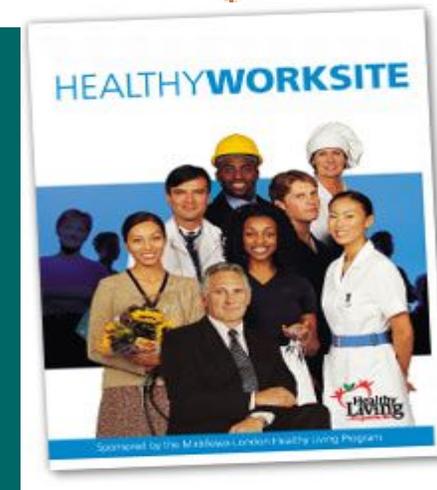


ND Worksite Health Promotion Program: Overview & Preliminary Results

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Presented at the 2007 NDPERS Wellness Forum
November 14, 2007
North Dakota Heritage Center, Bismarck



Center for Health Promotion & Prevention Research, UNDSMHS

- School-based CVD Risk Prevention
- Clinic-based Preventive Care
- Healthcare Provider Educ./Training
- Worksite Health Promotion



Today's Presentation

- Background & Rationale for NDWHPP
- Components of NDWHPP
- Preliminary Results
- Future Directions



Worksite Wellness Programs: What Works?

- Limited information about specific components; existing data indicates:

A screening and referral program will have an effect on about $\frac{1}{4}$ of those who are at risk



Worksite Wellness Programs: What Works?

Health education information alone is not effective.



Worksite Wellness Programs: What Works?

Management support and worksite-wide/environmental interventions are a necessary but not sufficient intervention



Worksite Wellness Programs: What Works?

Significant effects (from 50-75%) can be achieved by including individual follow-up assistance for at-risk employees



The Stages of Effective Proactive Outreach

1. **Getting people's attention**
2. **Persuading that their health behaviors matter**
3. **Developing confidence that change is possible**
4. **Developing commitment to health improvement**
5. **Developing skills in self-management**
6. **Providing support & reinforcement for change**

Employees differ in their readiness for change



Comprehensive Programs that Reach Out Work!

- Outreach to At-Risk Employees
- Incentives to Achieve High Participation
- Worksite Policy, Activities, & Environmental Changes

Proactive
Outreach
to Employees
Works!

Data Data Data!

Rigorous Evaluation = Sustainability!

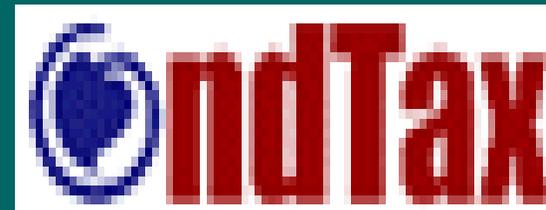
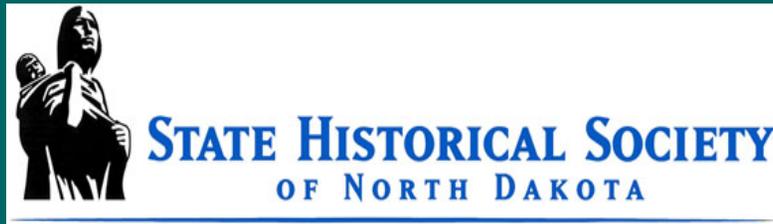


Overview of the ND Worksite HP Program

- 3 year pilot program, evidence-based, 4 worksites
- Interventions at worksite- & individual-levels
- 2 worksites receive “high” & 2 “medium” interventions
- Evaluation incl. costs, health behavior, & satisfaction



Overview of the ND Worksite HP Program



Healthy Steps to a Comprehensive Program: Provider-Initiated Services

- Assess Environment, Resources, A&Bs, Interests
- Establish Health Councils & Coordinators
- Invite, Inform, and Motivate!
- Provide Services to HCs & Employees:
 - Consultation & Tools for Worksite-wide Activities
 - Personal Health Assessments w/Feedback (Confidential!)
 - Health Coaching for At-Risk Employees
 - Health Screenings (Know Numbers!)
 - Onsite Services and Referrals (Tobacco Cessation!)
 - Data Back to Worksites and Employees (Motivation!)



Healthy Steps to a Comprehensive Program: Worksite-Initiated Activities

- Management support (culture of health)

- Environmental changes
 - healthy food options
 - PA & stress-reduction opportunities available & encouraged

- Provision of meaningful activities/resources
 - PA, healthy eating, & stress-reduction programs
 - Presentations & worksite wide dissemination of health info.
 - Incentives for healthy behavior changes



Preliminary Data: PBHP Participation

- Year 1: 68%
- Year 2: 73%

- Specific worksite rates for Years 1 and 2:
 - 58% to 68%
 - 64% to 81%
 - 76% to 77%
 - 77% to 68%



Preliminary Data: Health Coaching/Screening (2 sites)

- Year 1: 64% had ≥ 2 health risks
 - 54% worked with a health coach
- Year 2: 35% had ≥ 2 health risks
 - 25% worked with a health coach
- Health Screenings in Year 1 & Year 2: approx. 62%



Preliminary Data: Tobacco Cessation (4 sites)

- Year 1: 10 employees attended
 - At 3 month follow-up, 5 of the 9 participants that completed were tobacco-free
- Year 2: 3 employees attended
 - 1 completed and reporting tobacco-free



Preliminary Data: Worksite Initiatives

- All health councils reporting various activities
 - Walking/physical activity clubs
 - Weight loss support groups/clubs
 - Health presentations
 - Healthy snacks/potlucks
 - Incentives for healthy changes
 - Flexible schedules for fitness activities
 - Sustaining F&V s

- Levels of activity vary across worksites



Preliminary Data: PBHP 1 Year Changes

- PBHP measures 76 health behaviors & indicators
- Online administration, 15-20 minutes:
 - Health risk category & overall wellness
 - Automatic results and printable/reviewable self-help materials
 - Local services/resources guide
- Results provided at baseline (2006) & Year 1 (2007)
 - **63 of 76 health areas improved, 28 significantly**
 - **Greatest change in nutrition, PA, safety, capacity at work, preventive care; reduced risks in diabetes, CVD, lung cancer**



Future Directions

- Health Council Summit in October 2007
 - All worksites agree NDWHPP should be continued
 - All agree that additional resources & potential policies are important for sustainability
- Analysis of final outcomes commencing in April 2008
- NDPERS will continue to plan for future initiatives



Questions/Comments?

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