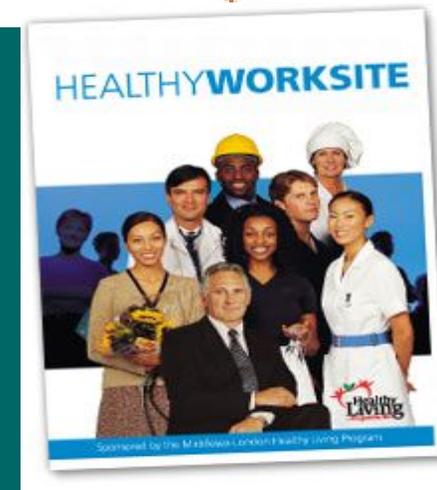


North Dakota Worksite Health Promotion Program: Overview of Results: 2006-2008

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Today's Presentation

- Description of NDWHPP Design & Components
- Results: Changes in Health Status & Risk Behaviors
- Results: Changes in Health Costs



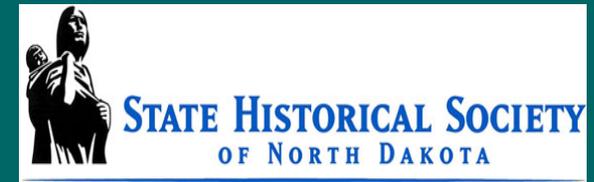
Goals of the Program

- **Increases in Healthy Behaviors**
- **Improvements in Employee Satisfaction & Productivity**
- **Decreases in Health Costs**



NDWHPP Design

- Jan 2006-Jan 2008
- 4 Worksites
(Medium & High Services)
- Worksite- & Individual-level Interventions
- Evaluation of Changes in Health & Work behaviors; Costs



NDWHPP Components & Services

- Environmental, Employee, & Mgmt Assessments
- Establish Health Councils & Coordinators
- Kick-off Meetings
- Provide Services to HCs & Employees:
 - Consultation & Tools for Health Councils
 - Personal Health Assessments w/Feedback (\$25 Stipend)
 - Health Coaching for At-Risk Employees (2 Sites)
 - Health Screenings (2 Sites)
 - Tobacco Cessation Classes
 - Fruit & Vegetable Program
 - Summary of Results to Employees



Results: Worksite Initiatives

- All health councils reported new worksite activities
 - Walking/physical activity clubs
 - Weight loss support groups/clubs
 - Health presentations
 - Healthy snacks/potlucks
 - Flexible schedules for fitness activities
 - Sustaining F&V program

- Levels of activity varied across worksites



Results: Completion of Health Assessments

- Year 1 (Baseline): 68%
- Year 2: 73%
- Year 3: 75%

- Specific worksite rates for Years 1-3:
 - 59% to 71% to 71%
 - 77% to 93% to 92%
 - 78% to 77% to 76%
 - 75% to 70% to 64%



Results: Health & Work Changes

- PBHP measures 77 areas of health & work behavior
- 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; 2007; 2008



Results: Health & Work Changes

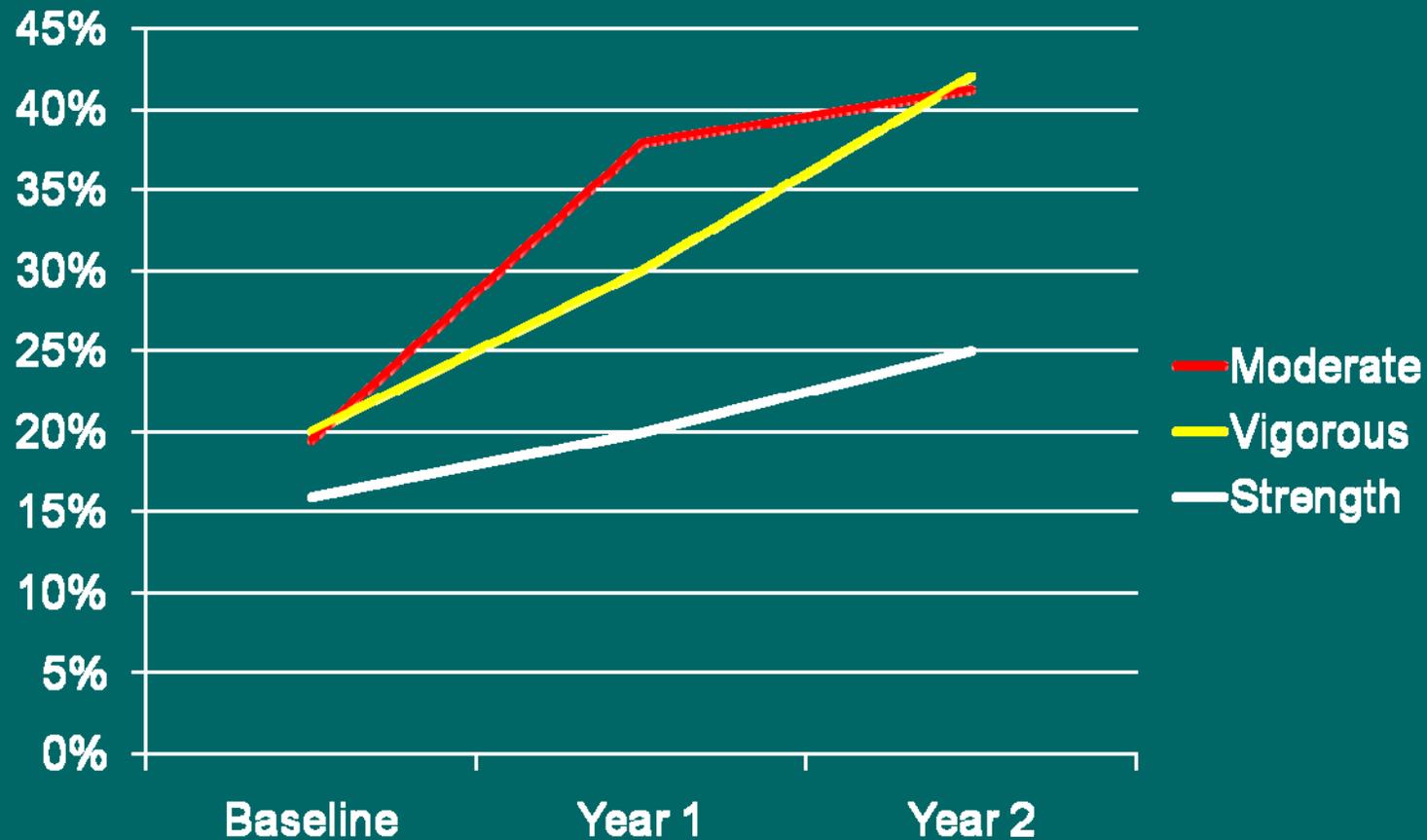
Baseline to Year 2	Baseline to Year 3	Year 2 to Year 3
64 of 75	68 of 75	47 of 77

Most significant changes in PA, nutrition, work productivity, preventive care, & reduced risks in diabetes and CVD

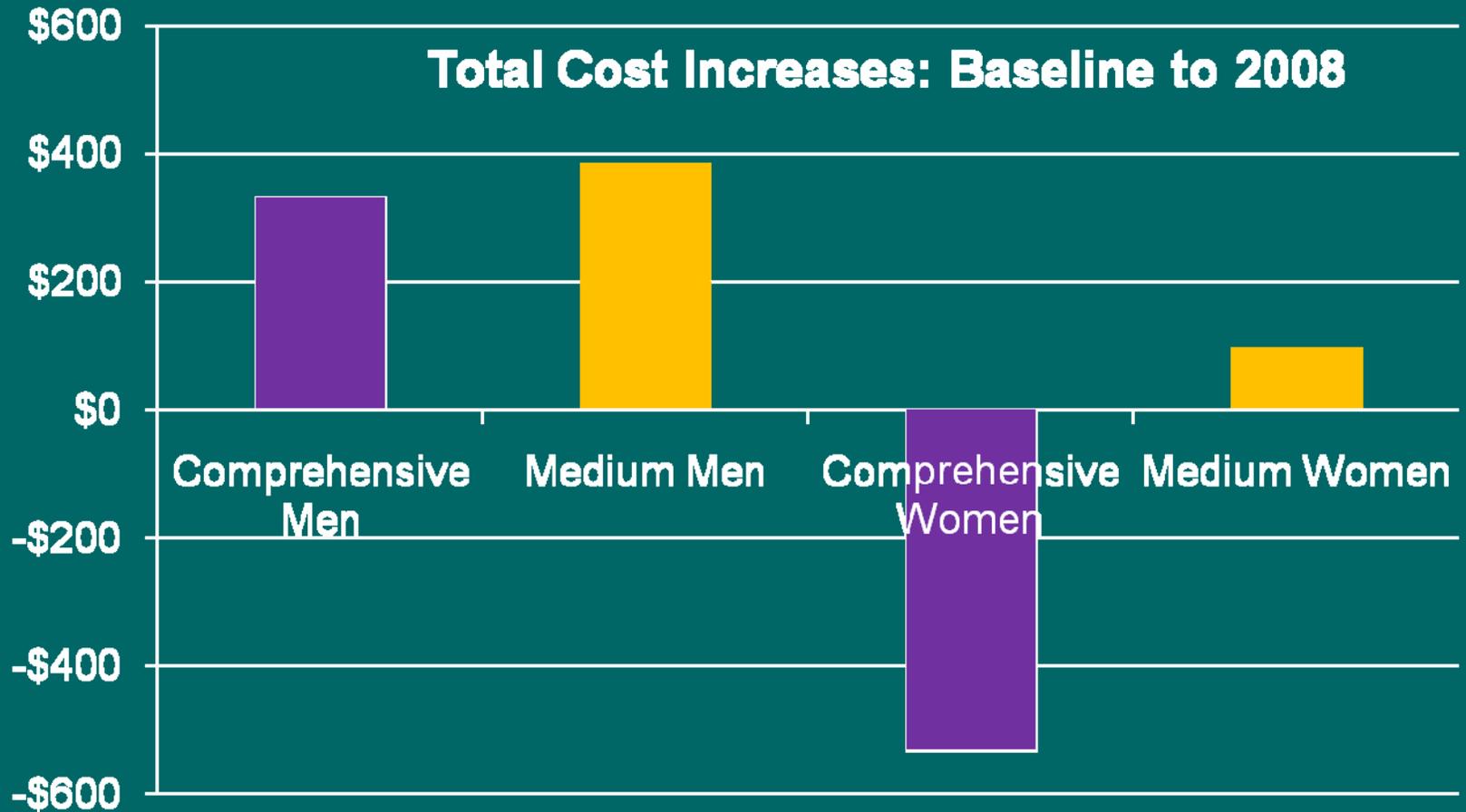
Stronger overall effects for comprehensive sites



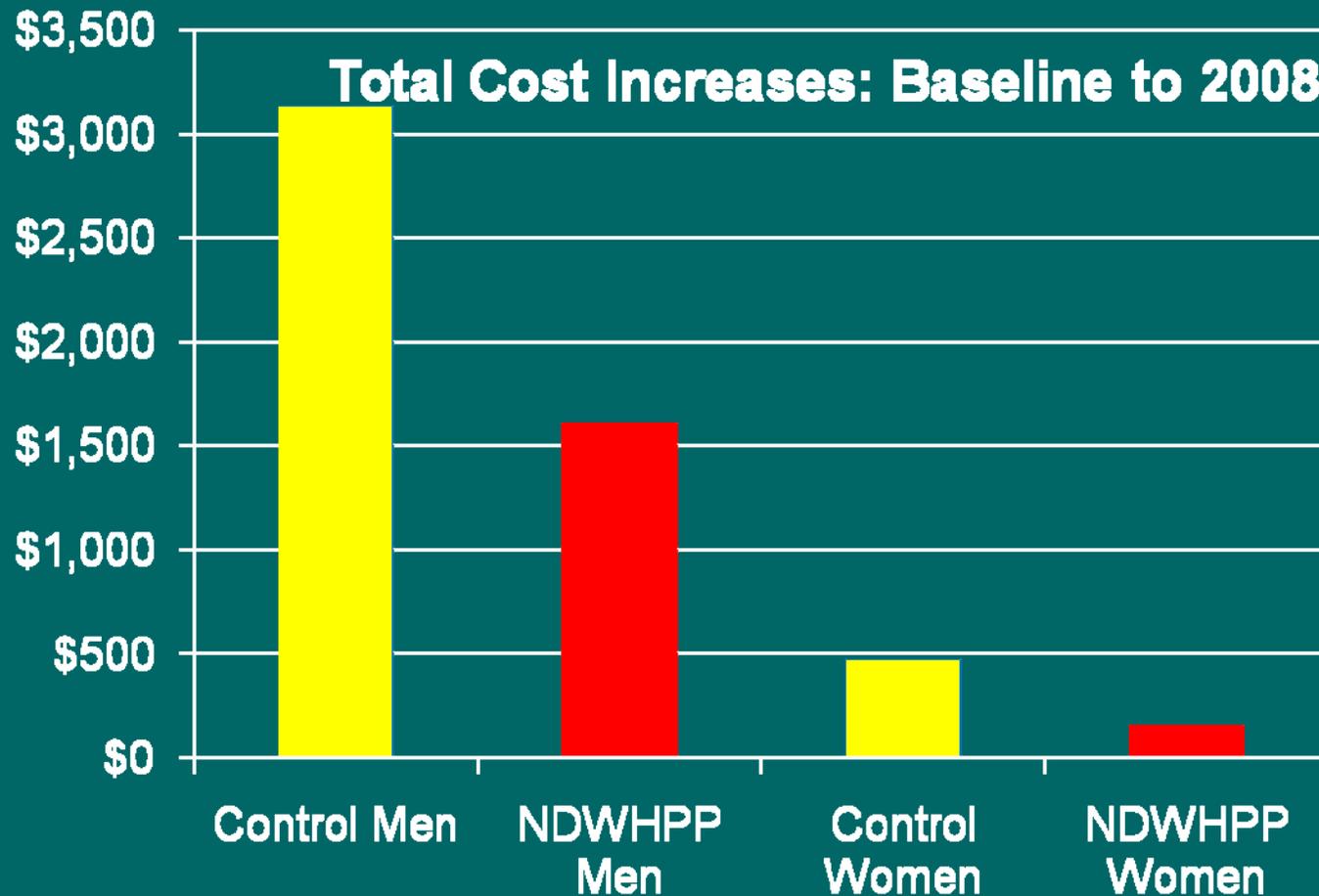
Results: Physical Activity Changes



Results: Health Care Cost Changes – Comprehensive and Medium Sites



Results: Health Care Cost Changes – NDWHPP Employees and Matched Controls



Conclusions

- Worksite environments changed
- Health and work behaviors changed
- Health costs changed
- NDPERS will plan for future initiatives
- Great appreciation for all employees!



Questions/Comments?

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