

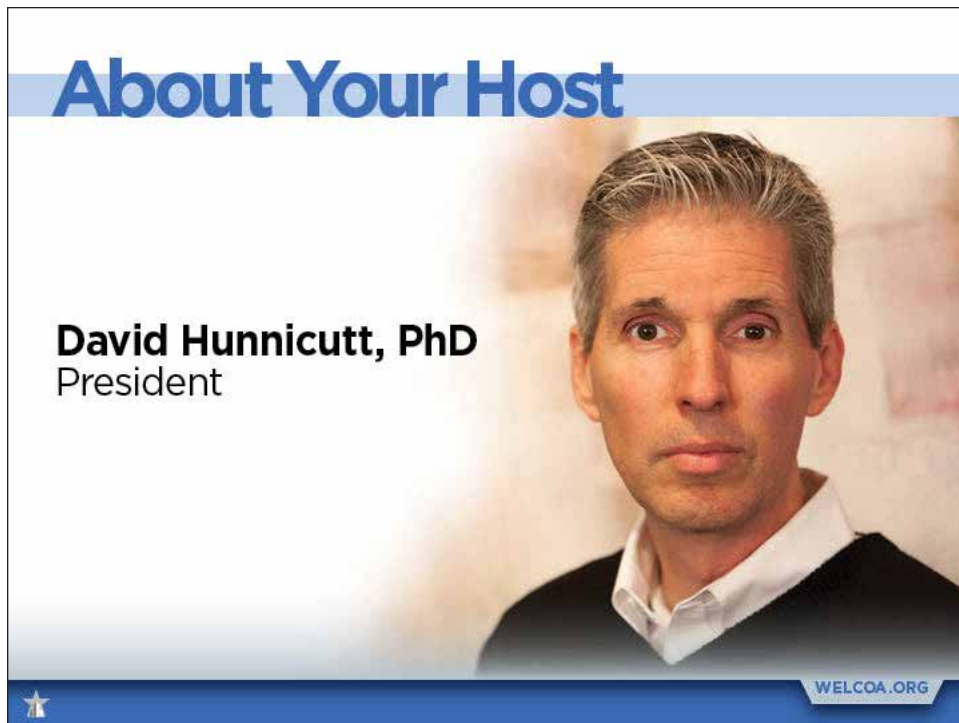
Well Workplace University—The Art And Science Of Building A Wellness Program In A Small Business Setting—Session 3

Dr. Steven Aldana, CEO, WellSteps



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We Interrupt This Program

If you get disconnected, don't panic...

Questions? Email us at questions@welcoa.org




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About Your Presenter

Dr. Steven Aldana
CEO, WellSteps



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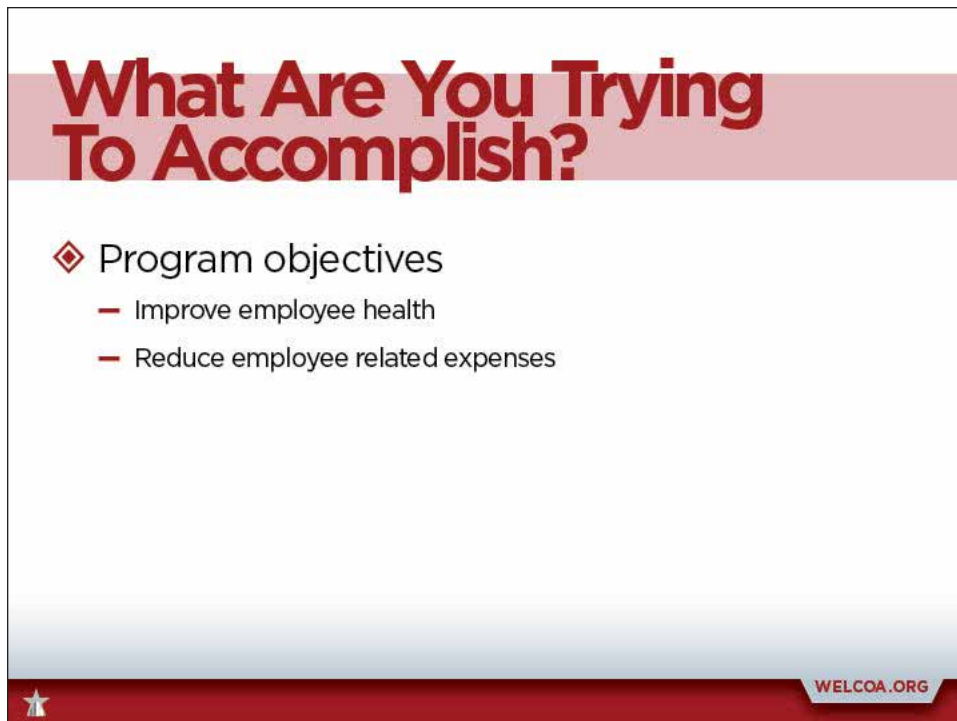


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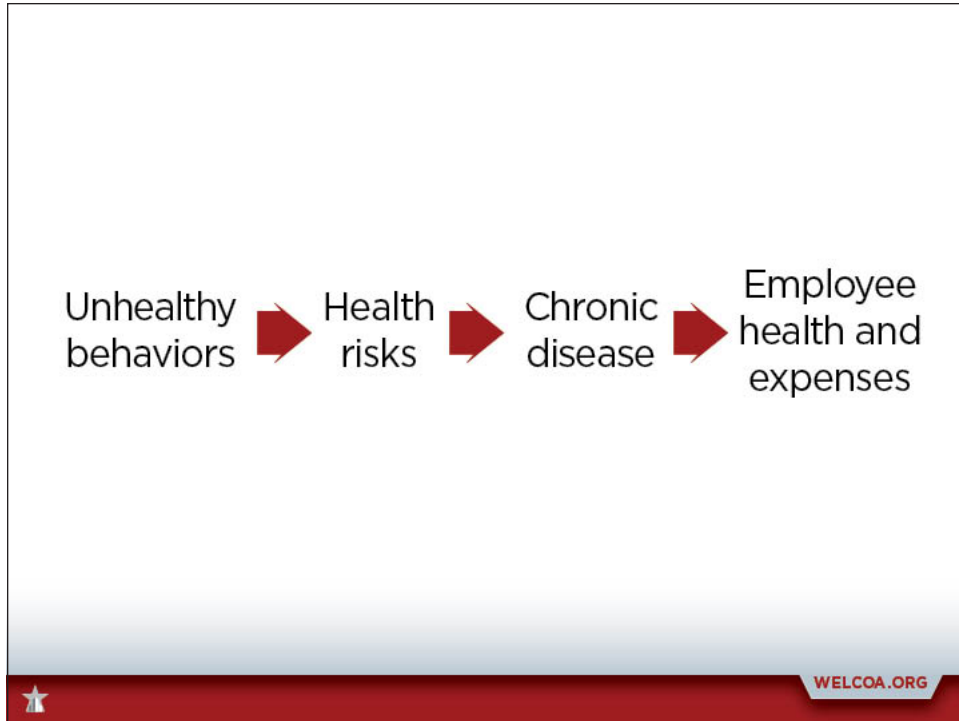


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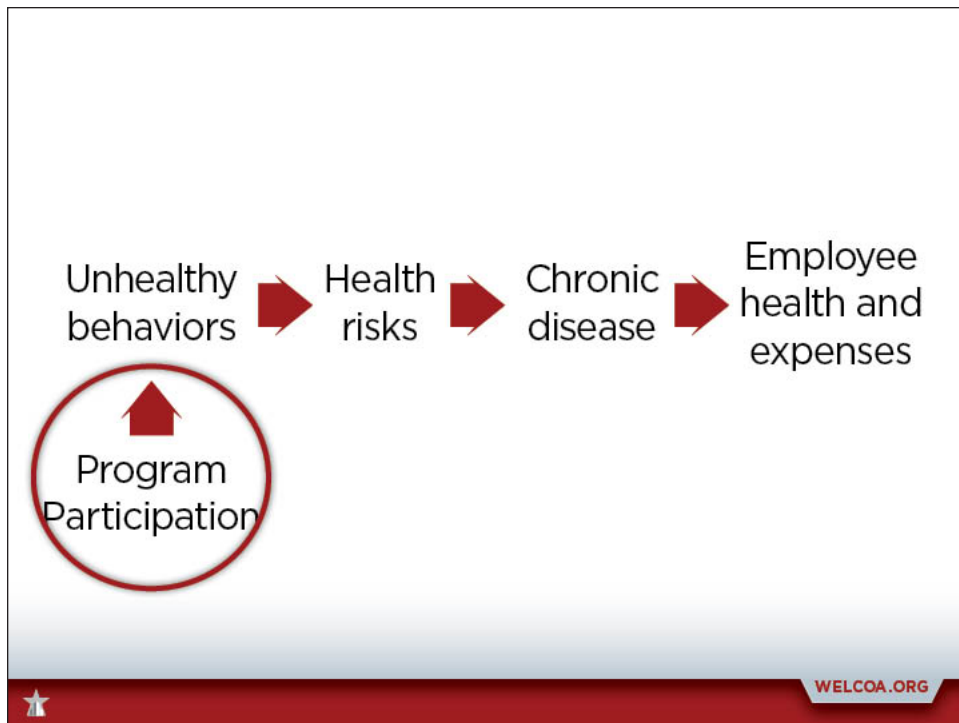


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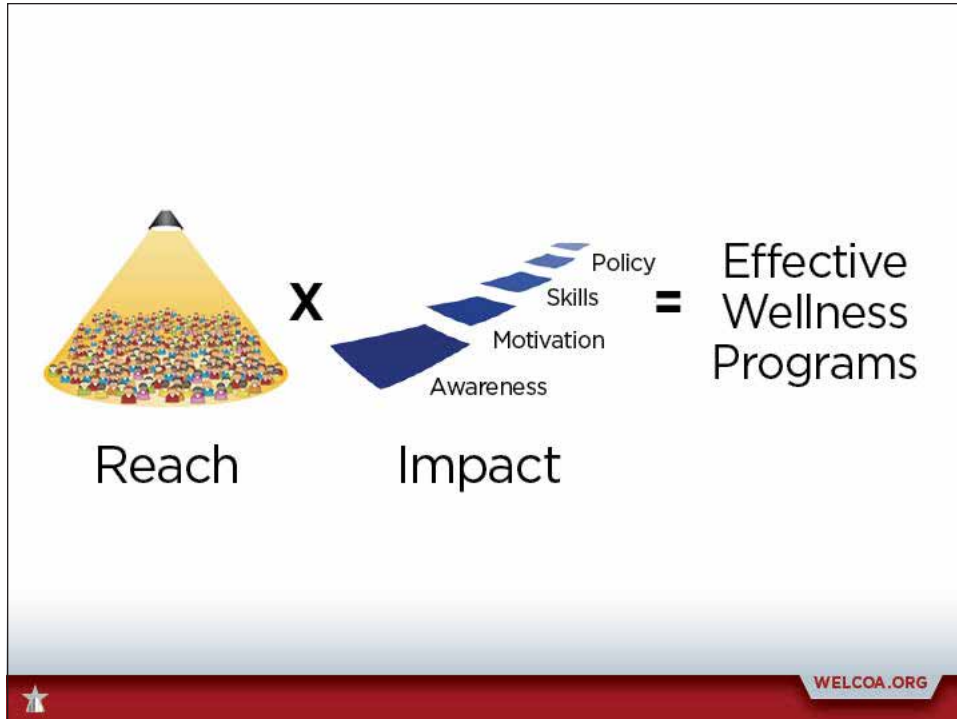


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Dr. Steven Aldana, CEO, WellSteps



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Who Is Going To Do Wellness?

- ◆ Under paid
- ◆ Over worked
- ◆ Manager of many
- ◆ No wellness experience
- ◆ Not going to develop programs
- ◆ Will fail at wellness

Benefits Betty

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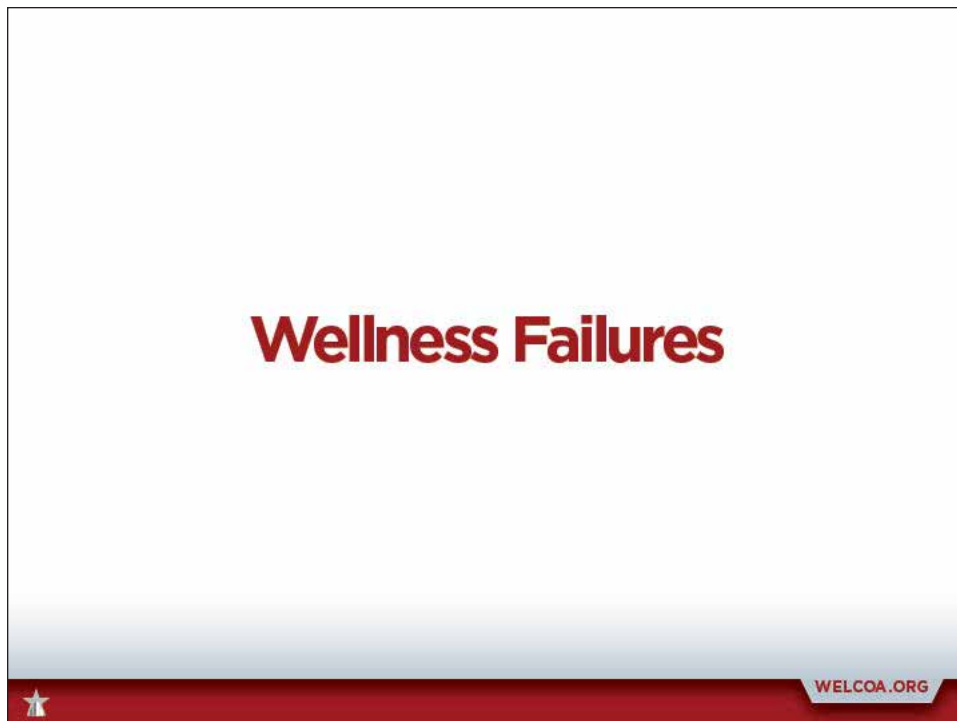


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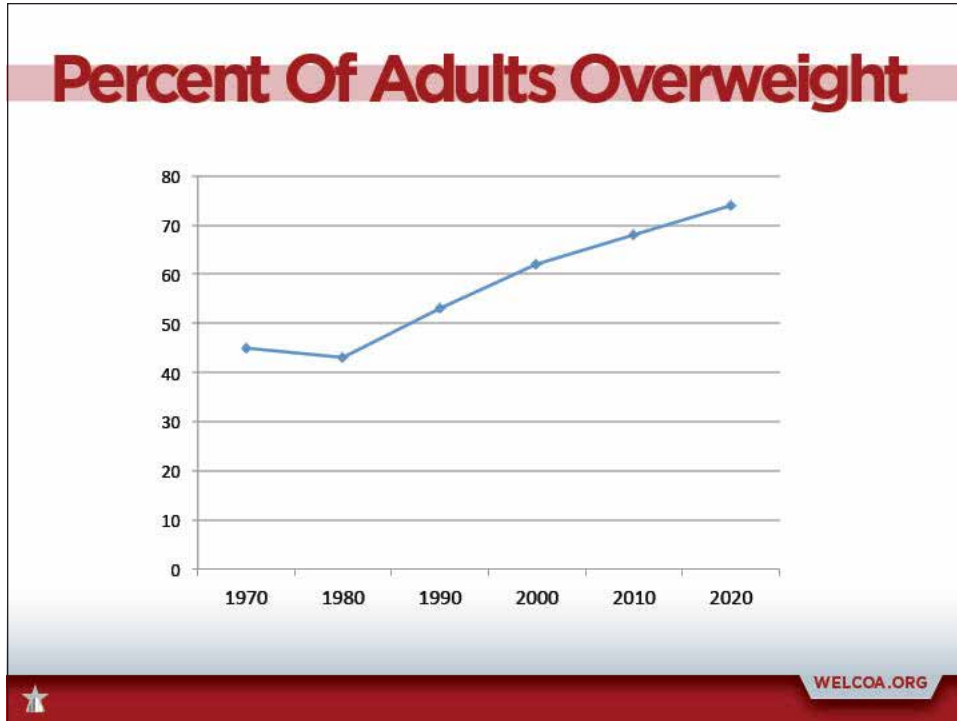


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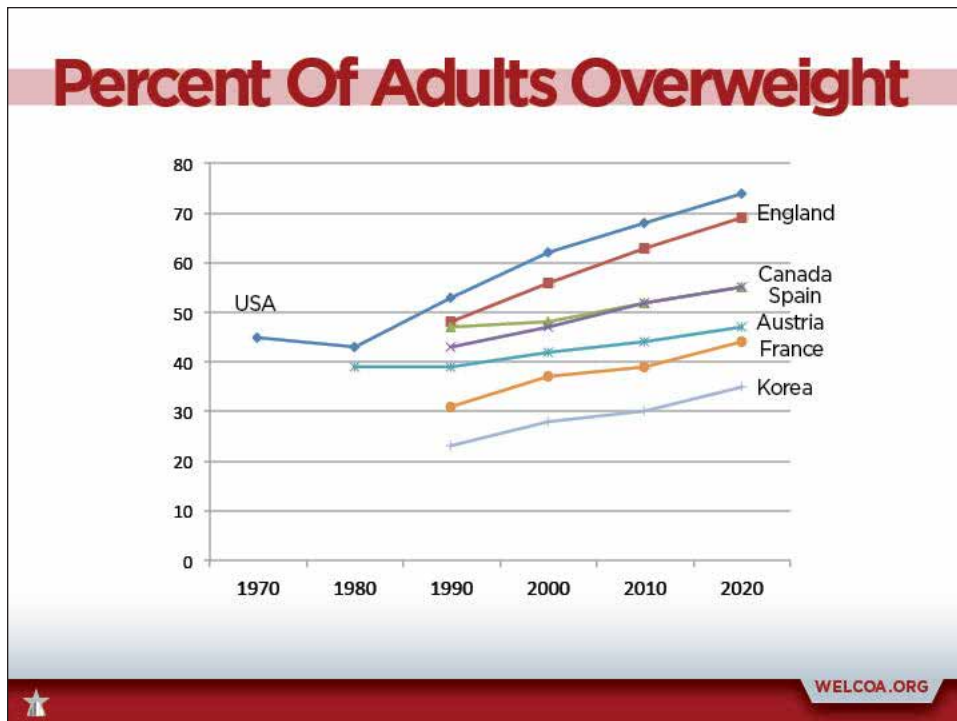


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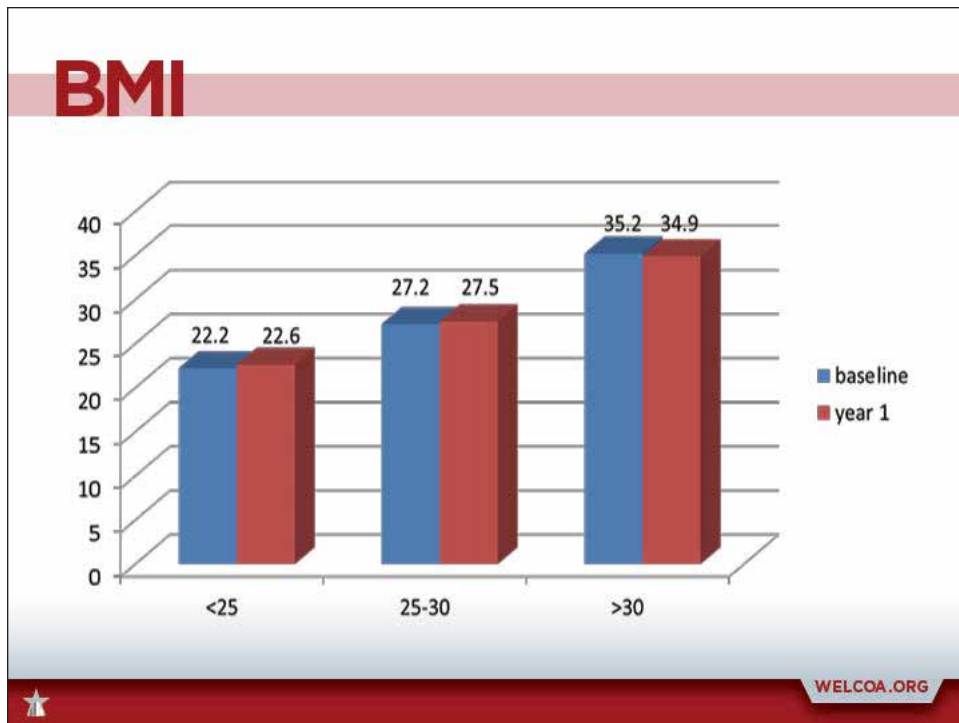
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Wellness Impact On BMI



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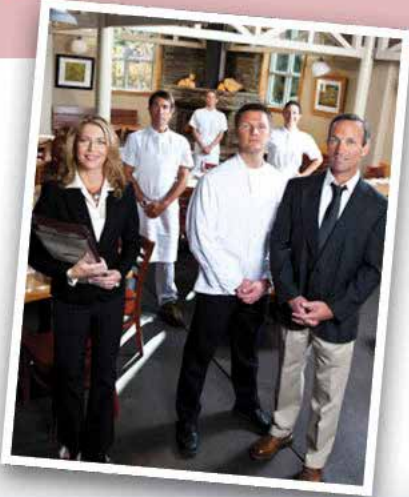


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Who Are Your Options?

- ◆ Go it alone
- ◆ Use insurance carrier programs
- ◆ Use broker-based programs
- ◆ Hire a wellness vendor



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Reach X Impact = Effective Wellness Programs

Policy
Skills
Motivation
Awareness

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Cost Concerns

- ◆ Comprehensive programming can cost between \$100-250 per person.
- ◆ Brokers can help do creative things to find funding for wellness (copays, deductibles, premiums etc)
- ◆ Brokers often pay for wellness



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How To Pay For Wellness



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Wellness Budget Calculator

Wellness Budget Calculator	
Number of benefited employees:	250
Total annual health care spend:	\$3,600,000
Current copay:	\$15.00
Current deductible:	\$100.00
Select your new copay:	\$20.00
Select your new deductible:	\$100.00
Monthly premium discount for those who meet requirements for the "Wellness plan":	\$70
Estimated percentage of employees who will qualify for the wellness discount:	35%

Category	Amount
Total Savings	\$72,735
Typical Cost of Wellness	\$29,850

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Solutions
Wellness
Employee
Effective

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The level of service provided by our dedicated WellSteps Guide has absolutely been a breath of fresh air. WellSteps was the perfect choice for us.
Sue Nolan Fattor, Boulder Health Solutions

What We Do

Our Next FREE Webinar:

Outcome-based Wellness Programs Made Simple
 March 28th, 2013

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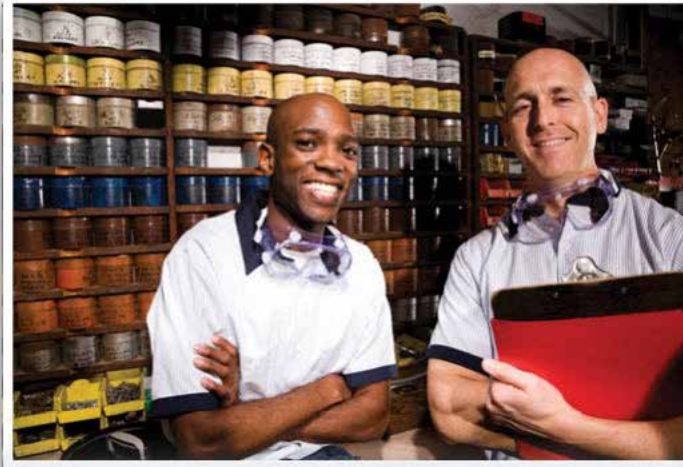
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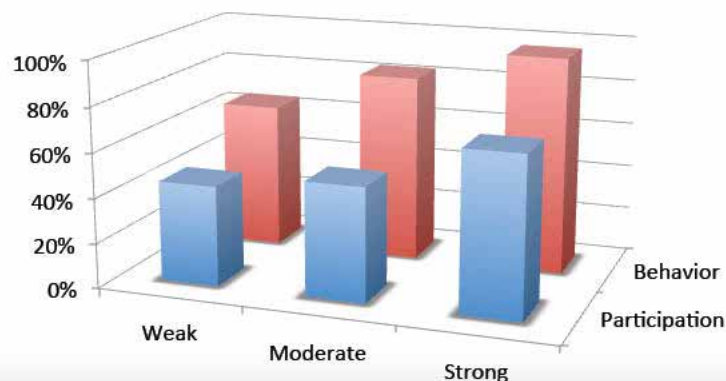
Leadership Is Critical



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How Important Is Leadership Support?



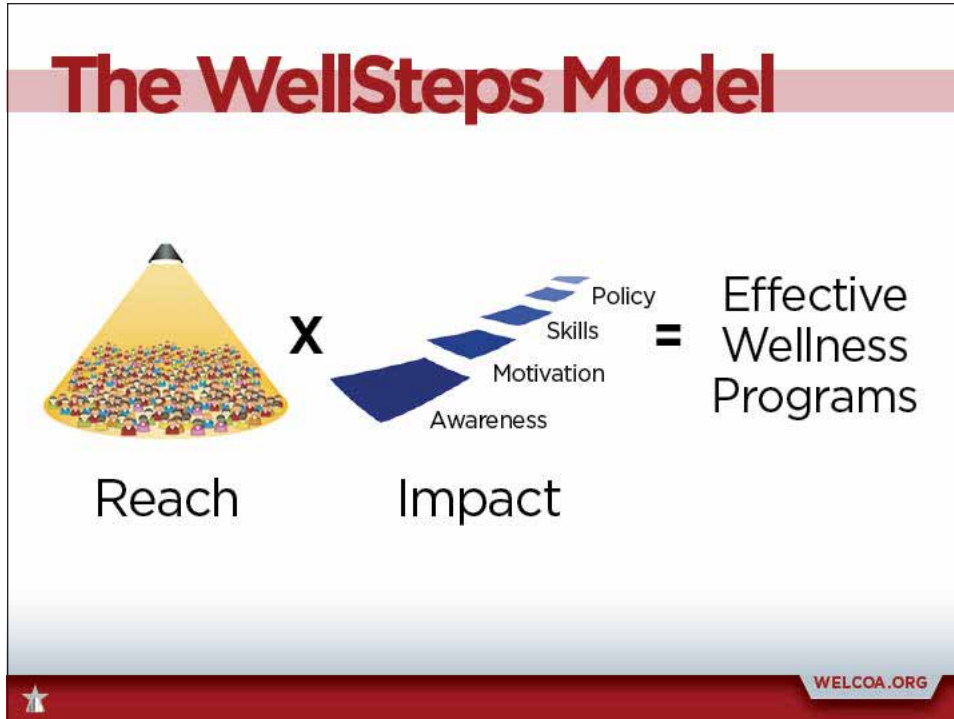
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What Successful Small Businesses Are Doing

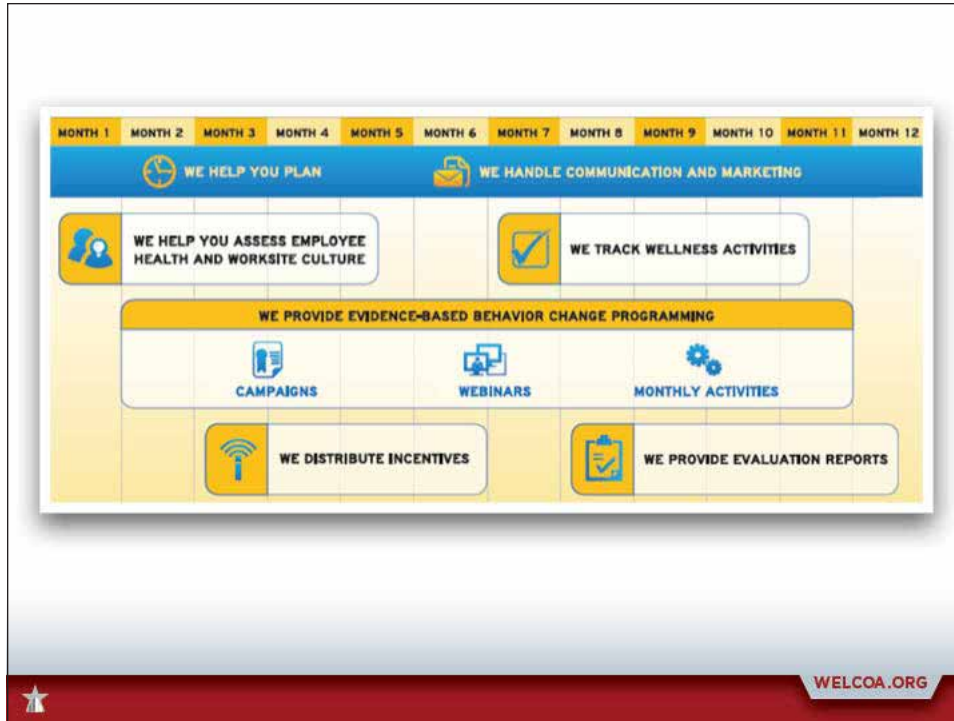
- ◆ Same thing as larger employers
 - Assessment
 - Culture Audit and Change Process
 - Activity and Incentive Tracking Tool
 - Behavior Change Campaigns
 - Program Evaluation
- ◆ Maximizing Reach and Impact

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Behavior Change Campaigns



HEALTHY CHOICES
Fast Food Guide. Turn employees into experts on the nutritional quality of fast food.
Vegetable Tip! Help employees use more fresh vegetables.
Good Fat, Bad Fat. Encourage management of bad fats with good fats by changing cooking methods and ingredients.
HEALTHY LIFESTYLE
The Couch and the Cure Help employees understand why simple behavior change is the best approach.
Muscles Don't Gain. Help employees build healthy weight gain.
Good Night! Promote simple ways to improve sleep.

EMOTIONAL HEALTH
Stress Free. Promote effective ways to cope with stress.
Random Acts of Kindness. Help employees experience the good that occurs when they perform random acts of kindness for others.
Finding My Marbles. Help employees practice simple principles such as gratitude.
FAMILY CONNECTIONS
Food Milestones. Identify the home food environment so participants can choose and prepare healthy foods at home.
TV Timeout. Allow family schedules enough to include productive behaviors such as family physical activity, communication, reading, or relaxation.
Self Care Essentials. Save time and money by using the medical system more appropriately.
PHYSICAL ACTIVITY
Move It! Encourage enjoyable physical activity with friends, family, or coworkers.
Feel Fitnes. Promote the benefits and effects of regular exercise.

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Campaign Incentives



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Team-Based Campaigns

- ◆ Team points are averaged
- ◆ Appeals to those that are competitive in nature



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Communication



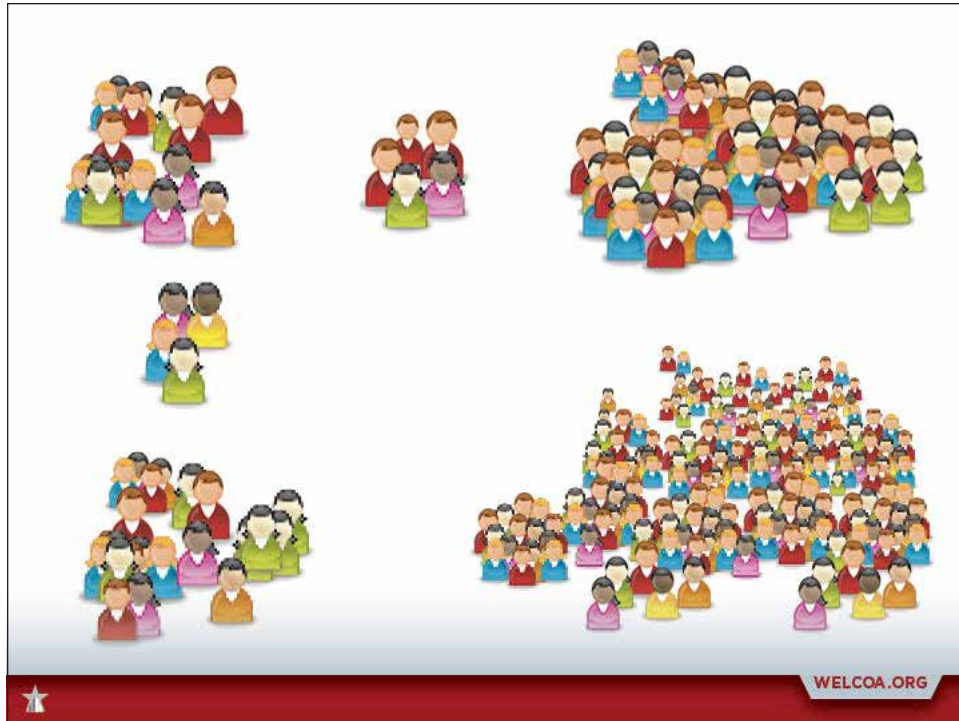
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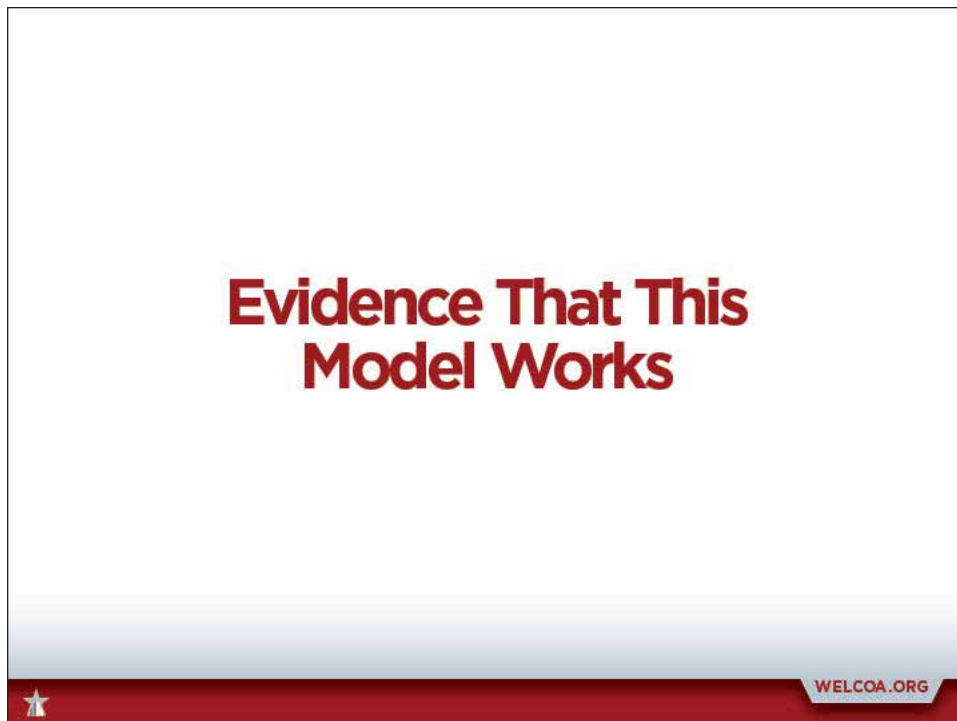


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Healthy Skepticism



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Boise School District

- ◆ 3269 eligible
- ◆ 94% HRA
- ◆ 74% participated in behavior change programs
 - Biometric screening
 - Good fat bad fat
 - Move It
 - Culprit and Cure
 - Maintain Don't Gain
- ◆ Program sponsored by insurance carrier

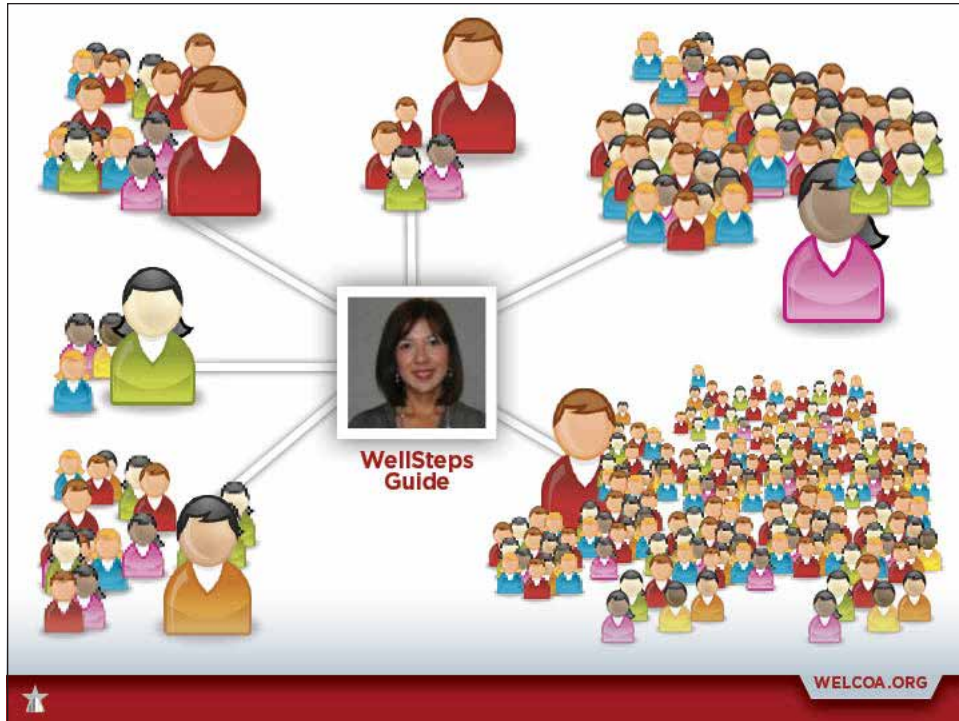
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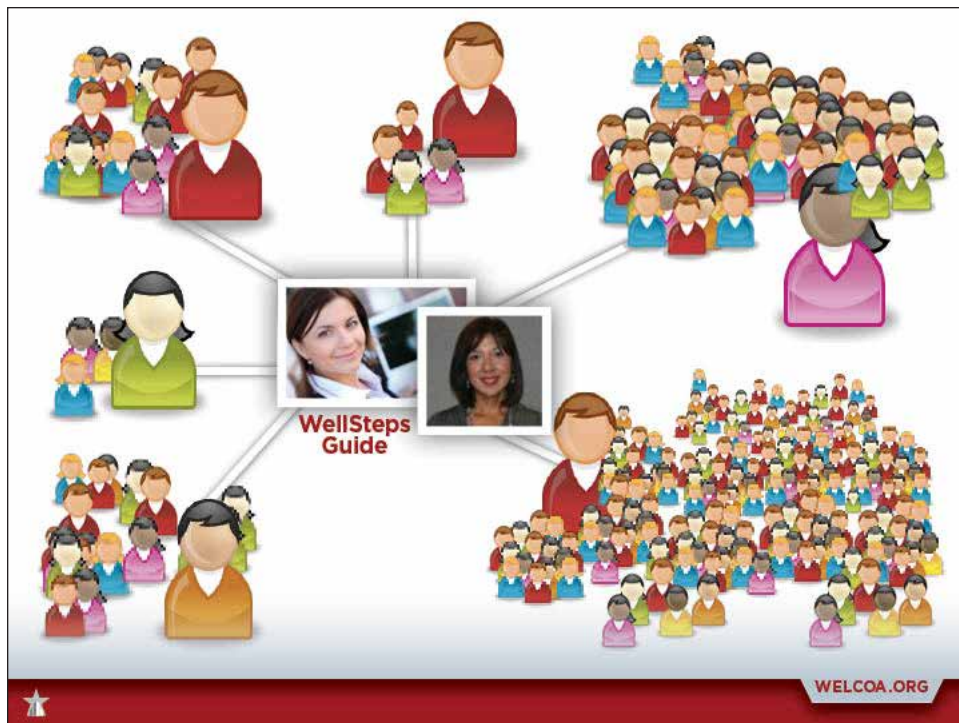


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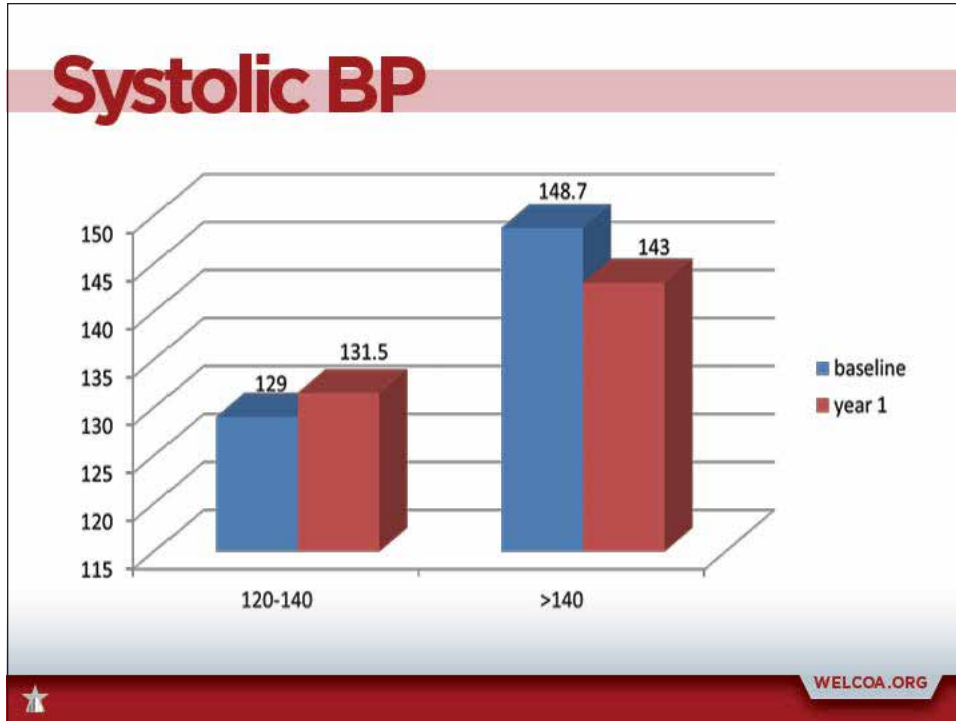


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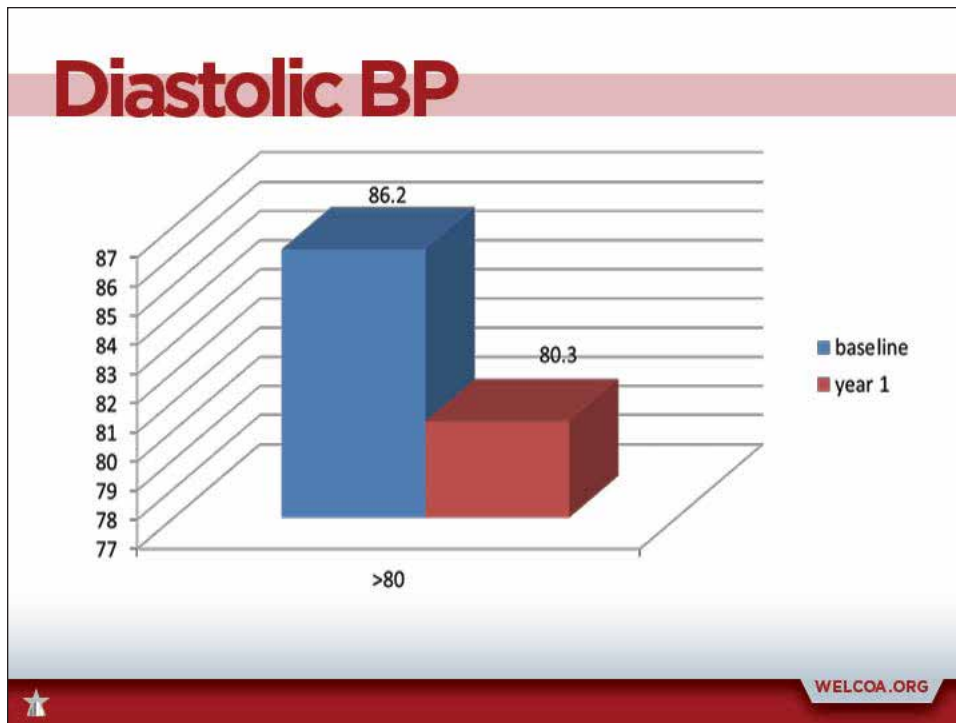


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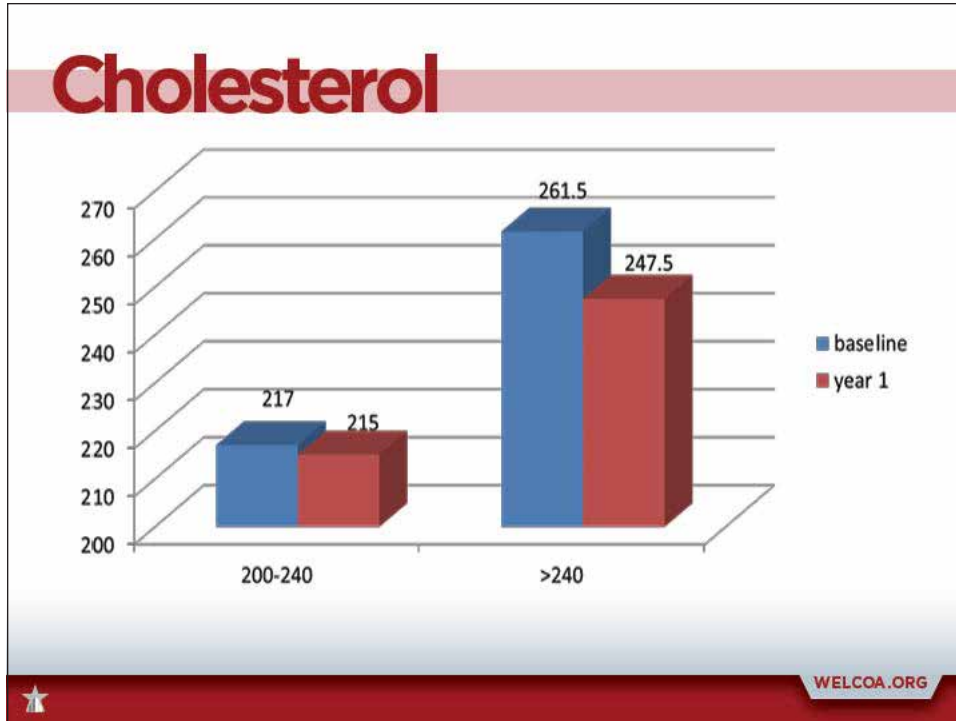


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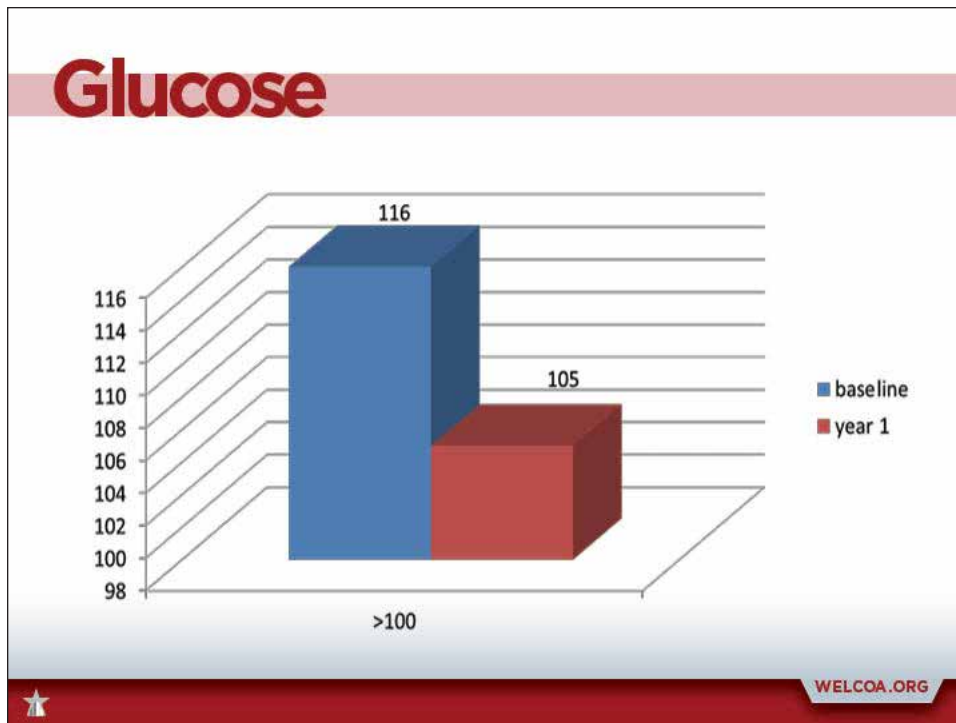


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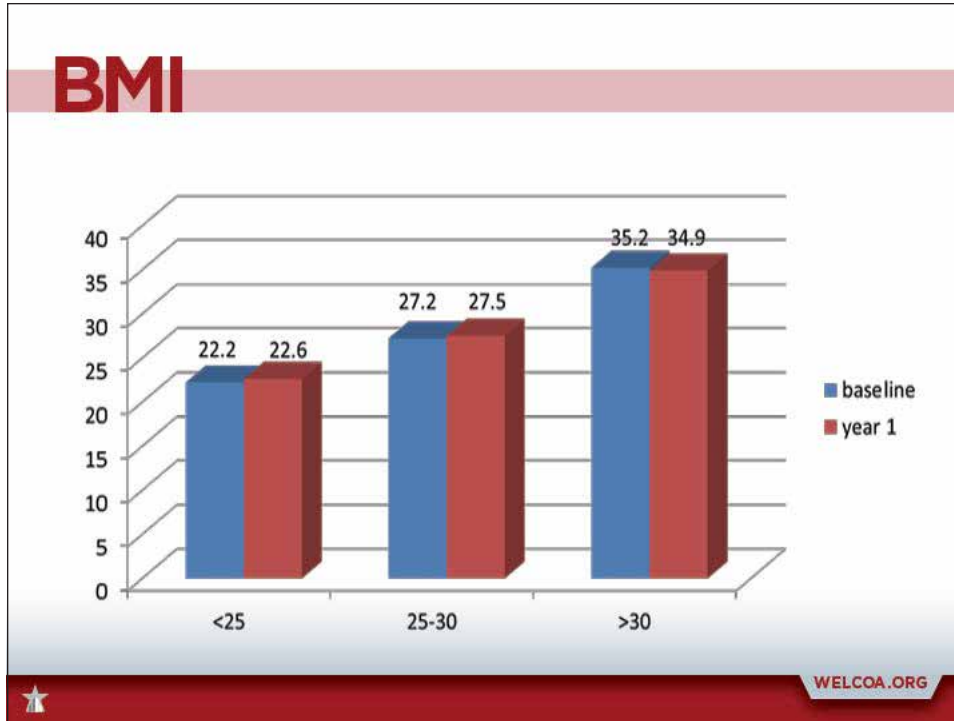


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RECREATION ENVIRONMENT INFRASTRUCTURE WESTCHESTER COUNTY, NY

Woodard & Curran has partnered with local governments throughout Westchester County, NY on dynamic projects ranging from city park improvements to water treatment infrastructure to environmental cleanup. Woodard & Curran strives to help cities, towns, and agencies in Westchester County continue to serve their residents and improve the quality of life in the region.

Meet Our People

Job Operator

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Find opportunities at Woodard & Curran

On Our Minds

It has been a long time coming, and now it's official: OSHA has aligned the Hazard Communication Standard, 29 C.F.R. 1910.1200, with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). The updated Hazard

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Well Workplace University—The Art And Science Of Building A Wellness Program In A Small Business Setting—Session 3

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Woodard & Curran One Year Results

- ◆ Engineering company
- ◆ 350 employees, 12 different locations
- ◆ WellSteps Turnkey Solution for past 2 years
- ◆ 84% participation

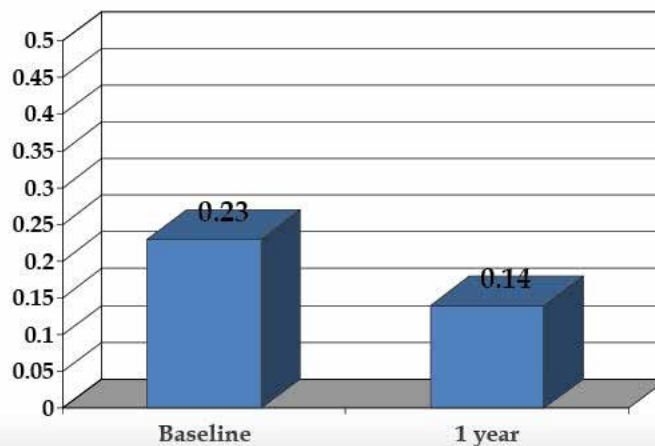
J Occup Environ Med. 2011 Sep;53(9):1008-12.



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Days Of Smoking Per Year (Decrease Of 40%)



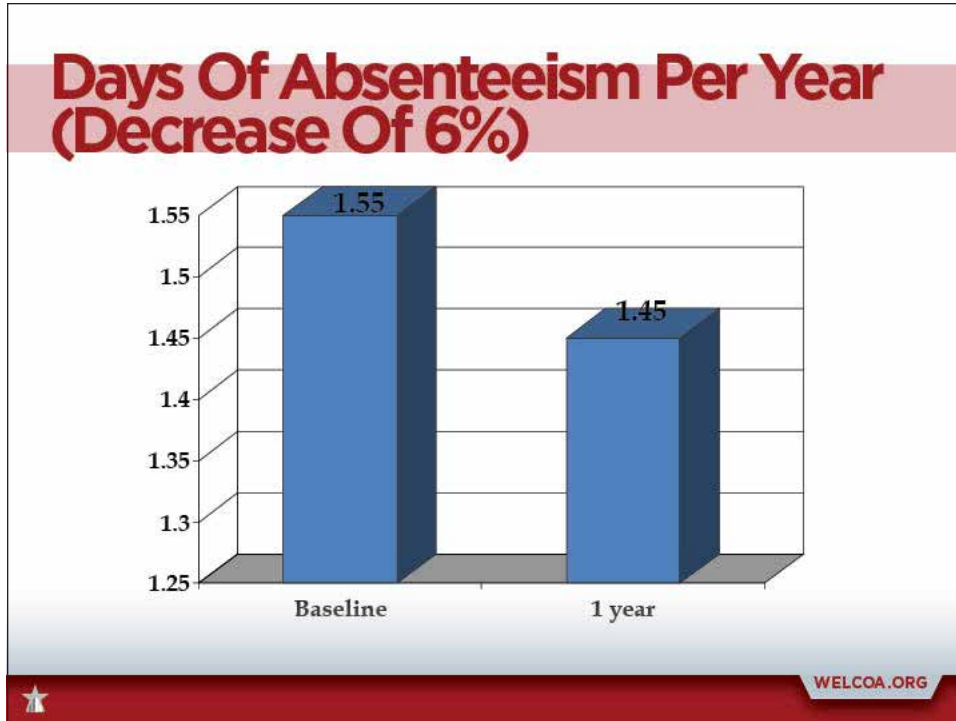
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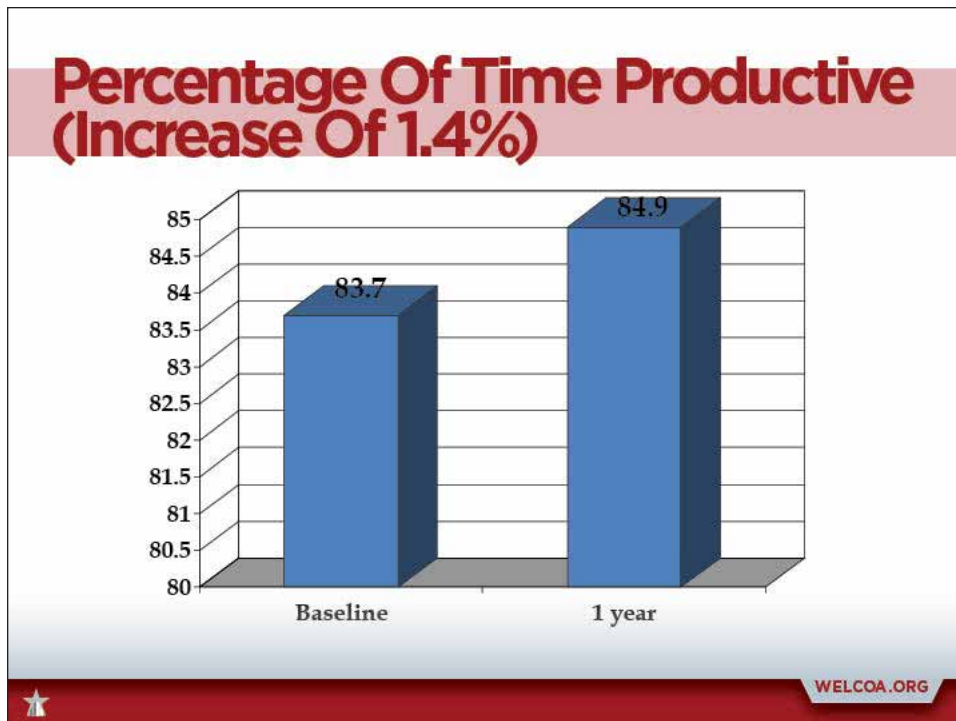


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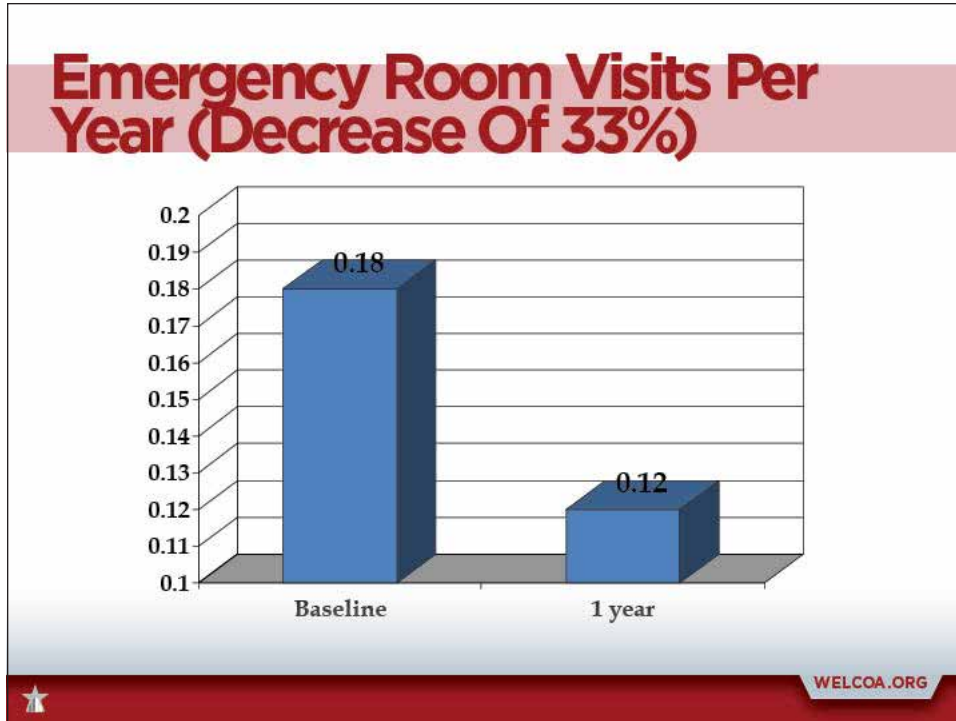


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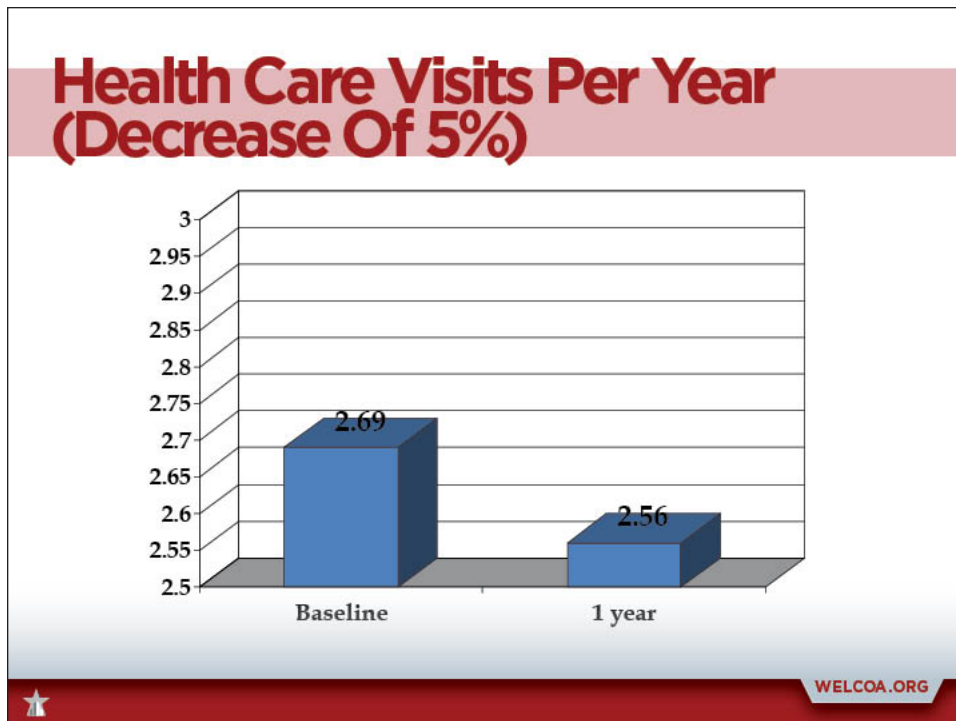


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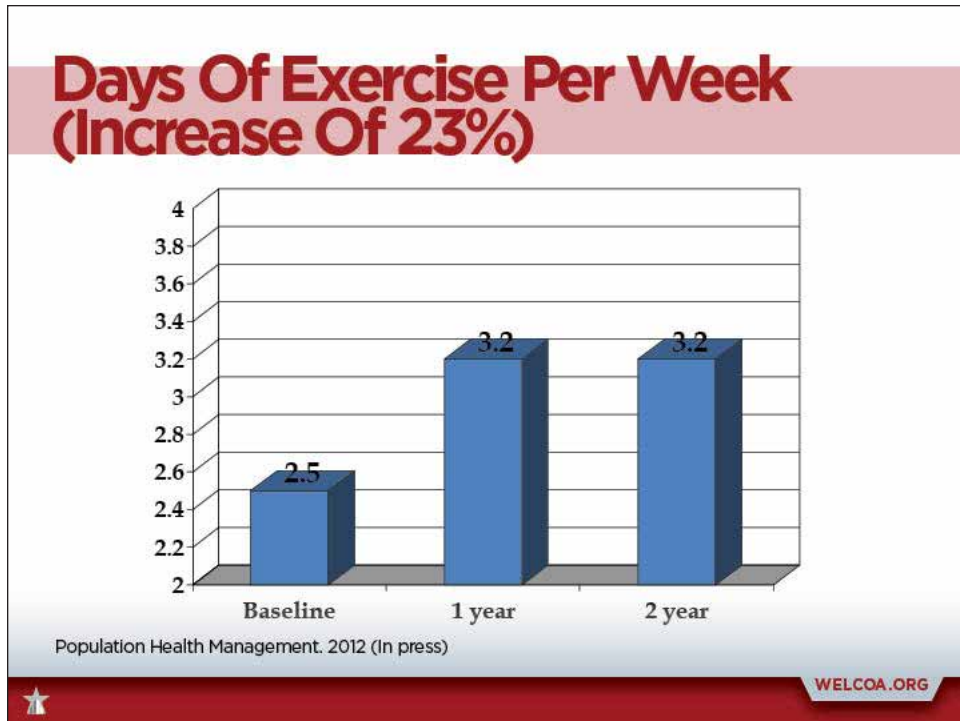
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Two Year Results



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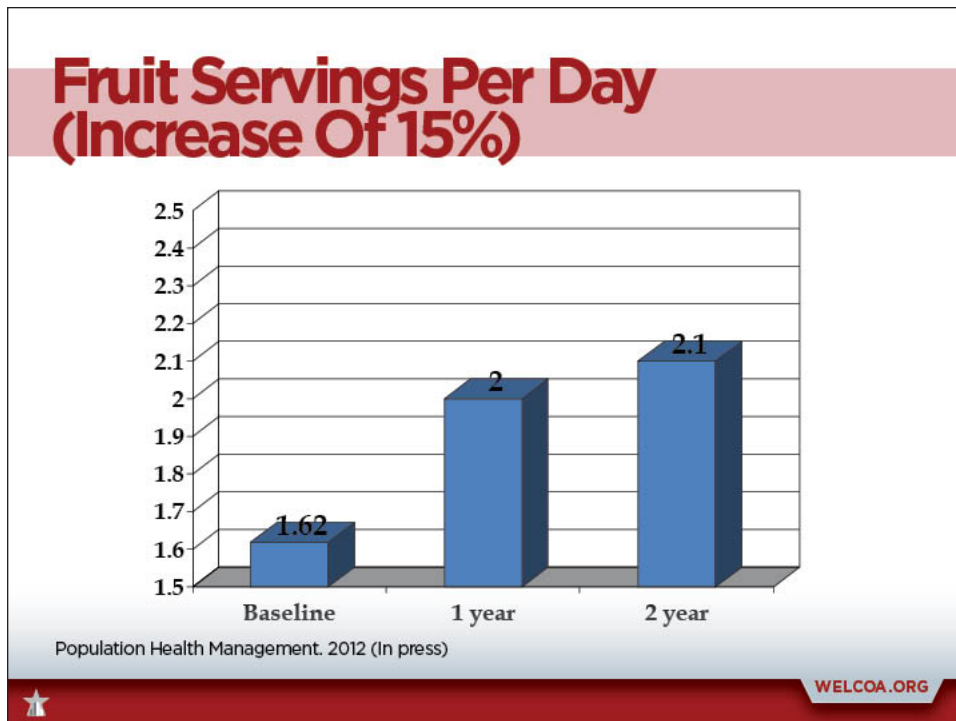


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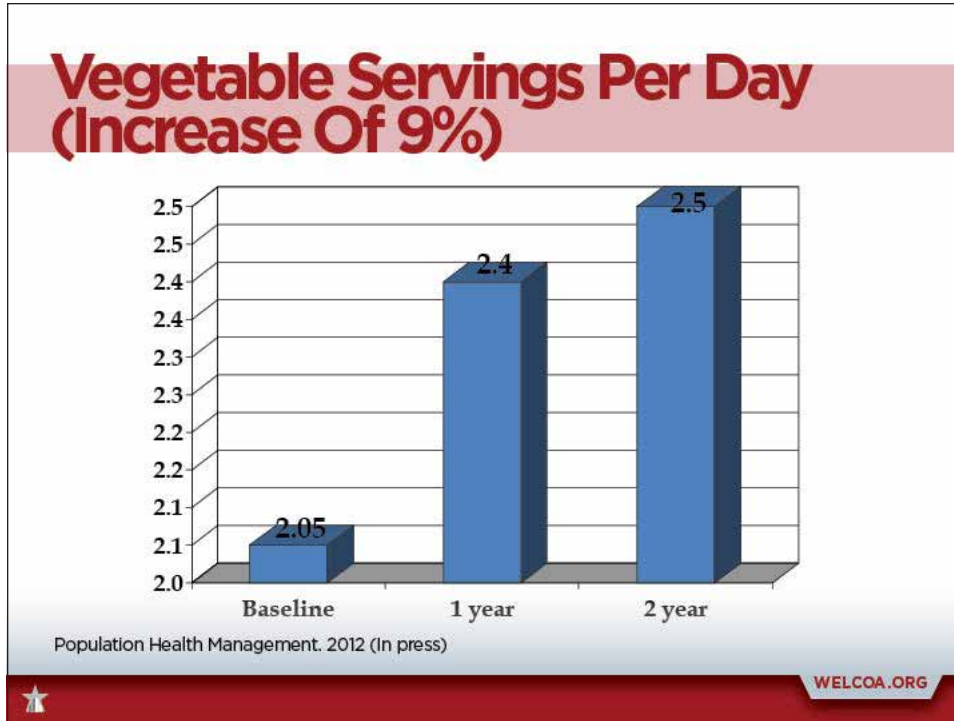


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Five Small Business Pooled Study

	Baseline %	Year 1 %
Exercise (3+ days per week)	52.8	71.9
Exercise (90+ minutes per week)	47.8	69.6
Whole grain servings (5+ per week)	49.4	59.2
Vegetable servings (2+ per day)	67.5	76.7
Fruit servings (2+ per day)	45.0	76.1
Nights of restful sleep (4+ per week)	48.1	70.8

J Occup Environ Med. 2012 (In press)

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Rural Wisconsin Health Cooperative (RWHC)

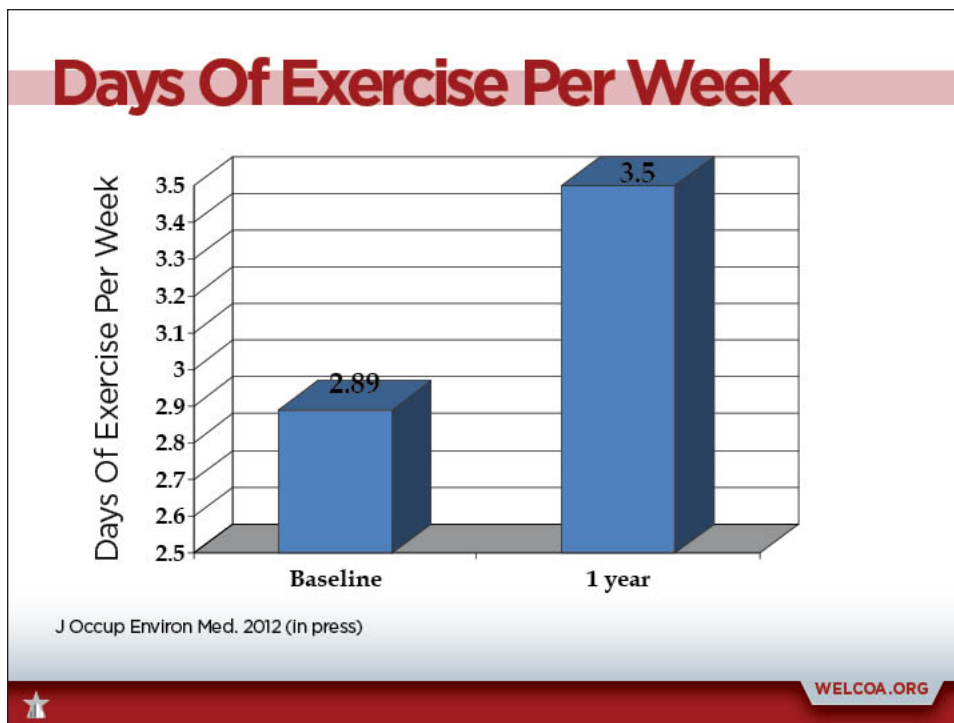
- ◆ One year results with WellSteps
- ◆ 60 Employees
- ◆ 94% participation
- ◆ Significant changes in behavior and productivity



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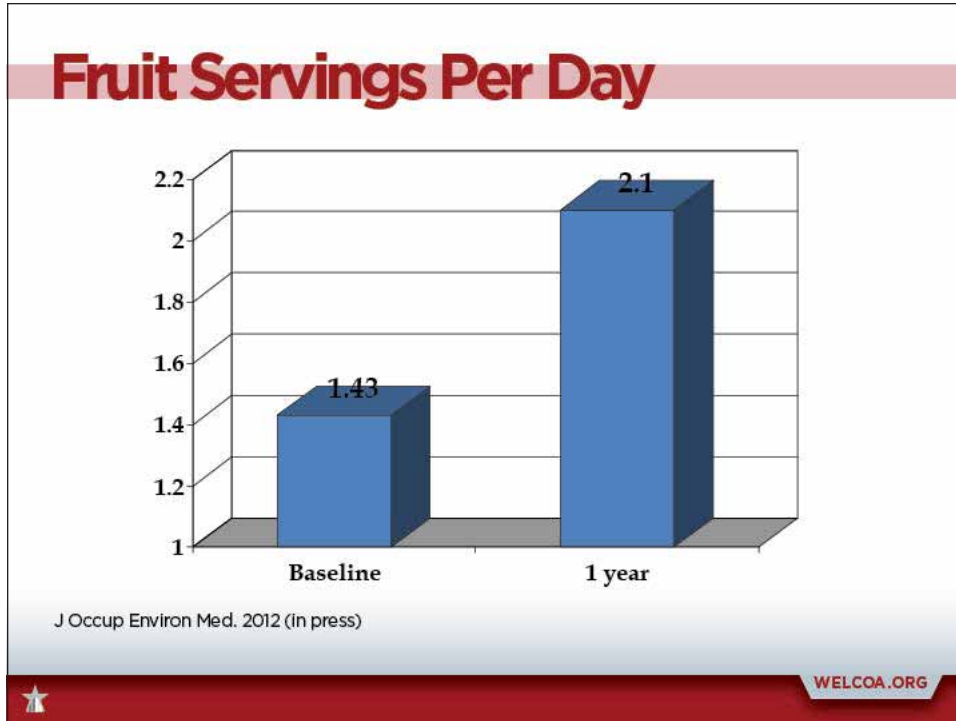


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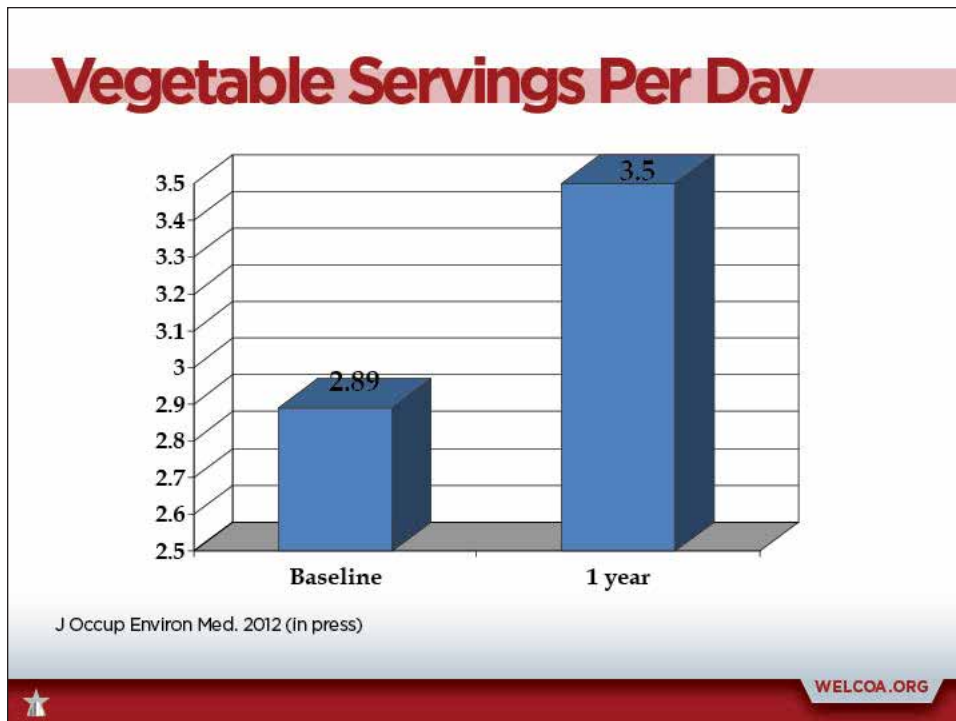


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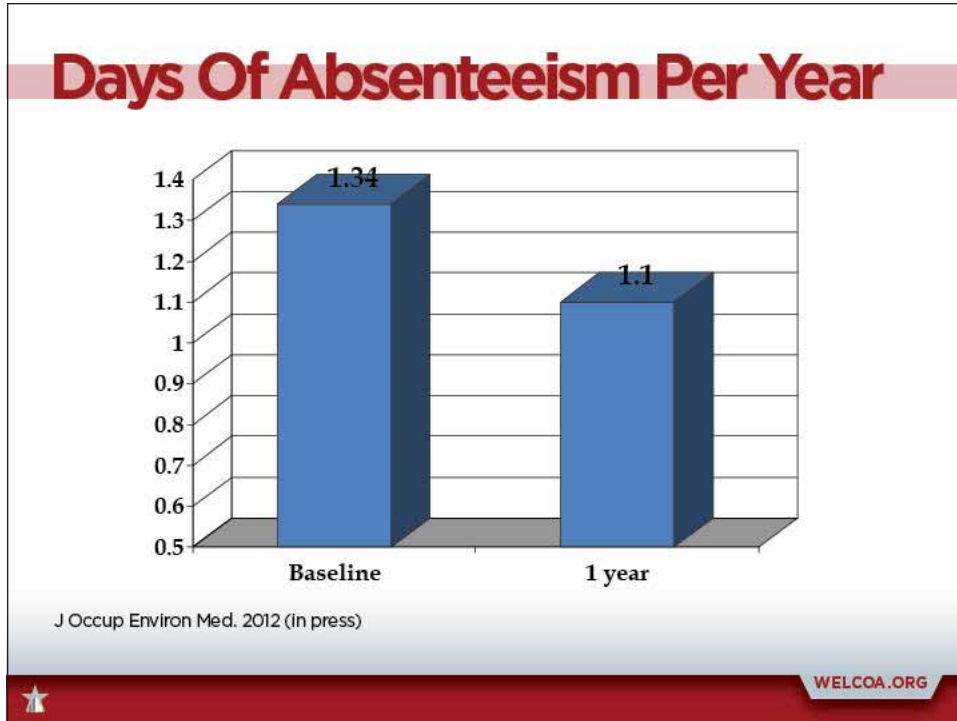


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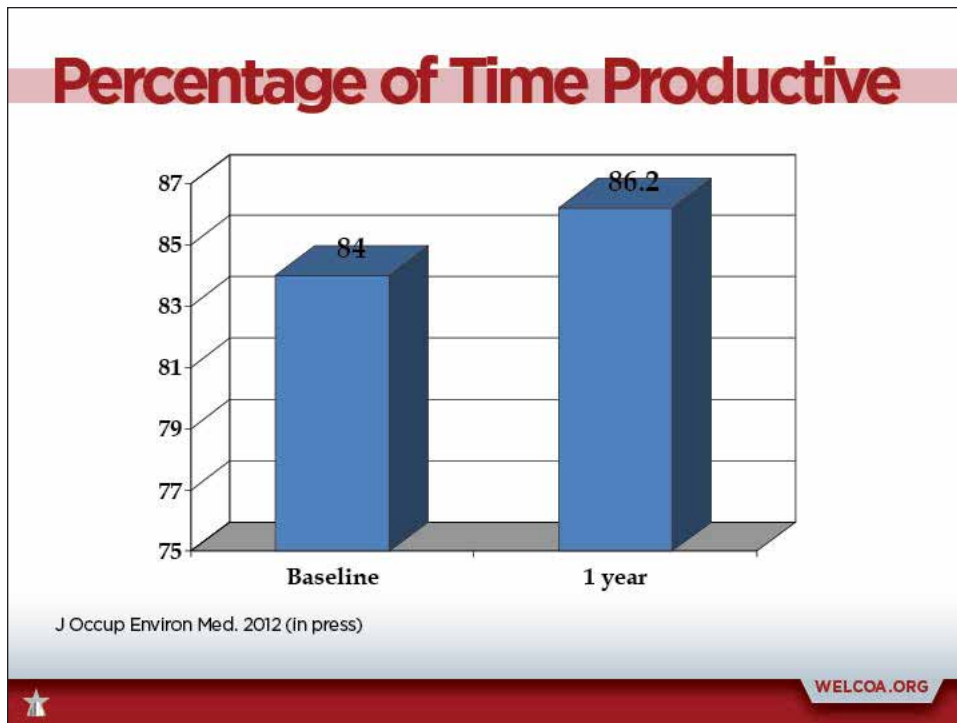


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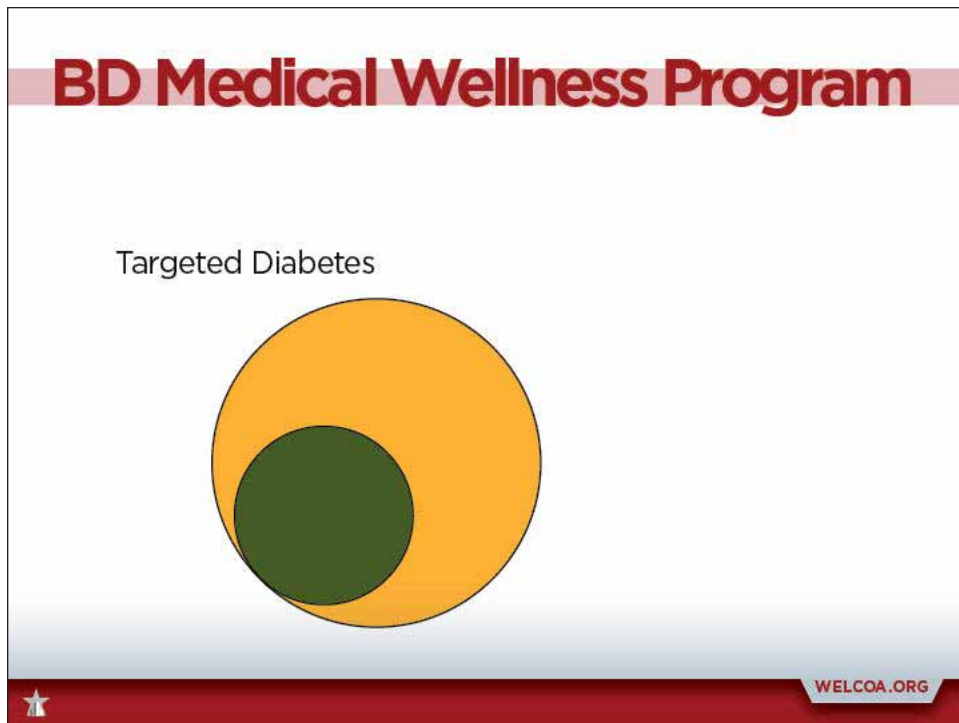


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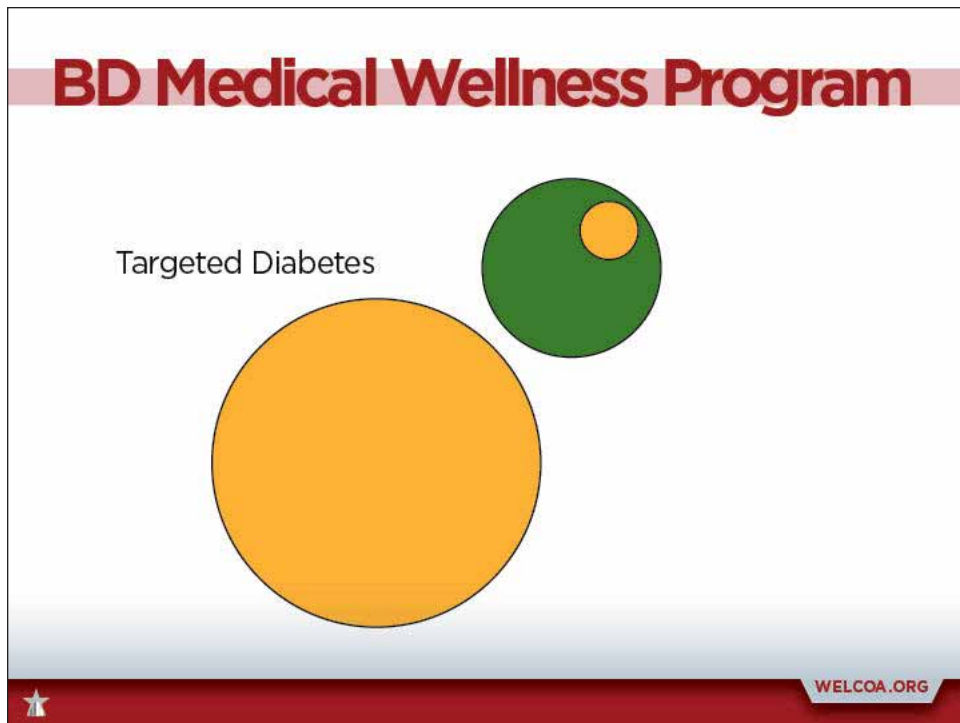


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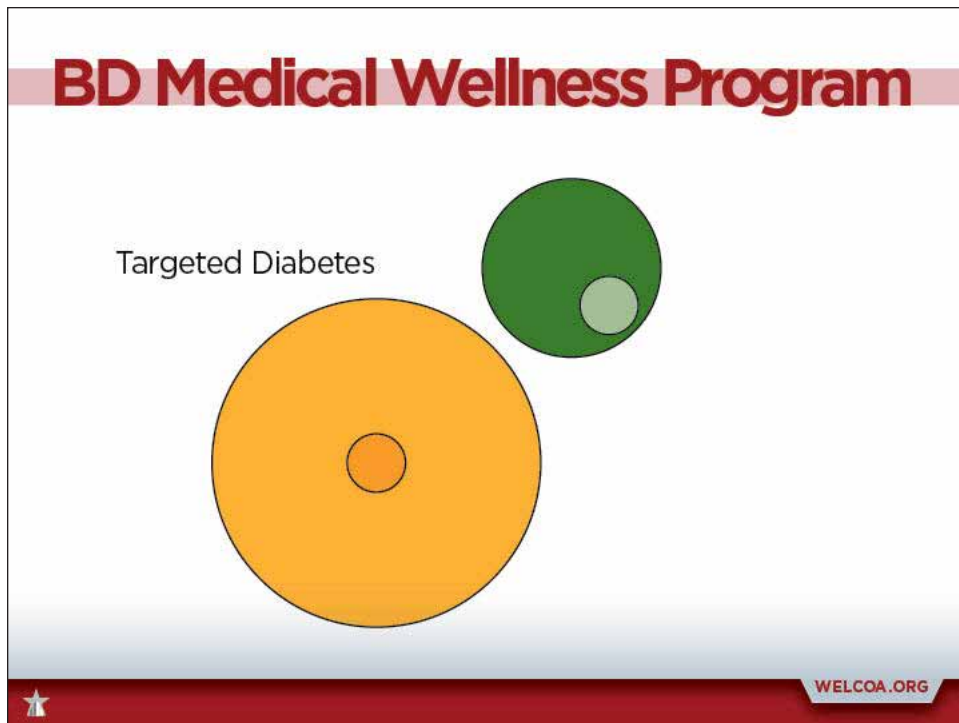


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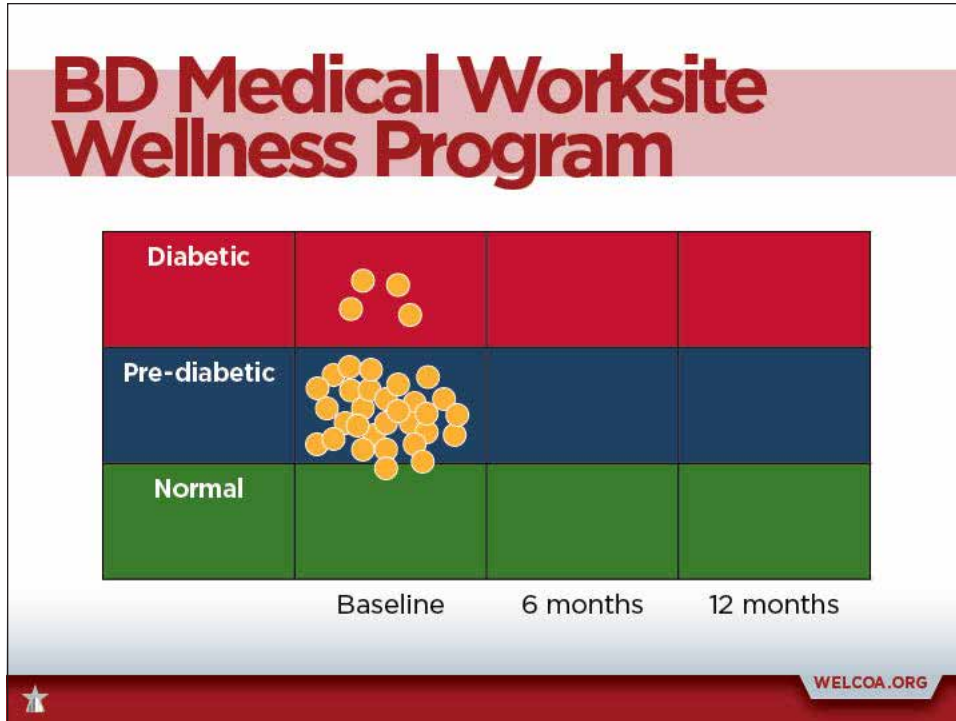
- ◆ Included spouses and significant others
 - ◆ Onsite nurse and wellness person
 - ◆ Weekly classes (on the clock)
 - ◆ Exercise
 - ◆ Nutrition
 - ◆ Healthy cooking, shopping
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- The list is presented in a white-bordered box with a light blue gradient background. A red banner at the bottom contains a white star icon on the left and the text 'WELCOA.ORG' on the right.

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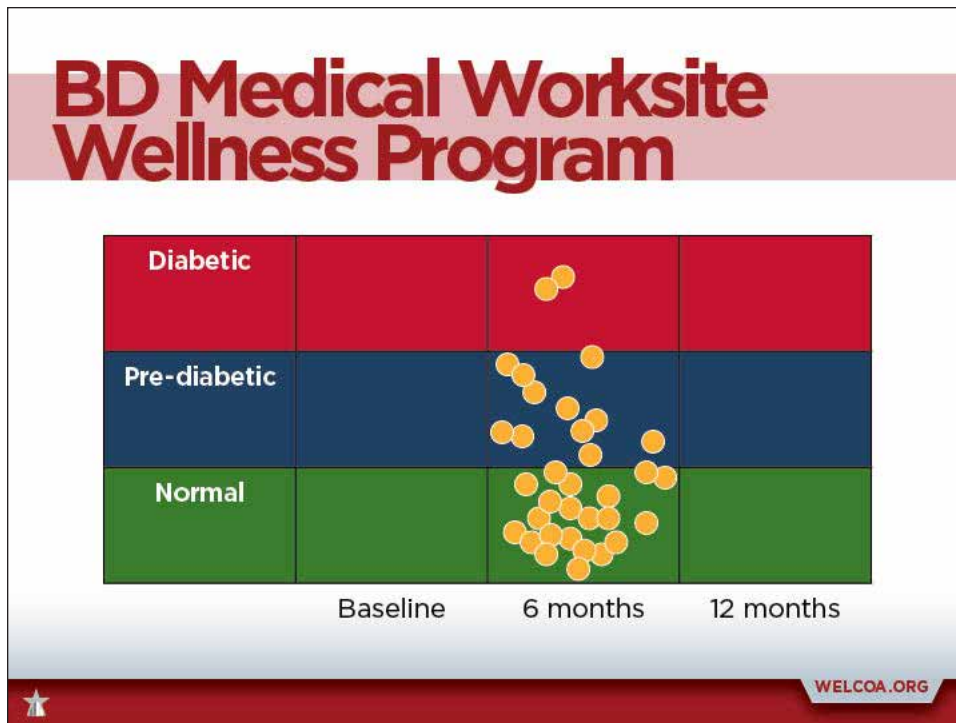


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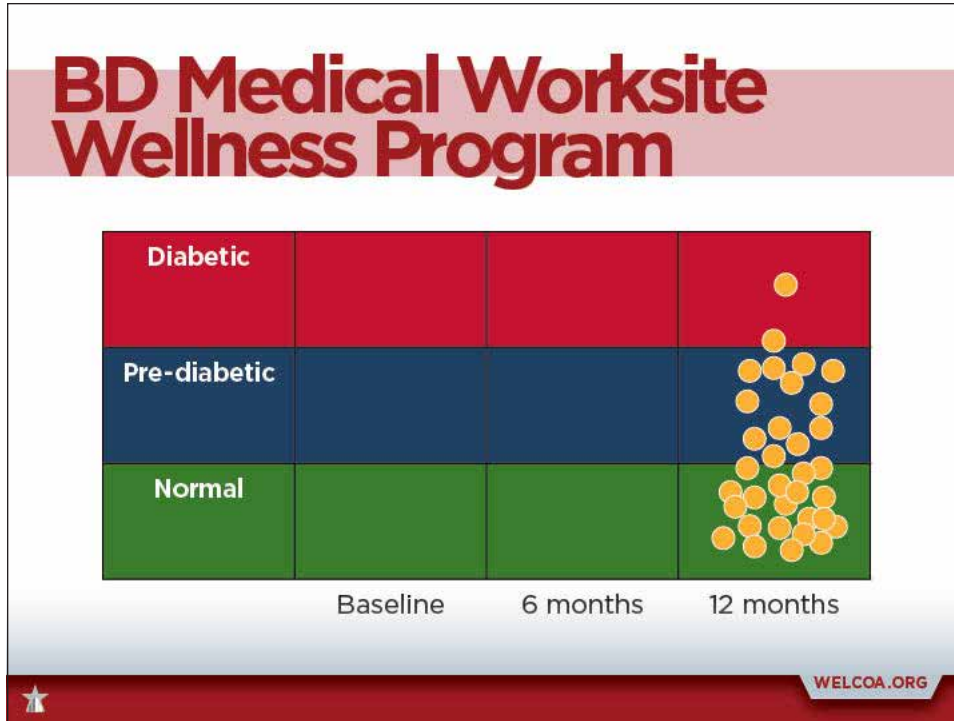


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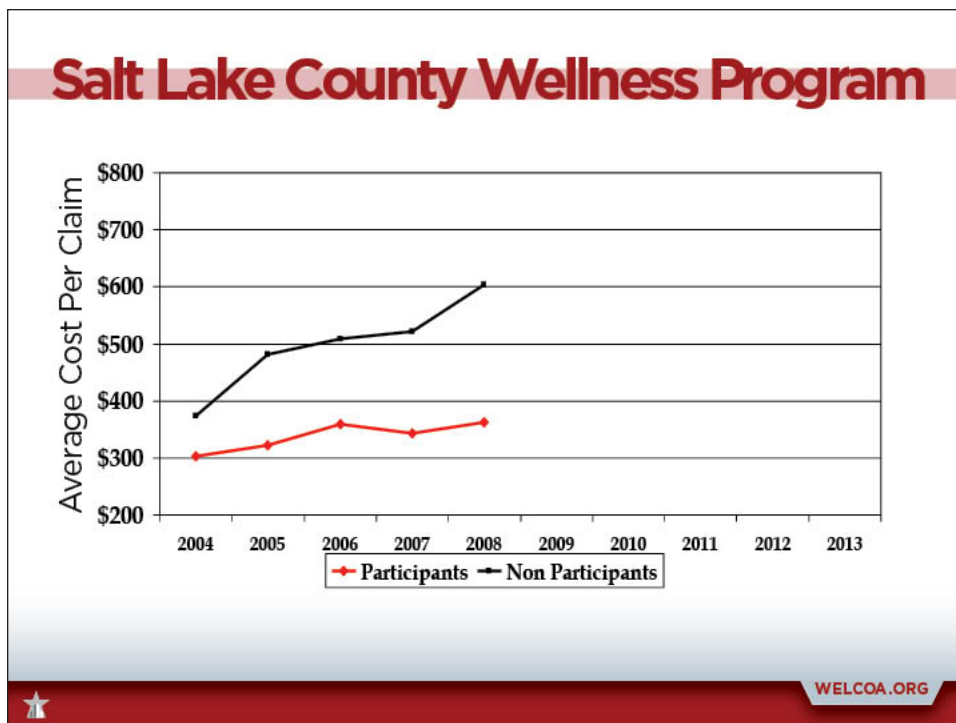
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- ◆ Self funded
- ◆ Wellness program started in 2004
- ◆ Included biometric screening
- ◆ Behavior Change campaigns
- ◆ 61% participation
- ◆ Significant incentive program

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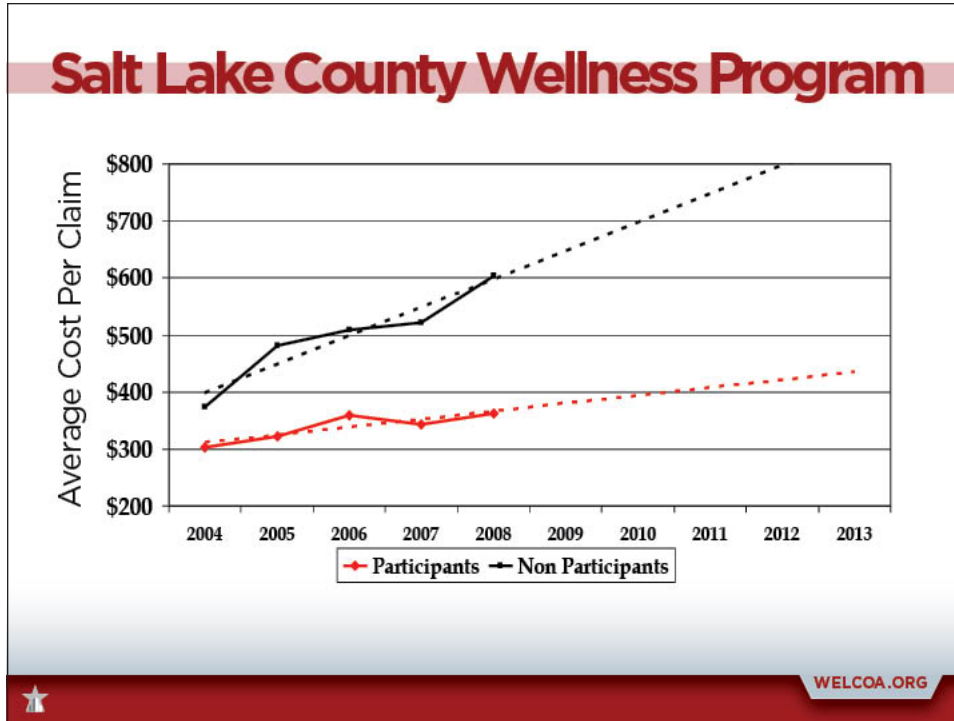


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Program Cost	Program Savings	ROI
\$1,456,788	\$4,841,898	\$3,385,110
(\$919,542 for incentives)		

Cost Benefit Ratio of 3.32

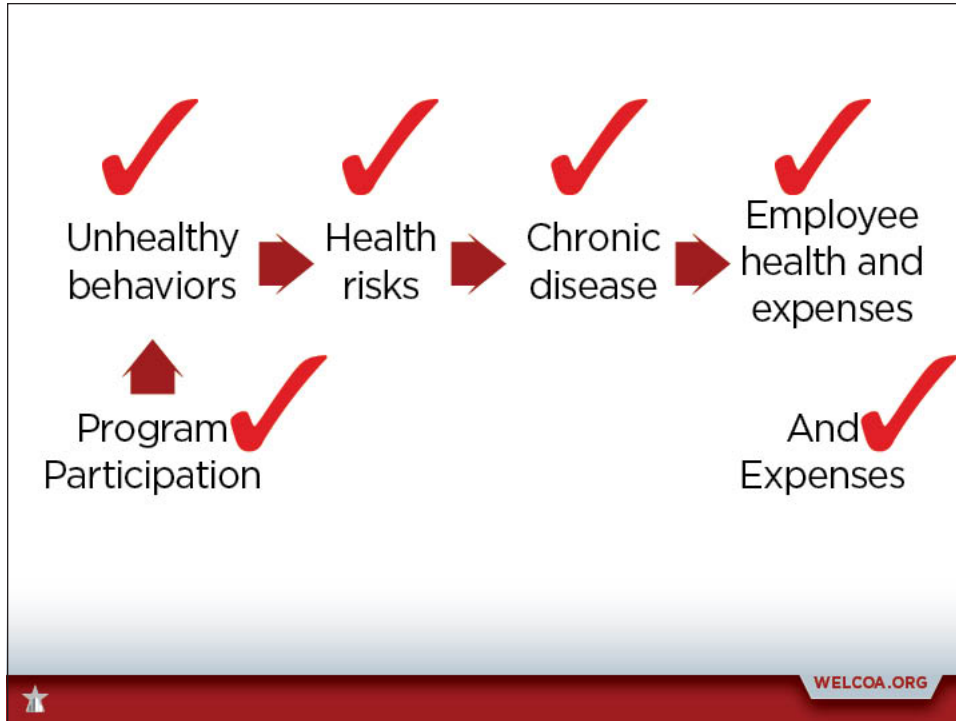
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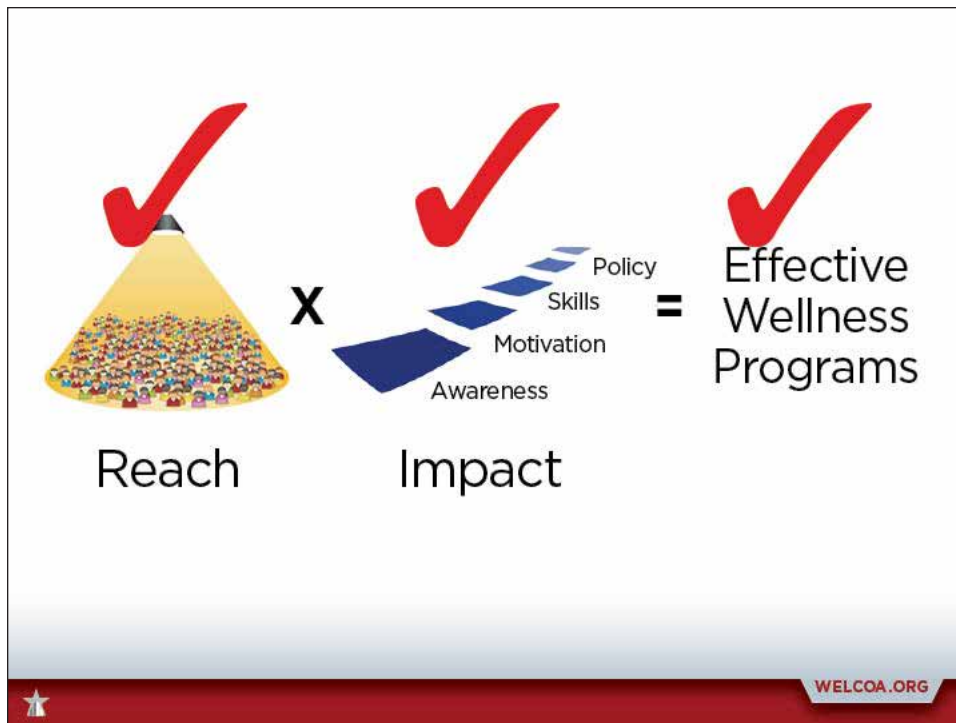


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Well Workplace University—The Art And Science Of Building A Wellness Program In A Small Business Setting—Session 3

Dr. Steven Aldana, CEO, WellSteps

Summary

- ◆ Small employers need help delivering effective wellness programs
- ◆ If done correctly small businesses can use wellness to improve employee health and the bottom line
- ◆ Small businesses are the future of wellness



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Evaluation

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WELLNESS COUNCIL OF AMERICA

**Well Workplace University:
The Art And Science Of Building
A Wellness Program In A
Small Business Setting**

Participant Satisfaction Survey

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Up Next!

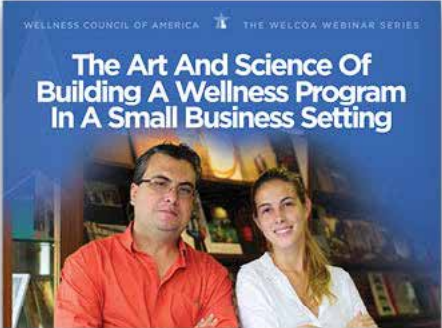
Well Workplace University:
The Art And Science Of Building A Wellness Program In A Small Business Setting

~~Session 1: Wednesday, April 3
9:30-11:00 AM Central Time~~

~~Session 2: Wednesday, April 10
9:30-11:00 AM Central Time~~

~~Session 3: Wednesday, April 17
9:30-11:00 AM Central Time~~

**Session 4: Wednesday, April 24
9:30-11:00 AM Central Time**



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THANK YOU!

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