

Reaching Around the State

Building a wellness program that reaches all employees

Linda Feltes, MS
Project Manager-
Worksite Wellness
Mar 2013



Reaching Around the State

Building a wellness program that reaches all employees

What is a wellness program?

Policies, Systems and Environments that support an employee's intentions to be healthy

Reaching Around the State

Building a wellness program that reaches all employees

What is a comprehensive wellness program?

- Health Education
- Supportive Social and Physical Environments
- Integration of Worksite Wellness Program into Organizational Structure
- Linkages with Related Programs
- Screening Programs

US Office of Personnel Management:

http://archive.opm.gov/Employment_and_Benefits/WorkLife/HealthWellness/wellnessresources/worksitewellnessprogram.asp#LRP



Reaching Around the State

Building a wellness program that reaches all employees

What is a wellness program?

- **Health Education**

- Seminars

- Education sessions

- Classes

- Lectures

- Newsletters

- Other literature

- Website or links to web-based information or resources

- Personal safety information and training programs

- Work and job related safety information and training programs

- **How can all employees be included?**



Reaching Around the State

Building a wellness program that reaches all employees

What is a wellness program?

- **Supportive Social and Physical Environments**

Health Fairs

Immunization campaigns or availability

Walking groups/running groups/other classes or groups

Incentives

Shower facilities

Locker rooms

Bike racks or storage

On-Site fitness facilities

Commercial fitness membership discount

Chronic disease management

Individual coaching

- **How can all employees be included?**



Reaching Around the State

Building a wellness program that reaches all employees

What is a wellness program?

- **Support for Healthy Food Choices**
- **Environmental Supports:**
 - Ergonomics
 - Lactation support services
 - Tobacco-Free campus
 - Handwashing
 - Emergency procedures and training
- **How can we reach all employees?**



Reaching Around the State

Building a wellness program that reaches all employees

What is a wellness program?

- **Integration of Worksite Wellness Program into Organizational Structure**

Does your agency have worksite wellness program staff?

Is Senior Leadership regularly briefed on the programs and services?

Are employees granted use of duty time for participation?

- **Is this integrated across all locations?**



Reaching Around the State

Building a wellness program that reaches all employees

What is a wellness program?

- **Linkages with Related Programs**

Are there links between worksite wellness programs and related benefits:

- Medical plan
- Employee Assistance Program (EAP)
- Traditional occupational health and safety programs
- Other work/life programs
- Use of flexible schedules
- Telework arrangements
- **Do all employees have access to these benefits?**



Reaching Around the State

Building a wellness program that reaches all employees

What is a wellness program?

- **Screening Programs**

- Mental Health screenings

- Blood Pressure checks

- Diabetes Screening

- Substance Abuse Screening

- Mammography

- Stress Screening

- Cholesterol Screening

- Health Risk Appraisal

- **Do all employees have access to these benefits?**



Reaching Around the State

Building a wellness program that reaches all employees

6-Step Plan

1. Identify one representative from each site
2. Visit site: understand needs, gaps, culture
3. Network representatives together
4. Communicate across sites
5. Database of local wellness resources
6. Encourage use of existing employee benefits



Reaching Around the State

Building a wellness program that reaches all employees

1. Identify one representative from each site

Experience of: MDH

Corrections

MnDOT



Reaching Around the State

Building a wellness program that reaches all employees

2. Visit site to understand needs, gaps, culture

Use *Check for Health*

Other survey tools/focus groups

In office vs. off site employee needs

Regular contact/visits

Commissioner visits



Reaching Around the State

Building a wellness program that reaches all employees

3. Network representatives together

Experience of : MDH

Corrections

AWC, IGWHP



Reaching Around the State

Building a wellness program that reaches all employees

4. Communicate across sites

Corrections/MnDOT websites

MMB website

features/spotlights

division meetings

health fairs/open enrollment/retirement meetings



Reaching Around the State

Building a wellness program that reaches all employees

5. Database of local wellness resources

- fittraveling.com: <http://fittraveling.com/>
- WordPress for websites or blogs: <http://wordpress.org/>
- Joomla: <http://www.joomla.org/>
- existing local calendars of events

St. Cloud area calendar of events:

<http://www.granitecountry.com/pages/Calendar/>

Fergus Falls calendar of events:

<http://visitfergusfalls.com/pages/CalendarofEvents/>



Reaching Around the State

Building a wellness program that reaches all employees

6. Encourage Use of Existing Employee Benefits

- Medical Insurance (MN Advantage Health Plan) includes routine physicals and screenings
- Health assessment and coaching at no extra cost
- Employee Assistance Program (EAP) counseling for wide range of concerns
- Annual Flu Shot Campaign
- Ergonomics Consultation
- Work Well worksite wellness programs
- Safety committees

