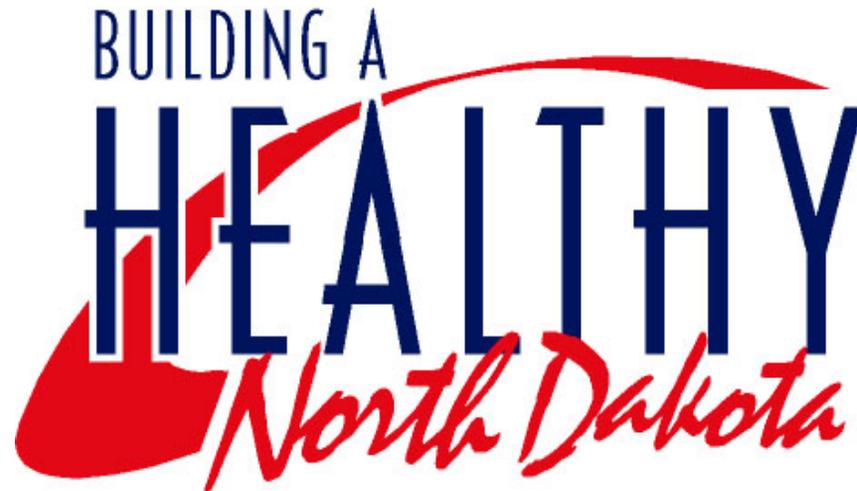


Healthy North Dakota

Worksite Wellness



November 2006 ND Public Employees
Retirement System

Karen Ehrens, LRD, Consultant to the
North Dakota Department of Health

Healthy North Dakota

Vision & Mission

- **Vision:** Healthy North Dakota – Healthy People, Healthy Communities
- **Mission:** Inspire and support North Dakotans to improve physical, mental and emotional health for all by building innovative statewide partnerships.

Why Healthy North Dakota ?

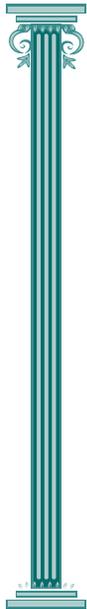
Focus on prevention and wellness will:

- Make us a healthier population
- Lower our health care costs
- Improve our quality of life

Why Healthy North Dakota ?

Risk Factors

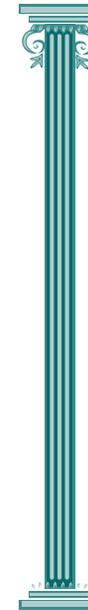
Diseases



Channels



Special Populations



**Agencies, Organizations,
Stakeholders and Individuals**

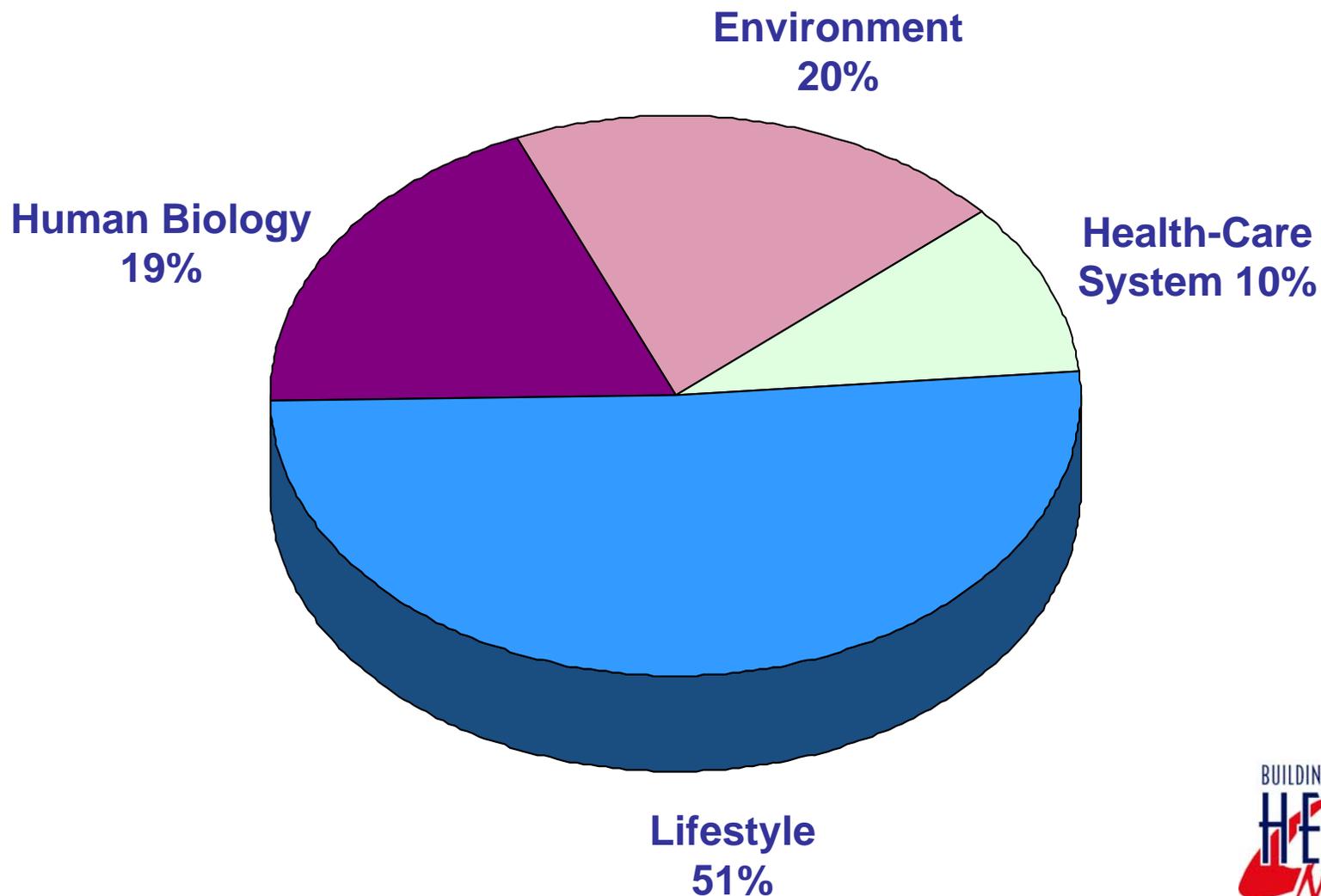
Why Healthy North Dakota ?



**Agencies, Organizations,
Stakeholders and Individuals**



Factors Contributing to Premature Death Before Age 75



North Dakota Health Care Costs

- Costs associated with tobacco use and poor nutrition and physical activity in North Dakota exceed **\$550 million** each year
- NDPERS estimates a 13% increase in health insurance premiums in each of the next two years

Projected worksite level costs

- North Dakota Department of Health
- 295 employees
- using calculators at

http://www.cdc.gov/nccdphp/dnpha/hwi/program_design/cost_calculators.htm



Projected worksite level costs

- Diabetes
 - 16 of 295 employees are estimated to have diabetes
 - estimated total annual healthcare costs for all employees with diabetes is \$148,855
 - About \$9300 each, or about \$3000 more per employee with diabetes

What can *comprehensive* worksite health promotion programs do?

- Lower health care and insurance costs - ROI
- Decrease absenteeism
- Improve morale
- Improve performance & productivity
- Improve ability to attract and retain key personnel
- Attain greater employee allegiance
- Improve public image of the company

Key components of ***comprehensive*** programs

1. Environmental interventions
2. Policies
3. Financial incentives
4. Frequent and simple prevention messages
5. Health education classes, workshops, medical self-care
6. Screenings, HRAs and referral
7. Risk factor follow-up education and counseling

Behavior Change

Least Complex

Most Complex

Precontemplation

Contemplation

Preparation

Action

Maintenance

Awareness
No visible change

Education/Motivation
Change might occur

Intervention
Behavior change

Activities

Large Group
(Least expensive)
Posters
Paycheck stuffers
Pamphlets / Books
Newsletter
Email Messages
Environmental change

Medium Group
(Moderate expense)
Resource room
Displays
Screenings
Videos/films
Seminars (one time)
Tours
Telephone health messages
Intranet challenges

Small Group
(Expensive)
Ongoing courses
Recreation sports
High risk intervention
Case management
Counseling

Evaluation

Formative
Survey
HRA – health risk assessment
Needs Assessment

Process
Spreadsheet
Cost analysis
Marketing
Behavior change
Graphs/charts

Outcomes
Claims
ROI – return on investment
Pre- & Post Test

Healthy North Dakota Worksite Wellness

- HND: a framework supporting North Dakotans in efforts to make healthy choices everywhere they live, learn, work or play.
- Worksite Wellness: a strategy to improve worksite environments in North Dakota.

Healthy North Dakota's Response

- Assessment Tools
- Statewide Program Resources
- Consultant Network
- Worksite Wellness Training

Nutrition

If working people don't have access to fruits and vegetables on the job, you'll need to eat 1-2 servings every waking hour after work to get 5-9 servings a day!!





PERS 5 A Day Challenge

<http://www.ag.ndsu.edu/pers/>

Information for Worksite Coordinator

[PERS Post Survey](#) (MS Word File)

[Coordinator Instructions](#) (177Kb PDF file)

[Nutrition Professionals](#) (201Kb PDF file)

[Participant Information](#) (243Kb PDF file)

[Pre-Survey](#) (printable copy) (187Kb PDF file)

Post-Survey (printable copy)

[Healthy Food Ideas for Meetings](#)

[Promotional Poster](#) (188Kb PDF file)

[Promotional Ideas](#) (117 PDF file)

[Novelty Items](#) (160 PDF file)

[Email Messages](#) (81KB MS Word Document)

[PERS Wrap Up Session](#)

Physical Activity

As a national average, people are spending **50** hours per week at work.

» Harris Interactive Poll, 2004

If working people don't have a way to be active during work hours, you'll need to be active before or after work to get the recommended minimum 30 minutes daily. Is that happening?

http://www.walknd.com/

WALK North Dakota - Microsoft Internet Explorer

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Address http://www.walknd.com/ Go Norton AntiVirus



Join Us Now! Walk Around ND

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- [Registration Fee](#)
- [Log Sheet](#)
- [WALK ND Poster](#)
- [Submit Your Steps](#)
- [Prizes](#)
- [How to Use a Pedometer](#)
- [Why Walk?](#)
- [Conversion Chart](#)
- [Lewis & Clark Trivia](#)
- [5 Plus 5 Coalition](#)
- [Other Resources](#)
- [Contact Us](#)

The next 8 week challenge will begin on September 10, 2006. Check back later in August to sign up!

Congratulations to Marla M. of Noonan. She is the grand prize winner for this walking challenge. Thanks to everyone who participated and reported their steps. Have fun walking!!!!

[Report Your Steps](#)

As of 1:48:32 PM on 8/1/2006 participants have walked a total of 37,392,092 steps or 18,696.05 miles

Walk ND is a walking program to get people moving! This program is a simple and motivating way to boost your physical activity every day, no matter how busy you are. On the average, people take between 2000 - 4000 steps each day. This program will challenge you to walk approximately 200 miles in

Done Internet

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http://www.ag.ndsu.edu/stretching/stretching.htm

Stretching Towards Better Health - Microsoft Internet Explorer

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Back Forward Stop Refresh Home Search Favorites

Address http://www.ag.ndsu.edu/stretching/ce-08.htm

Stretching Toward Better Health

Stretch Exercises Chair Exercises On-Line Publications Fitness Links

Types of Stretching
How to Stretch
Precautions
Muscle Groups
Exercise Record

Chair Exercises

8. Shoulders and Pectoral (chest) Muscles -
[Click here for video demonstration.](#)



Sitting straight, wrap arms around chair back. Pull against the back with your hands and arms. Relax and repeat.

More Chair Exercises

1. [Neck Muscle](#)
2. [Neck Muscles](#)

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What are low cost or no cost options for your worksite?



Success Story: Stutsman County



Environment

- Candy bowl or fruit bowl?
- Sitting meetings or walking meetings?
- Coffee break or nutrition break?
- Sweet rolls or vegetable tray?
- Pot“luck” or potluck with a plan?

Healthy Meeting Options

- University of Minnesota School of Public Health's *Guidelines for Offering Healthy Foods at Meetings, Seminars, and Catered Events*,
http://www.ahc.umn.edu/ahc_content/colleges/sph/sph_news/Nutrition.pdf

Physical Activity Break Policy

- “Given the link between physical activity and improved mental and physical health, allowing employees time to exercise will benefit the company through increased morale, increased productivity...Employees are encouraged to engage in 20 to 30 minutes of physical activity during the workday, as their job activities allow, and providing the walk time doesn't cause hourly employees to incur overtime. Exercise can also include walking and climbing stairs in the course of work.”

Healthy North Dakota



Everywhere people live, learn, work and play!