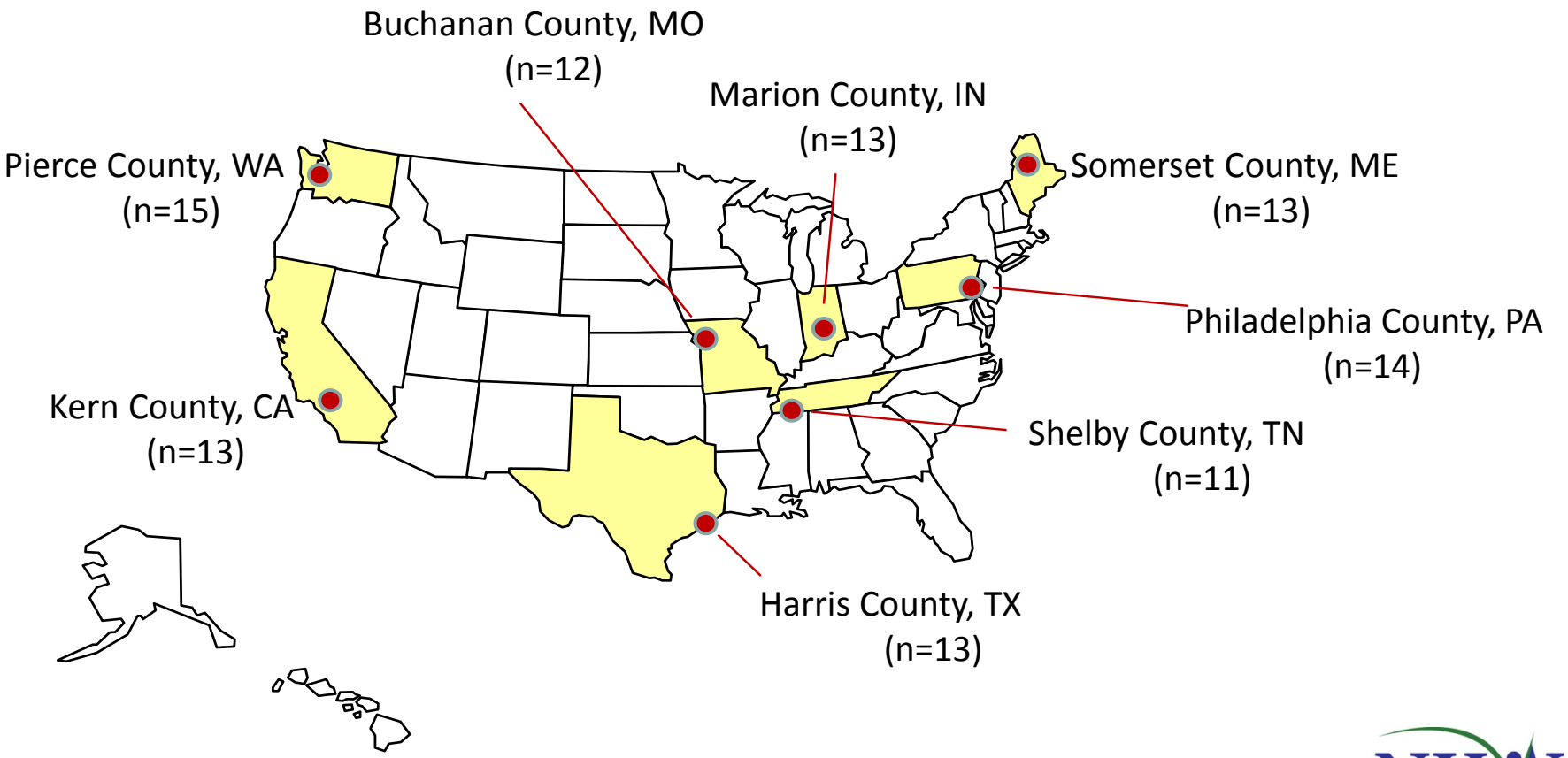
NHWP Benefits

- Employers Participating in the NHWP will benefit through:
  - Onsite support to build their own unique workplace health program tailored to their organization and employees
    - Assistance in building a high-quality workplace health program
    - Onsite health assessment and program evaluation
    - Onsite program management support and capacity building

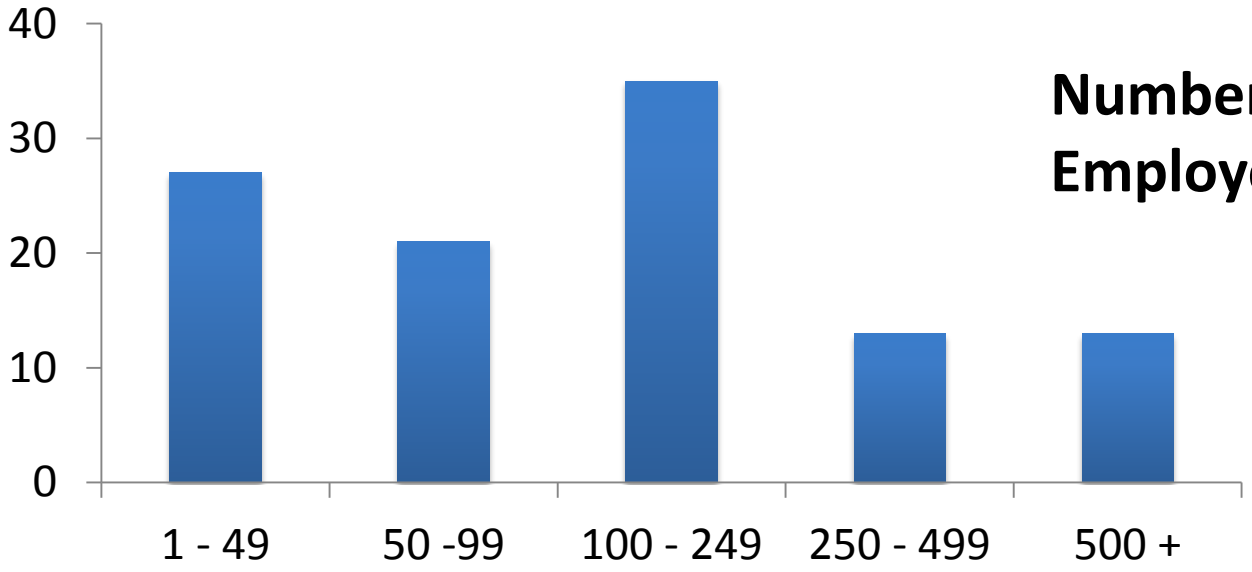
NHWP Communities



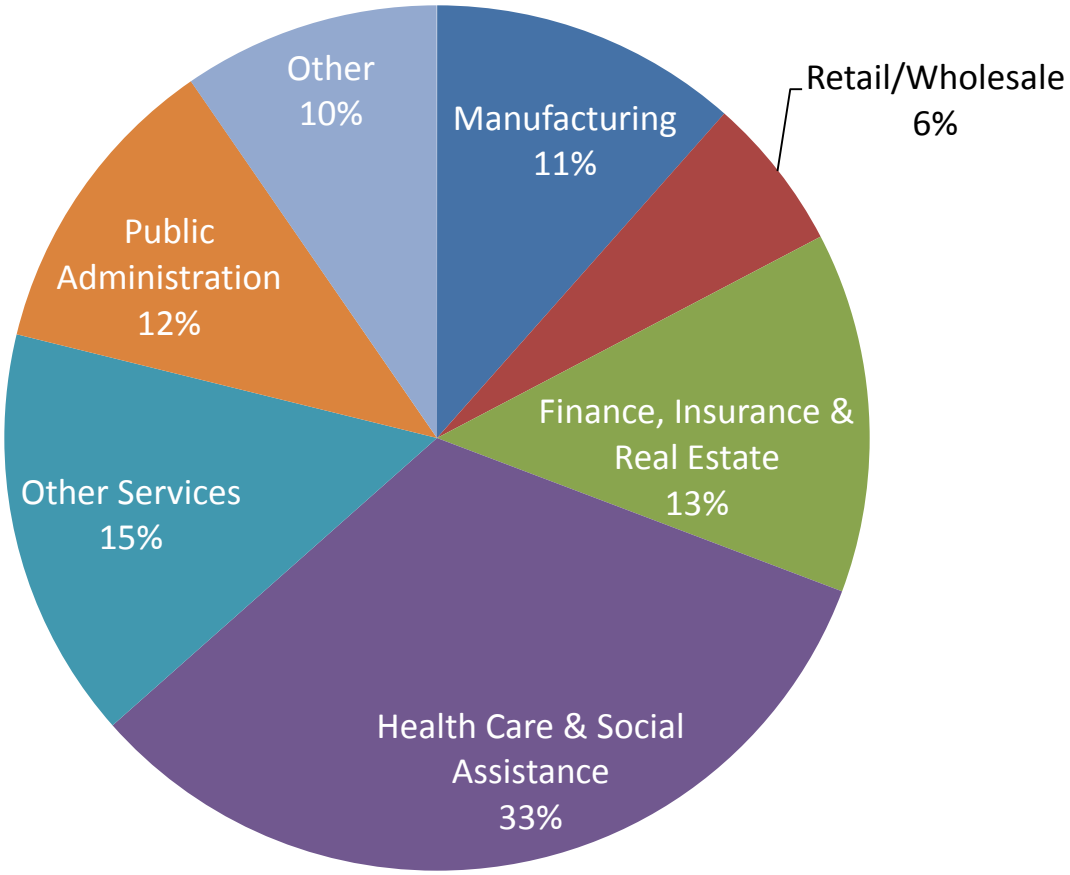
NHWP Employer Profile

100 participating employers

- 10 – 1,000 full-time employees
  - 86% of employers have fewer than 250 employees



NHWP Employer Profile



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Worksite Health Best Practices

- The approach which has proven most effective is implementation of an evidence-based comprehensive health promotion program that includes individual risk reduction programs, coupled with environmental supports for healthy behaviors and is coordinated and integrated with other wellness activities.[1-3]

- However, only 6.9% of employers offer a comprehensive worksite health promotion program, according to a 2004 national survey.[4]

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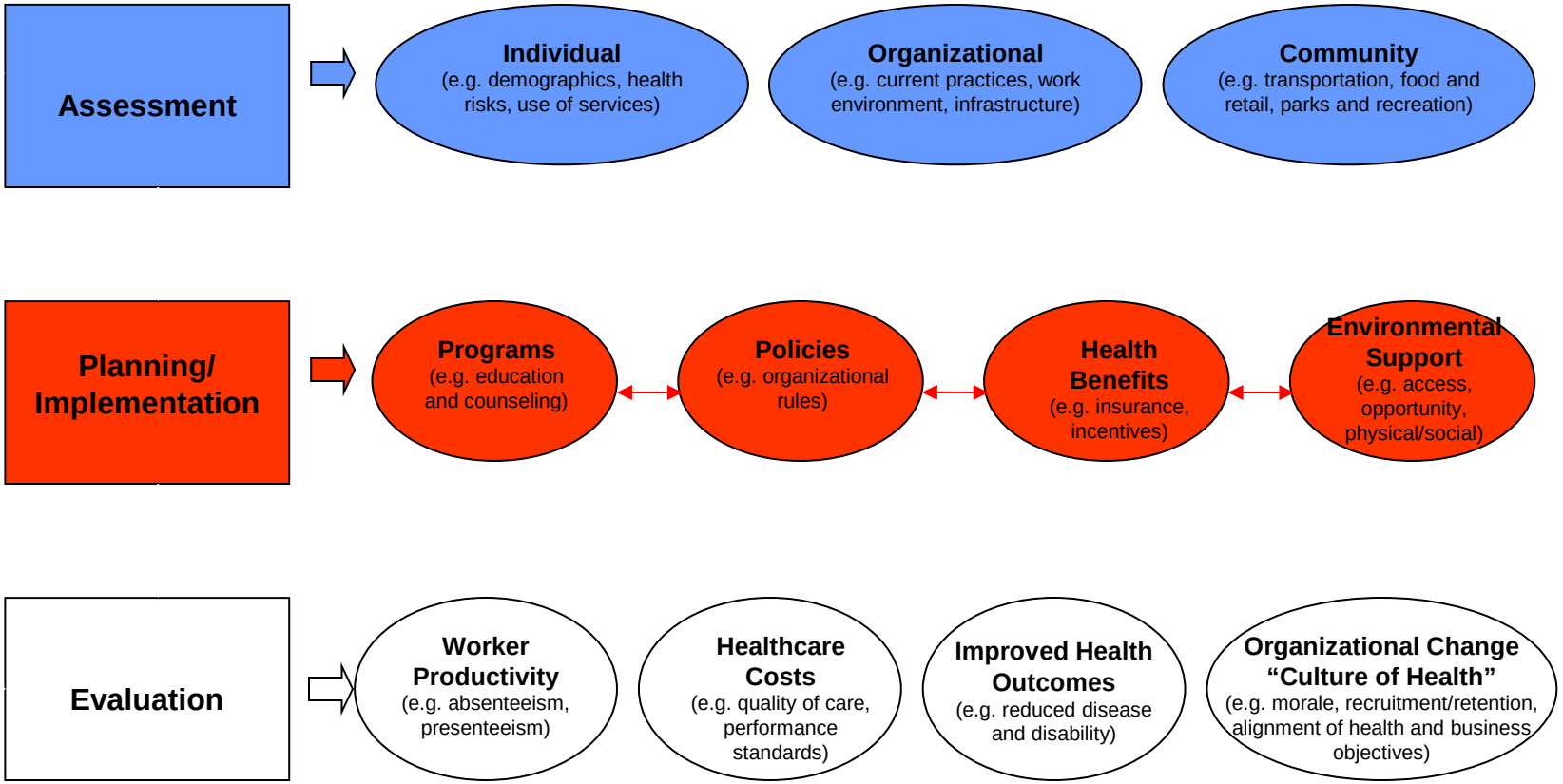
CDC Workplace Health Model



NHWP Components

Making the Business Case	Leadership and Culture	Data Collection	Planning & Implementation	Program Evaluation
Relationship between health and performance Impact of worksite health program Key components of a comprehensive worksite health program	Driving senior leadership support Creating a healthy worksite culture Building infrastructure and capacity	Worksite health assessment process Types of data to collect Using data for program planning	Determining program goals and objectives Developing detailed worksite health plans Putting assessment and planning into practice	Measuring process and outcomes Key evaluation metrics

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NHWP Evaluation

- Specific Evaluation and Assessment including improvements in the following:
  - Employee knowledge, behavior, and health risks
  - Health and safety culture
  - Employee productivity
  - Best practices and models for implementing effective workplace health programs nationwide
  - Unique challenges and barriers experienced by employers and strategies to overcome them

Worksite Health Assessment

- The process of gathering information about the factors that support and/or hinder the health of employees
- Identifies potential opportunities to improve or address health and safety risk factors
- Helps to identify the current picture of worksite health as well as ways to improve it
- A necessary first step that drives health improvement planning, resource allocation, program implementation, and outcomes evaluation

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Worksite Health Assessment Process

- **Creates connections** between the various types of health issues identified by assessment tools
- **Drives development** of a workplace health plan including what will be evaluated
- **Answers key questions:**
  - What are the key health issues affecting employees?
  - What factors at the worksite influence employee health?
  - What are the employees' health and safety concerns?
  - What strategies are most appropriate to address these health and safety issues?

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Balancing Interests and Need

High Needs + High Interest = Success

- Example: If health assessment indicates high need for weight management and employees have high interest in weight management programs, you have an optimal environment for success!

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Program Strategies and Interventions

- Health behaviors
- Risk factors
- Current health status

- Relationship with management / coworkers
- Social support

- Facilities that support health
- Access and opportunities

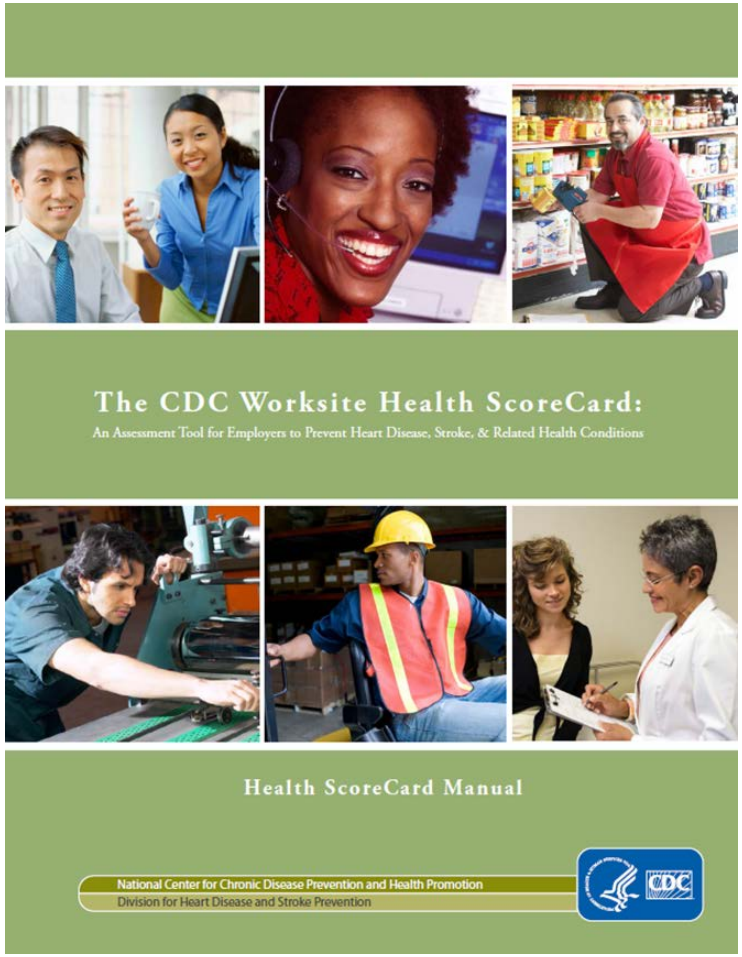
- Leadership support
- Culture
- Work climate

NHWP Assessments

- Assessment of employer and employee needs, interests, health risks and existing capacity
  - At the organizational level:
    - The NHWP assessed elements of culture, infrastructure, programs, policies, and practices (CDC Worksite Health ScoreCard)
  - At the individual level:
    - The NHWP utilized a health assessment (CAPTURE™) and health and safety culture audit (INPUTS™)
      - Available in English and Spanish
    - Biometric health screening events

CDC Worksite Health Scorecard

http://www.cdc.gov/dhdsp/pubs/worksite_scorecard.htm



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CDC Worksite Health ScoreCard

Assesses best practice health promotion interventions:

- Tobacco control
- Nutrition
- Physical activity
- Weight management
- Stress management
- Depression
- High blood pressure
- High cholesterol
- Diabetes
- Signs and symptoms of heart attack and stroke
- Emergency response to heart attack and stroke
- Organizational supports

New: Lactation Support, Vaccine-Preventable Diseases, Community Resources, Worksite Health & Safety Culture

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CDC Worksite Health Scorecard Format

Weight Management *During the past 12 months, did your worksite:*	*Yes*	*No*	*Score*
51. Provide free or subsidized body composition measurement, such as height and weight, Body Mass Index (BMI) scores, or other body fat assessments (beyond HRAs) followed by directed feedback and clinical referral when appropriate?	☐ (2 pts.)	☐ (0 pts.)	
52. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of overweight or obesity? *Answer "yes" if these health promotion materials address the risks of overweight or obesity as a single health topic or if the risks of overweight or obesity are included with other health topics.*	☐ (1 pt.)	☐ (0 pts.)	
53. Provide a series of educational seminars, workshops, or classes on weight management? *Answer "yes" if these sessions address weight management as a single health topic or if weight management is included with other health topics. These sessions can be provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.*	☐ (3 pts.)	☐ (0 pts.)	
54. Provide free or subsidized one-on-one or group lifestyle counseling for employees who are overweight or obese? *Answer "yes" if these programs are provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.*	☐ (3 pts.)	☐ (0 pts.)	
55. Provide free or subsidized self-management programs for weight management? *Answer "yes" if these programs are provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.*	☐ (3 pts.)	☐ (0 pts.)	
Your Worksite's Weight Management Section Score:			
Maximum Weight Management Section Score:			**12**

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Scoring the CDC Worksite Health Scorecard

- The Health ScoreCard scoring system was developed to reflect the relative impact of proven health promotion strategies.

- Each item on the HSC survey has been assigned a point value between 1 and 3 (where 1=good, 2=better, and 3=best)

- This point value reflects the level of impact that the strategy has on the intended health behaviors or outcomes *and* the strength of scientific evidence supporting this impact

•*For example, awareness-building materials such as brochures (1 point) have less of an affect on employee health than lifestyle counseling or self-management programs (3 points).*

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Who can use the CDC Worksite Health Scorecard?

- Employers, human resource managers, health benefit managers, health education staff, occupational nurses, medical directors, wellness directors, or others responsible for worksite health promotion to:
  - Help employees adopt healthy lifestyles
  - Establish benchmarks and track improvements
  - Integrate efforts with business objectives
- CDC Awardees and State health departments to:
  - Assist employers and business coalitions
  - Monitor and track worksite practices over time
  - Establish best practice benchmarks

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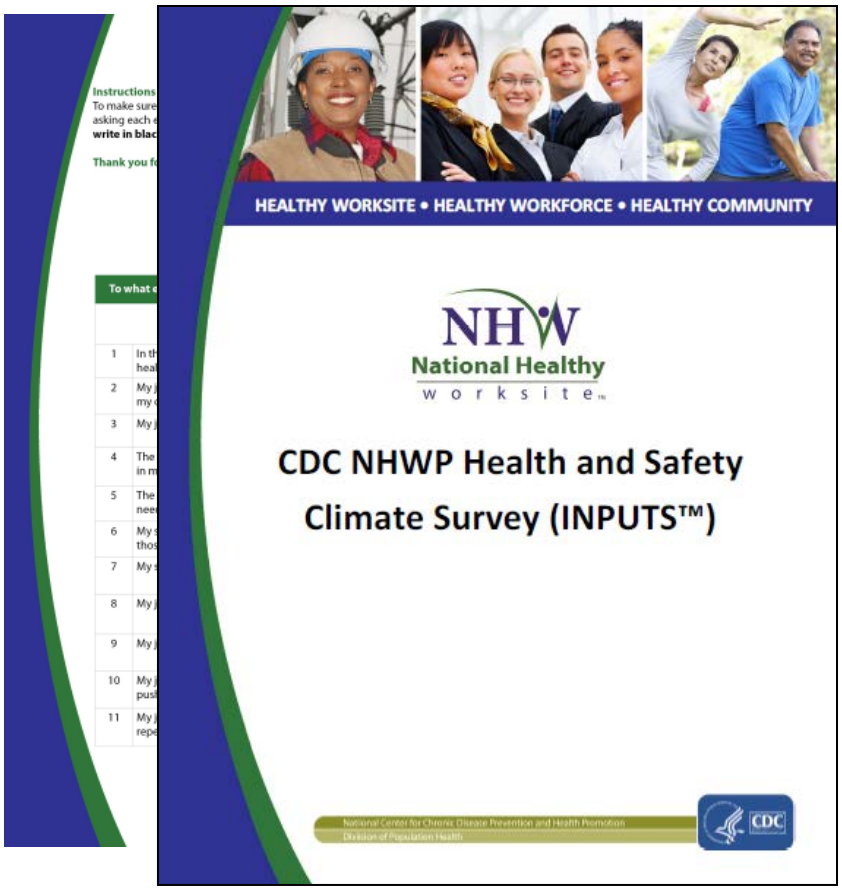
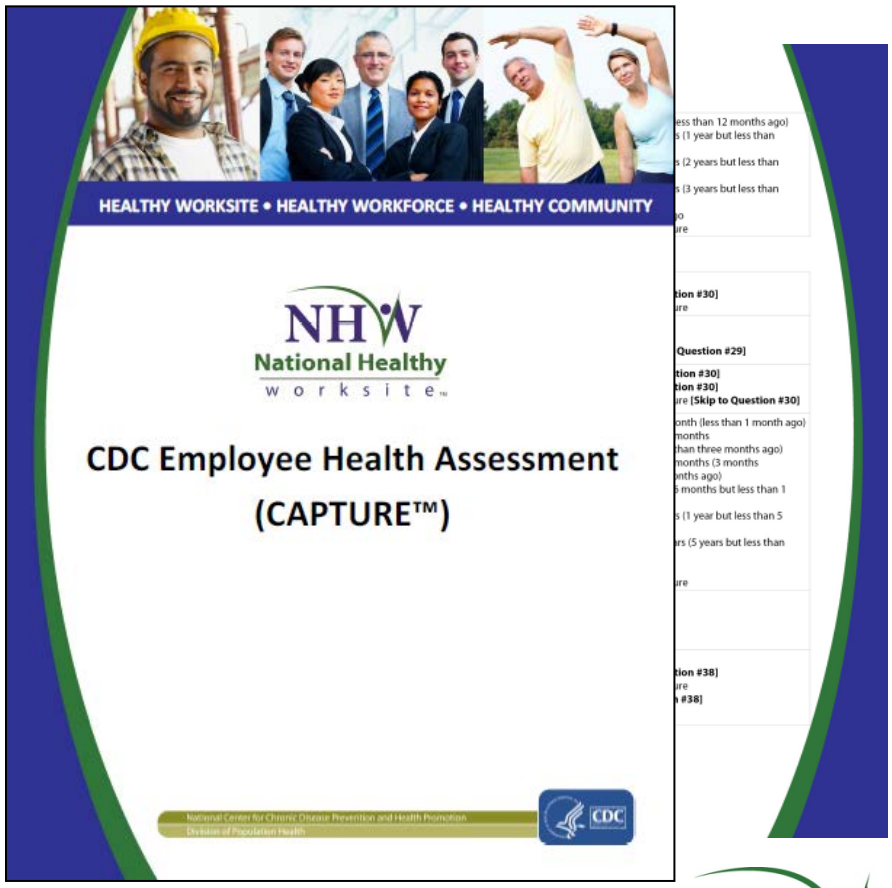
Employee Level Assessments





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CAPTURE™ Health Assessment

- Assessment of employee health status and risks, needs, interests, and readiness to change
  - Developed by CDC subject matter experts and Viridian Health Management
  - Follow US Preventive Services Task Force (USPSTF) recommendations
  - Compatible with National normative data
  - Complies with NCQA HRA certification
  - Personal Wellness Report - Actionable Information
  - Informs Employer Aggregate Report

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CAPTURE™ Health Assessment Areas

- Health Status
- Preventive Services
  - Cardiovascular
  - Cancer
  - Diabetes
  - Flu
- Lifestyle
  - Physical activity
  - Nutrition
  - Alcohol Use
  - Tobacco Use
- Mental Well-being
  - Sleep
  - Depression
  - Stress
  - Quality of Life
- Needs and Interests
- Readiness to Change
- Absenteeism/Productivity

90 Total Questions

Each participant receives a Personal Wellness Plan

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CAPTURE™ Individual Report

MY HEALTH REPORT

A CLOSER LOOK

MY HEALTH SUMMARY

TAKE ACTION	Choose what to do
PHYSICAL ACTIVITY	o Be active your way. Ten minutes at a time is fine.
	o Work with your health coach to make a plan.
BLOOD PRESSURE	o Make a plan with your health coach.
	o See your doctor to re-check your blood pressure.

IMPROVE ON	Choose what to do
NUTRITION	o Limit foods high in sodium.
	o Make a healthy eating plan with your health coach.

DOING WELL	Choose what to do
BODY WEIGHT	o Stay physically active and eat a healthy diet.
CHOLESTEROL	o Keep up the great work!
COLON CANCER SCREENING	o Stay up-to-date on colon cancer screenings.
FLU VACCINATION	o Keep getting your yearly flu vaccine.
MUSCLE AND JOINT PAIN	o Make sure your work space fits you.
	o Stay active during the work day.
SEATBELT USE	o Keep wearing your seatbelt.
TOBACCO USE	o Avoid secondhand smoke.
DIABETES	o Work with your health coach to maintain a healthy lifestyle.

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CAPTURE™ Individual Report

MY HEALTH REPORT

A CLOSER LOOK

BLOOD PRESSURE

TAKE ACTION

Your screening results told us ...

- Your blood pressure reading was: 150/98 mm Hg

[Healthy Range: Less than 120(systolic)/80 (diastolic) mm Hg]

You told us that...

- You have high blood pressure.
- You are taking medicine for high blood pressure.

What to do

- o See your doctor to set up a plan to lower your blood pressure.
- o Bring a list of questions to ask your doctor.
- o Meet with your doctor on a regular basis to get your blood pressure under control.
- o If you have side effects from medicine talk with your doctor.
- o If you use tobacco, make a plan and set a quit date.
- o Work with your health coach to set goals for healthy eating.

Learn More

High blood pressure increases the risk of getting heart disease. Your blood pressure is high if it is 140/90 or above. If your blood pressure has been high, ask your doctor how to lower it, and check it often. Everyone should aim for a normal blood pressure, which is below 120/80.

High blood pressure can be controlled by changing your lifestyle and by taking medication. Changing your lifestyle means losing weight if you are overweight, not using tobacco, getting regular physical activity, and cutting down on alcohol. A special eating plan called DASH can help you lower your blood pressure. The DASH plan emphasizes fruits, vegetables, whole-grains, low-fat milk products, and low-sodium foods. The DASH plan is very effecting in having a healthy blood pressure.

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CAPTURE™ Health Assessment

- Lessons Learned
  - Administering at the time of the biometric screening improves compliance and provides a matched data set
  - Telephone survey questions are not directly translated to paper / online
  - Completion averages 15-30 minutes when jointly administered with INPUTS™
  - Smaller employers had greater participation
  - Leadership support was critical
  - Employees indicated the assessment period was long

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INPUTS™ Health and Safety Culture Audit

- Assessment of employee's perception of workplace health and safety culture
  - Developed by Center for Promotion of Health in the New England Workplace (CPH-NEW) and Viridian Health Management
  - Based on validated tools in a variety of domains
  - Informs Employer Aggregate Report
    - Identifies focus priority areas in safety / culture
  - Discrepancy analysis between managers and non-managers

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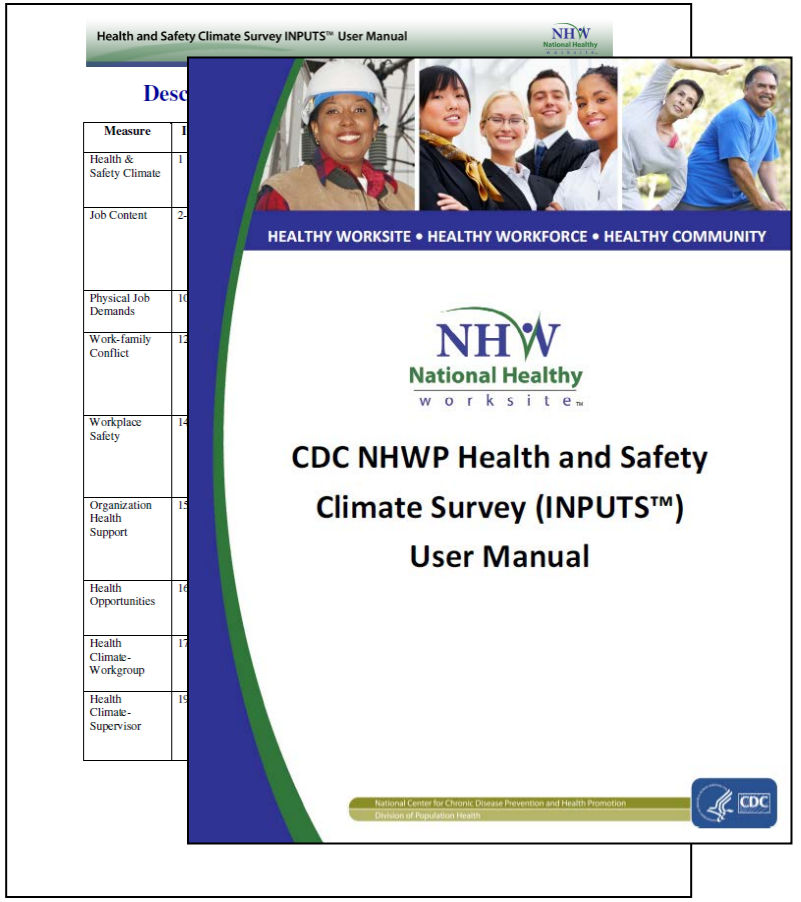
INPUTS™ Areas of Culture Audit

- **23 Total Questions**
  - Health & Safety Climate
  - Job Content
  - Physical Job Demands
  - Work-family Conflict
  - Workplace Safety
  - Organization Health Support
  - Health Opportunities
  - Health Climate (Workgroup/Supervisor/Organization)
  - Job Satisfaction
  - Commute Time



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INPUTS™ Health and Safety Culture Audit

- Lessons Learned
  - Employees are willing to answer questions about their work environment
  - Employers are interested in culture audit results
  - Health protection (safety) and health promotion (wellness) are important to link to create an overall health improvement plan
  - Completion averages 15-30 minutes when jointly administered with CAPTURE™
  - Some data (e.g., depression) requires additional interpretation and education facilitated by trained staff (an ongoing process)

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NHWP Employer Aggregate Report

- Synthesizes information from CAPTURE™, INPUTS™ and the CDC Worksite Health ScoreCard
- Identifies focus priority areas in health and safety
- Dynamically identifies the most impactful interventions from the CDC Worksite Health ScoreCard
- Organized with additional details for each CDC Worksite Health Scorecard domain area with actionable information

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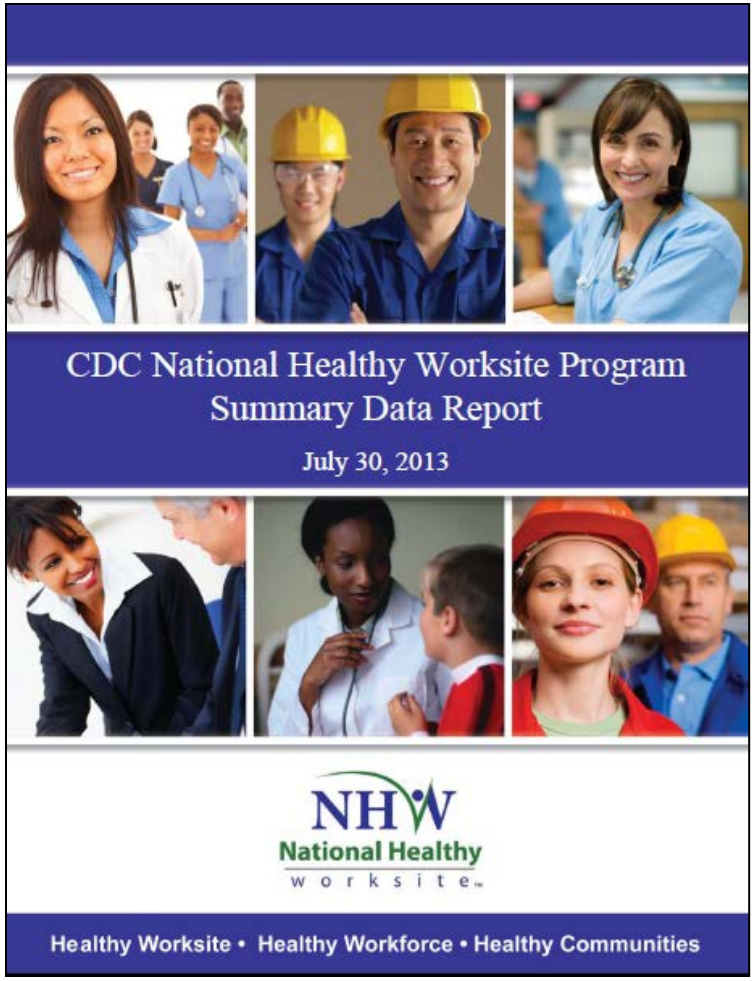
NHWP Employer Aggregate Report



- Stratifies by workforce demographics
- Provides education and "teachable moments"
- Organized by health topic
- Includes a glossary of terms

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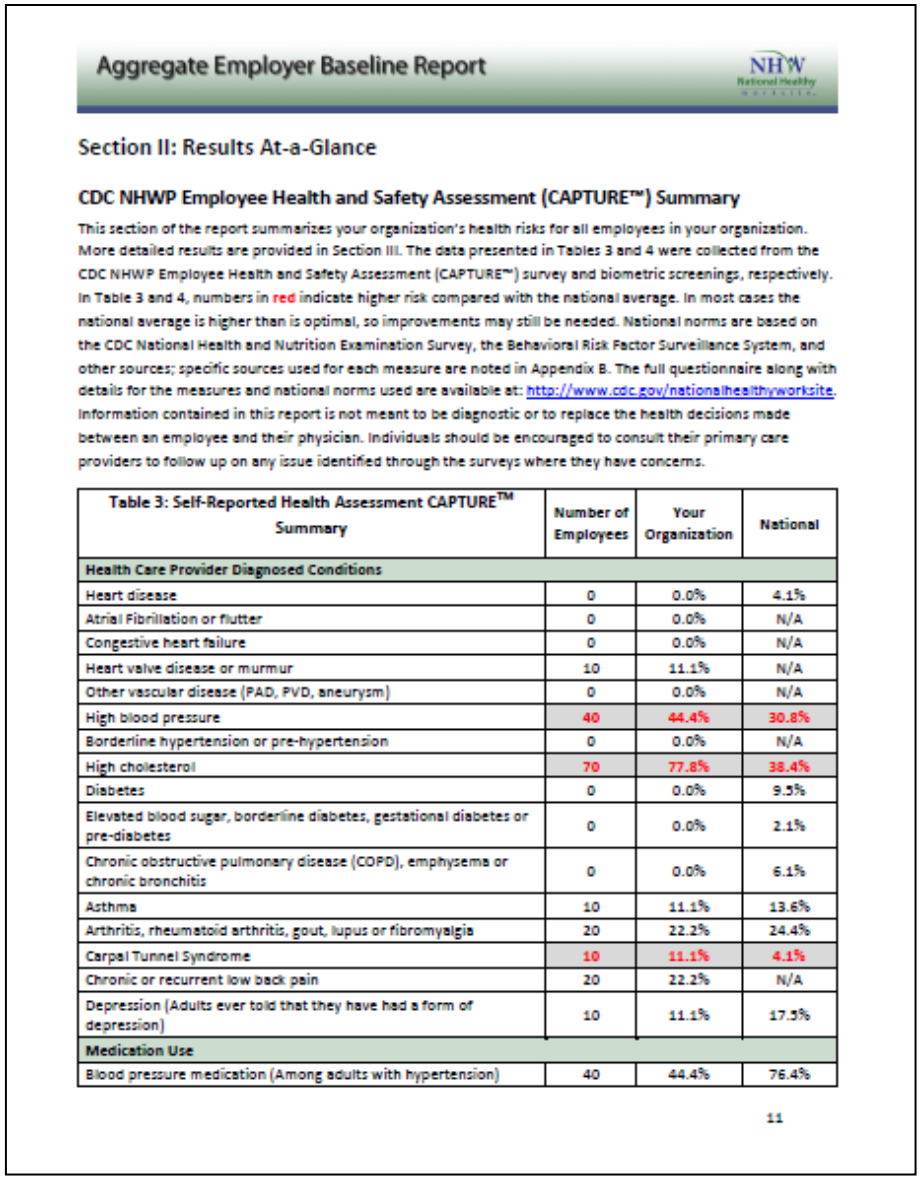
NHWP Employer Aggregate Report



Aggregate Employer Baseline Report

Section II: Results At-a-Glance

CDC NHWP Employee Health and Safety Assessment (CAPTURE™) Summary

This section of the report summarizes your organization's health risks for all employees in your organization. More detailed results are provided in Section III. The data presented in Tables 3 and 4 were collected from the CDC NHWP Employee Health and Safety Assessment (CAPTURE™) survey and biometric screenings, respectively. In Table 3 and 4, numbers in red indicate higher risk compared with the national average. In most cases the national average is higher than is optimal, so improvements may still be needed. National norms are based on the CDC National Health and Nutrition Examination Survey, the Behavioral Risk Factor Surveillance System, and other sources; specific sources used for each measure are noted in Appendix B. The full questionnaire along with details for the measures and national norms used are available at: http://www.cdc.gov/nationalhealthyworksite. Information contained in this report is not meant to be diagnostic or to replace the health decisions made between an employee and their physician. Individuals should be encouraged to consult their primary care providers to follow up on any issue identified through the surveys where they have concerns.

Table 3: Self-Reported Health Assessment CAPTURE™ Summary	Number of Employees	Your Organization	National
Health Care Provider Diagnosed Conditions			
Heart disease	0	0.0%	4.1%
Atrial Fibrillation or flutter	0	0.0%	N/A
Congestive heart failure	0	0.0%	N/A
Heart valve disease or murmur	10	11.1%	N/A
Other vascular disease (PAD, PVD, aneurysm)	0	0.0%	N/A
High blood pressure	40	44.4%	30.8%
Borderline hypertension or pre-hypertension	0	0.0%	N/A
High cholesterol	70	77.8%	38.4%
Diabetes	0	0.0%	9.5%
Elevated blood sugar, borderline diabetes, gestational diabetes or pre-diabetes	0	0.0%	2.1%
Chronic obstructive pulmonary disease (COPD), emphysema or chronic bronchitis	0	0.0%	6.1%
Asthma	10	11.1%	13.6%
Arthritis, rheumatoid arthritis, gout, lupus or fibromyalgia	20	22.2%	24.4%
Carpal Tunnel Syndrome	10	11.1%	4.1%
Chronic or recurrent low back pain	20	22.2%	N/A
Depression (Adults ever told that they have had a form of depression)	10	11.1%	17.5%
Medication Use			
Blood pressure medication (Among adults with hypertension)	40	44.4%	76.4%

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NHWP Employer Aggregate Report

Aggregate Employer Baseline Report

Focus Area: Nutrition

Eating a well-balanced diet should be part of a healthy lifestyle that also includes regular physical activity. Americans are encouraged to eat a variety of foods, including:

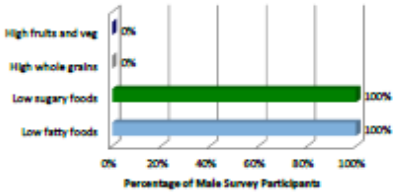
- Plenty of vegetables, fruits, and whole grain products
- Low-fat dairy products, lean meats, poultry, fish, and legumes
- Small amounts of salt, sugar, and saturated fat

Only 24% of U.S. adults eat five or more servings of fruits and vegetables per day.[13]

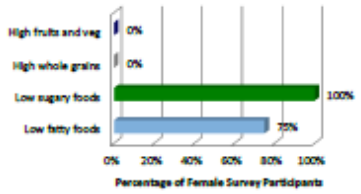
Four of the 10 leading causes of death in the United States – coronary heart disease, some types of cancer, stroke, and diabetes—are associated with an unhealthy diet. Diet also contributes significantly to the development of high cholesterol, high blood pressure, and overweight. In turn, these conditions are associated with considerable medical expenses, disability, and premature death. More than 100 million Americans eat at work daily so having healthy food options available is key to improving diet and nutrition and reducing the risks associated with chronic disease.[11-12]

The charts below summarize the overall dietary patterns of employees in the organization who participated in the assessments and their readiness to change.

Diet: Males
Figure 19



Diet: Females
Figure 20



Diet by Age
Figure 21

(*) Indicates that less than 50% of participants in your company answered this question.

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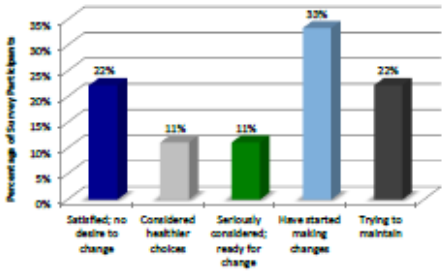
NHWP Employer Aggregate Report

Aggregate Employer Baseline Report

Readiness for Change: Diet

Figure 22

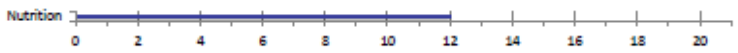


Quick Facts

- **63% of your employees are interested in programs on healthy eating**

Below is a summary of your organization's CDC Worksite Health ScoreCard score, which evaluated organizational support for nutrition. Your CDC Worksite Health ScoreCard Nutrition Score is 19 of 21 possible points.

CDC Health ScoreCard



Your organization can improve your CDC Health ScoreCard Nutrition Score by implementing the following workplace enhancements:

- Include healthy food and beverage choices in vending machines or cafeterias and identify those items with signs or symbols
- Provide educational seminars or classes on nutrition
- Create a written policy or formal communication that makes healthier food and beverage choices available in cafeterias or snack bars

Please review your CDC Health ScoreCard report with your Community Director to identify additional action opportunities for you to consider.

(†) Indicates that less than 50% of participants in your company answered this question.

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Data Collection Tips

- Objectively report data
- HIPAA compliance (NEVER release individual data)
- Use incentives to drive participation
- Collect data as frequently as possible
- Keep reports straightforward and relevant
- Look for areas of high need and interest
- Don’t collect data you don’t intend to use
- Stress confidentiality

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Data Confidentiality

- **Establish procedures to protect the confidentiality and privacy of employees**
  - This is very important for avoiding the perception or fear of harassment, discrimination or retribution directed towards those employees who may express unfavorable responses
- **Collect surveys anonymously, making sure that participants cannot be identified when they turn in their completed survey**
  - Instruct employees **NOT** to put their names on the survey form
  - Do not allow supervisors to collect survey forms from subordinates
  - Appoint a survey administrator (preferably someone external to the organization) to distribute and collect the surveys
  - Provide envelopes for returning paper surveys to shield responses. If allowing "drop offs" (e.g., for off-shift employees), provide a locked container or other secure holding arrangement so that survey responses cannot be seen by other employees
  - Establish privacy procedures to prevent web-based survey responses from being traced back to the participants
  - *Consider omitting demographic questions,* particularly if the organization is small or medium sized

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Data Confidentiality

- **Protect privacy during data management**
  - Limit access to the survey data to a trusted data analyst, preferably someone external to the organization
  - Be sure that data are captured and stored as de-identified
  - Establish procedures to prevent unauthorized access to the data
- **Protect privacy during reporting of results**
  - AVOID reporting results by work unit, location, or any demographic category (e.g., age groups, gender, race, etc.) unless there is a minimum of 25 employees in each category

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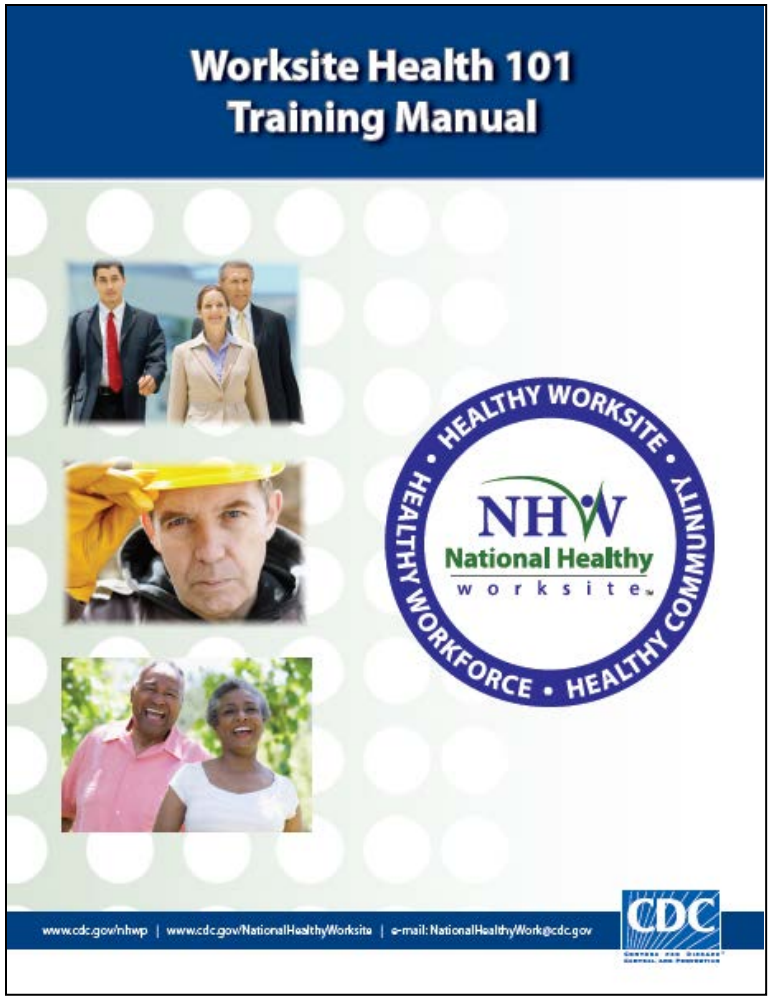
Share Results / Tie to Performance

- Why did you collect data?
- Who was included and how many responded?
- When was data collected?
- Who collected the data?
- Who has access to it?
- What did you find out?
- How did the data drive the health improvement planning process?
- What outcomes were achieved?

NHWP Worksite Health Training Manual

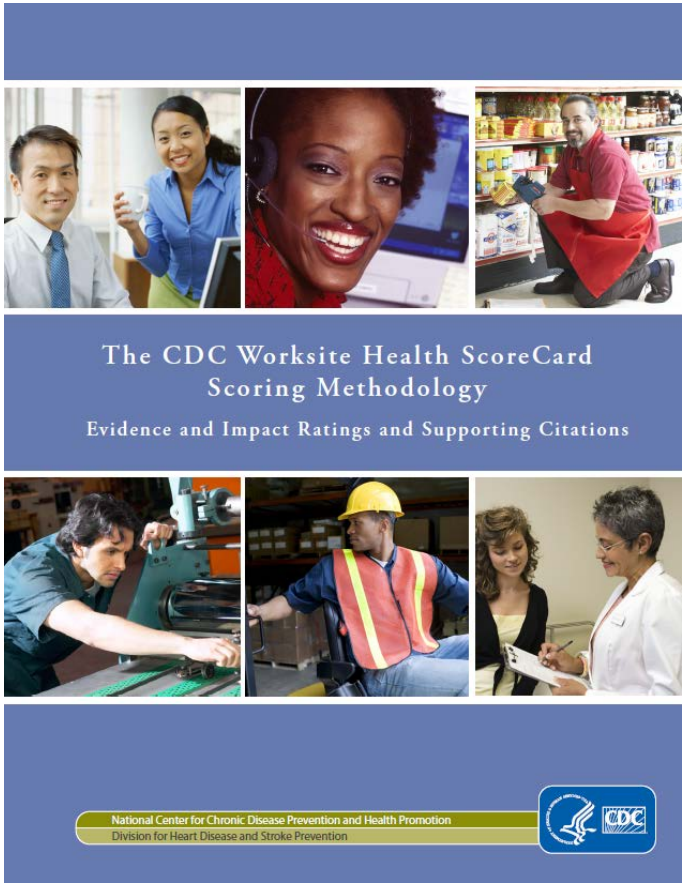
http://www.cdc.gov/nationalhealthyworksite/join/Training-materials.html



The CDC Worksite Health ScoreCard Scoring Methodology

Describes:

- Rating system
- Scores for each question
- Citations and references



http://www.cdc.gov/dhdsp/pubs/docs/HSC_Score_Method.pdf

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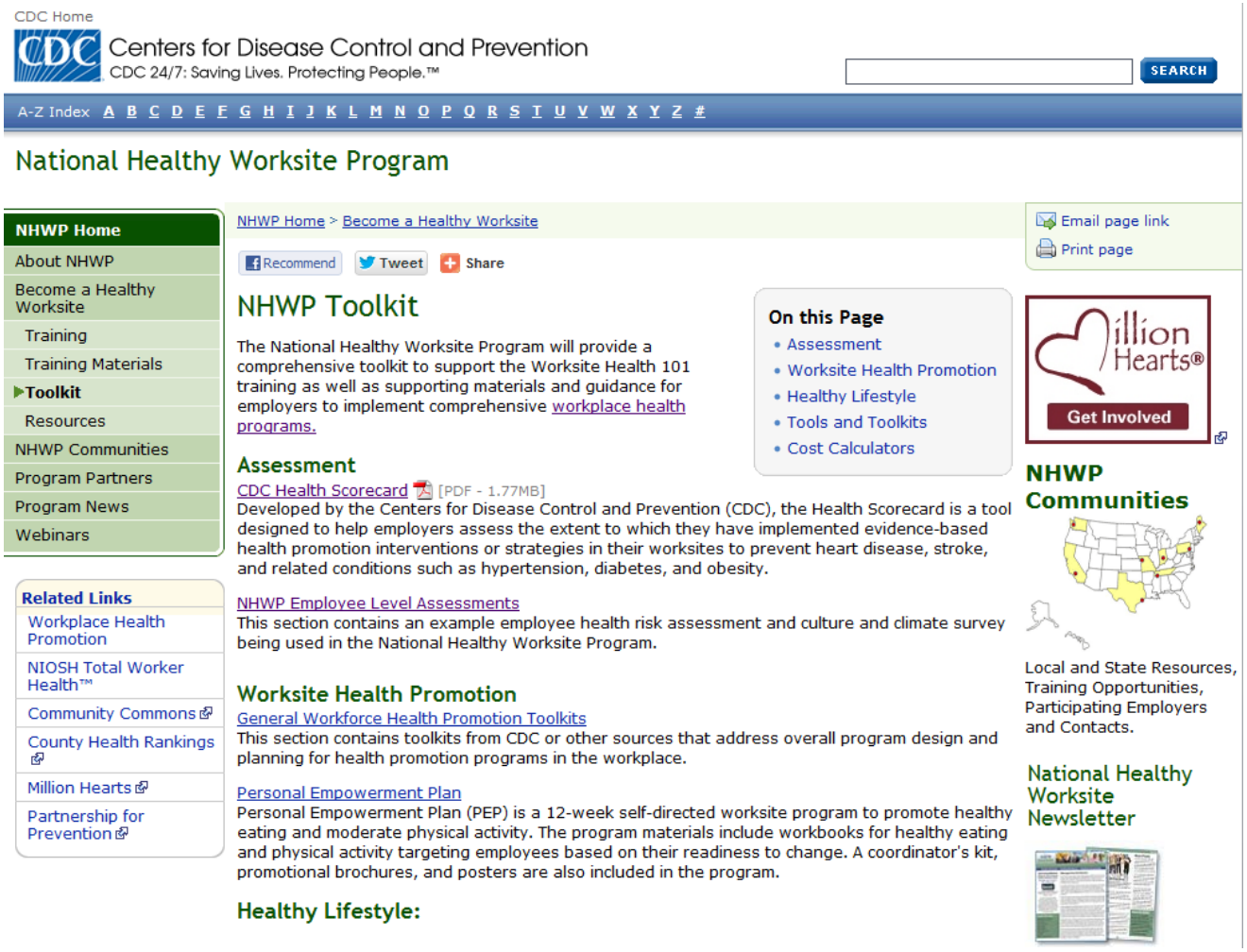
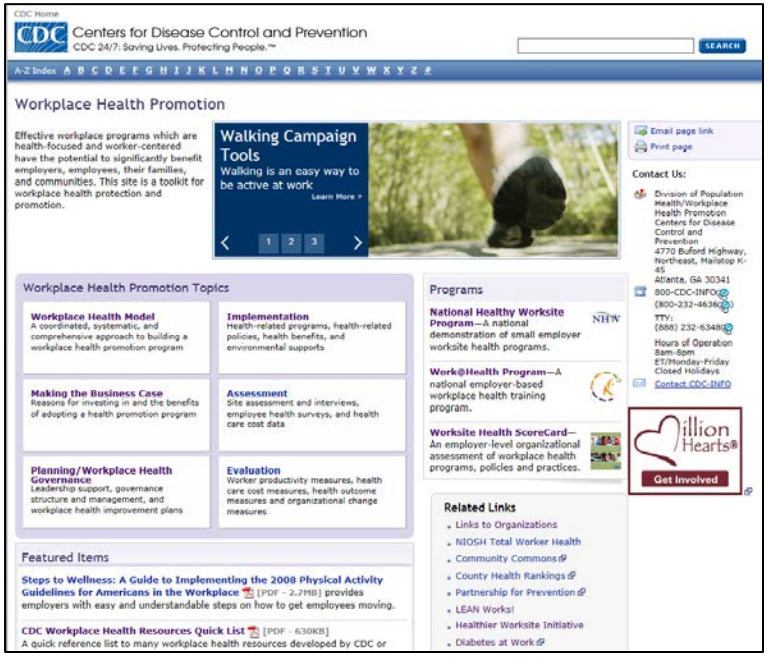
NHWP Assessment Tools

http://webdev.nccd.cdc.gov/nationalhealthyworksite/join/toolkit.html

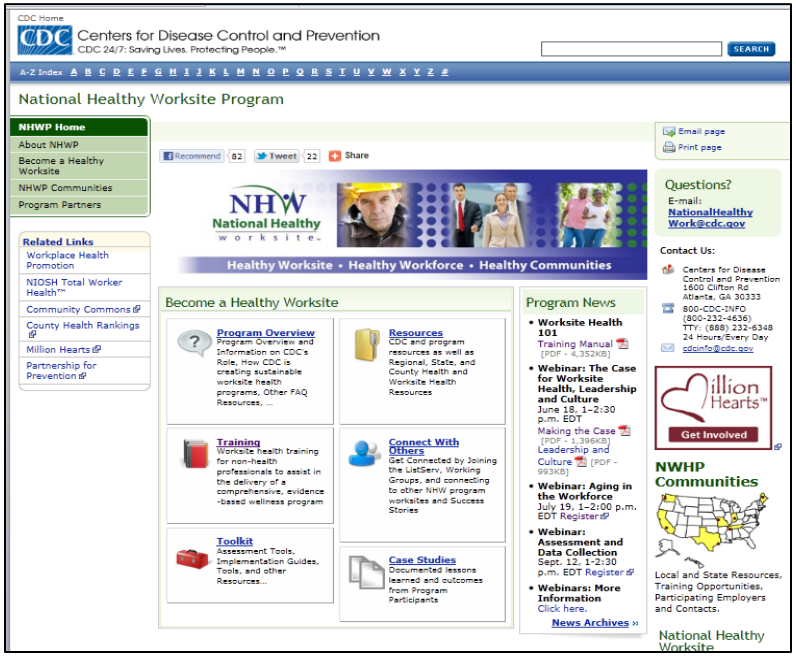


CDC Worksite Health Promotion Resources

www.cdc.gov/WorkplaceHealthPromotion



www.cdc.gov/NationalHealthyWorksite/



NHW National Healthy worksite™

How to Stay Connected

- Program website
  www.cdc.gov/nhwp
  or
  www.cdc.gov/NationalHealthyWorksite

- Program mailbox
  NationalHealthyWork@cdc.gov

- Linkedin Group: National Healthy Worksite
  http://www.linkedin.com/groups/National-Healthy-Worksite-4121425

NHW National Healthy worksite™

Worksite Health References

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2. Soler RE, Leeks KD, Razi S, et al. A systematic review of selected interventions for worksite health promotion:: the assessment of health risks with feedback. *American Journal of Preventive Medicine*. 2010;38(2):S237-S262.
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