

Healthy People 2010 Operational Definition

7-5. Increase the proportion of worksites that offer a comprehensive employee health promotion program to their employees.

7-5c. Worksites with 50 to 99 employees.

National Data Source	National Worksite Health Promotion Survey (NWHPS), Association for Worksite Health Promotion (AWHP) and OPHS, ODPHP, Partnership for Prevention.
State Data Source	Not identified.
Healthy People 2000 Objective	Adapted from 8.6 (Educational and Community-Based Programs).
Changes since the 2000 Publication	None.
Measure	Percent.
Baseline (Year)	33 (1999)
Target	75
Target-Setting Method	127 percent improvement. For a discussion of target-setting methods, see Part A, section 4.
Numerator	Number of worksites with 50 to 99 employees that offer a comprehensive health promotion program.
Denominator	Number of worksites with 50 to 99 employees.
Population Targeted	Not applicable.
Questions Used To Obtain the National Baseline Data	From the 1999 National Worksite Health Promotion Survey: [NUMERATOR:] [Component 1: Health Education] ➤ <i>During the last 12 months, did you offer (<u>Insert Program Type</u>) to your employees at the worksite?</i> (a) <i>Physical activity and/or fitness programs or activities</i> (b) <i>Nutrition or cholesterol education</i>

- (c) *Weight management classes or counseling*
- (d) *Smoking management classes or counseling*
- (e) *Stress management classes or counseling*
- (f) *Alcohol or drug abuse support programs*
- (g) *Back injury prevention programs*
- (h) *Maternal or prenatal programs*
- (i) *Education on balancing work and family*
- (j) *HIV or AIDS education*
- (k) *Workplace violence prevention programs*
- *Did your worksite offer Health Awareness Information such as lectures or informational brochures about smoking or other health issues during the last 12 months?*
- *Did your worksite offer Lifestyle Behavior Change Programs such as ongoing meetings, sessions or counseling for weight management or to quit smoking during the last 12 months?*
- *Do you currently offer (Insert Program/service) either through the company, through one or ore employee health plans, or not at all?*
 - (a) *Self Care Books or Tools*
 - (b) *Nurse Advice Lines*
 - (c) *Diabetes Management Programs*
 - (d) *Asthma Management Programs*
 - (e) *Cancer Management Programs*
 - (f) *Depression Management Programs*
 - (g) *Hypertension Management Programs*
 - (h) *Cardiovascular Management Programs*
 - (i) *Obesity Management Programs*

[Component 2: Supportive Social and Physical Work Environment]

- *Do you have a formal policy for tobacco that prohibits or severely restricts smoking at the worksite/on the job?*
- *Do you have a formal policy for alcohol, specifically addressing employee use of alcohol at the worksite/on the job?*
- *Do you have a formal policy for drugs, specifically addressing employee use of illegal drugs at the worksite/on the job?*
- *Do you have a formal policy for occupational (sic) protection, specifically requiring use of seat belts during business travel in an automobile?*
- *Are financial incentives used to encourage program participation in health promotion? How is your (Insert Program Type) program funded? Is it...*
 - 1. *Company paid*
 - 2. *Employee paid*
 - 3. *Shared cost*

PROGRAM TYPE:

 - a. *Health Screening*
 - b. *Health Risk Assessment*

c. Health Awareness Information

d. Lifestyle Behavior Change

- Does your worksite have an on-site exercise facility?

[Component 3: Integration of the Worksite Program into the Organization's Administrative Structure]

- Does your worksite have at least one part-time person responsible for Health Promotion or Worksite Wellness?
- Is the improvement of the health status of employees a stated mission or goal for your company?
- What are the barriers or challenges to your program's success?

(a) Lack of access to data (medical, Rx claims, disability, HRA).

(b) Lack of integration with other programs/services.

[Component 4: Related Programs like Employees Assistance Programs (EAP)]

- Do you currently offer Nurse Advice Lines either through the company, through one or more employee health plan, or not at all?

[Component 5: Screening Programs]

- During the last 12 months, did you offer (Insert Program Type) to your employees at the worksite or through one of your health plans?

(a) Screenings for high blood pressure

(b) Screenings for cholesterol level

(c) Screenings for any form of cancer

(d) Health Risk Assessment (HRA) - questionnaires about health habits

[DENOMINATOR:]

- How many full-time employees are currently employed at this worksite? These are employees who are continuously employed by this particular worksite, not the entire organization if it has more than one site?

Number of full-time employees _____

Number of part-time employees _____

Expected Periodicity

Periodic.

Comments

A comprehensive worksite health promotion program contains all of the following elements:

(1) health education that focuses on skill development and lifestyle behavior change in addition to information dissemination and awareness building, preferably tailored to employees interests and needs;

(2) supportive social and physical environments,

including established norms for healthy behavior and policies that promote health and reduce risk of disease, such as worksite smoking policies, healthy nutrition alternatives in the cafeteria and vending machines, and opportunities for obtaining regular physical activity;

(3) integration of the worksite program into the organization's structure;

(4) related programs, such as employee assistance programs; and

(5) screening programs, preferably linked to medical care delivery to ensure follow-up and appropriate treatment as necessary and to encourage adherence.

Objective 7-5 is adapted from Healthy People 2000 objective 8.6, which tracked worksites with less than 50 employees, 50 or more employees, as well as medium and large companies. It measured the proportion of worksites that offered any health promotion activity for their employees, preferably as part of a comprehensive employee health promotion program.

Objective 7-5 tracks the proportion of worksites with less than 50, 50 to 99, 100-249, 250 to 749, and 750 or more employees who offer a comprehensive (as defined above) health promotion program to both full- and part-time employees.

See Appendix A for focus area contact information.