

Workplace Wellness Programs Study Final Report

This report addresses the requirements of 2705(m)(1) of the Public Health Service Act and answers the following research questions:

- What are the characteristics and prevalence of current workplace wellness programs?
- What is the evidence for program impact?
- What is the role of incentives under wellness programs?
- What are key facilitators of successful wellness programs?

The project has four data collection and analysis streams:

- a review of the scientific and trade literature to identify the prevalence of wellness programs, their key components, their use of incentives, their effectiveness, their return on investment, and best practices.
- the RAND Employer Survey, a national survey of employers with at least 50 employees in the public and private sectors, including federal and state agencies, to assess program prevalence, type of wellness programs, information on incentives, and perceived program impacts.
- statistical analyses of medical claims and wellness program data from a convenience sample of large employers in the Care Continuum Alliance (CCA) database to assess the effects of wellness programs on health and cost outcomes and the effect of incentives on program participation.
- five case studies of existing wellness programs in a diverse set of employers to enhance our understanding of the effectiveness of wellness programs by providing specific examples and experiences of individual employers and employees.

Characteristics and Prevalence of Workplace Wellness Programs

According to the RAND Employer Survey conducted for this study, approximately half of U.S. employers offer wellness promotion initiatives, and larger employers are more likely to have more complex wellness programs. Programs often include wellness screening activities to identify health risks and interventions to reduce risks and promote healthy lifestyles. Most employers (72 percent of those offering a wellness program) characterize their wellness programs as a combination of screening activities and interventions. Wellness benefits can be offered by employers or a vendor to all employees or through their group health plans to plan members.

Screening activities use Health Risk Assessments (HRAs), self-administered questionnaires on health-related behaviors (e.g., exercise patterns) and risk factors (e.g., body weight) and may include clinical screenings to collect biometric data—for instance, height, weight, blood pressure, and blood glucose

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**Soeren Mattke, Hangsheng Liu, John P.
Caloyeras, Christina Y. Huang, Kristin
R. Van Busum**

Workplace Wellness Programs Study Final Report:

Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs their prevalence their impact on employee health and medical cost facilitators of their success and the role of incentives in such programs The authors employ four data collection and analysis streams a review of the scientific and trade literature a national survey of employers a longitudinal analysis of medical claims and wellness program data from a sample of employers and five case studies of existing wellness programs in a diverse set of employers to gauge the effectiveness of wellness programs and employees and employers experiences

Final Report Soeren Mattke, Kristin R. Van Busum, Grant Martsof, 2014-04-23 The Affordable Care Act places strong emphasis on quality of care as a means to improve outcomes for Americans and promote the financial sustainability of our health care system This report attempts to help employers understand the structural differences between health plans and the performance dimensions along which plans can differ as well as to educate employers about available tools that can be used to evaluate plan options

Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 Corporate Wellness Programs offers contributions from international experts examining the planning implementation and evaluation of wellness initiatives in organizations and offering guidance on how to introduce these programs in to the workplace

Workplace Health Promotion, 2nd edition Danijela Gasevic, Leah Okenwa-Emegwa, 2023-01-09 Work related factors have implications for health and wellbeing Due to the amount of time spent at the workplace and the impact of work on health over an individual s life course the workplace has evolved as an important arena for population health promotion Risk factors within the physical and psychosocial working environment as well as inadequate organizational support are associated with increasing work related health problems which result in psychosocial and economic implications for the individual the family the organization and the society Recent estimates revealed an increasing level of sickness absence due to work related factors among others In recognition of the importance of worker health and a healthy working life but also in line with numerous occupational health goals many organisations set aside significant amounts of financial resources annually to promote work well being However studies have shown that despite this positive disposition among employers both employee participation and the impact of such programs remain minimal According to the Ottawa declaration for health promotion and the Luxembourg declaration for Workplace Health Promotion WHP WHP should be strategic It is recommended that WHP be conducted in a systematic and continuous process of needs analysis priority setting planning implementation and evaluation Unfortunately available studies show that many companies have policies currently in place but lack knowledge regarding proper implementation and evaluation The foregoing phenomenon raises questions regarding the level of knowledge of and attitudes towards WHP among people in management positions This Research Topic aims to address factors affecting workplace health promotion What does WHP

mean for employers What forms of WHP packages exist Is there evaluation and follow up of such interventions What are the barriers and facilitators relating to the uptake of WHP interventions among employees Do people in relevant managerial positions possess adequate knowledge regarding WHP Manuscripts that explore factors crucial for WHP including individual and organizational level factors crucial for WHP are welcomed Manuscripts on barriers evidence based interventions best practices analysis of existing policy documents and those with a life course perspective etc are also welcomed Manuscripts can be of national international and global perspectives **Workplace Health Promotion Programs** Carl I.

Fertman,2015-09-11 Shine a spotlight on the benefits of promoting health in the workplace Workplace Health Promotion Programs focuses on the incredible value that employee health programs can offer by exploring six key topics behavioral health physical health healthy environments health education nutritional health and physical activity This in depth resource explicitly establishes what successful workplace health promotion programs services and collaborations are and then builds upon this foundational understanding by introducing methods and tools for promoting employee health and safety while emphasizing the skills students need to do so Through this resource students will come to understand how to recognize employee health and safety opportunities and how to think on a larger scale when it comes to workplace health initiatives in small midsized and larger employers that are comprehensive and fiscally sound Workplace health promotion programs have the potential to both improve the health of the population as a whole and control healthcare spending in the process Health problems are estimated to cost employers in the United States over 200 billion per year through medical costs absenteeism disability and overall reduced productivity Improving well being through effective workplace health promotion programs can reduce this cost and create healthier happier workforces Discover the design implementation and evaluation of workplace health promotion programs that address the range of employee health needs and concerns Understand how evidence based programs can positively impact business and reduce health care cost Explore the larger scale implications of successful workplace health programs including health policies health insurance design worker safety employee behavior etc Learn how together employers and employees work to create a culture of health and well being to support and promote employee health and safety Review the ways in which successful workplace health promotion programs can prove financially beneficial Workplace Health Promotion Programs is a resource that guides students and professionals alike in the discovery development and execution of successful employee health initiatives [The Handbook of Health Behavior Change, Fifth Edition](#) Marisa E. Hilliard,Kristin A. Riekert,Judith K. Ockene,Lori Pbert,2018-04-28 This revised and updated fifth edition of the highly acclaimed gold standard textbook continues to provide a foundational review of health behavior change theories research methodologies and intervention strategies across a range of populations age groups and health conditions It examines numerous complex and often co occurring factors that can both positively and negatively influence people s ability to change behaviors to enhance their health including intrapersonal interpersonal sociocultural environmental systems and

policy factors in the context of leading theoretical frameworks Beyond understanding predictors and barriers to achieving meaningful health behavior change the Handbook provides an updated review of the evidence base for novel and well supported behavioral interventions and offers recommendations for future research New content includes chapters on Sun Protection Interventions With the Family System and the Role of Technology in Behavior Change Throughout the textbook updated reviews emphasize mobile health technologies and electronic health data capture and transmission and a focus on implementation science And the fifth edition like the previous edition provides learning objectives to facilitate use by course instructors in health psychology behavioral medicine and public health The Handbook of Health Behavior Change Fifth Edition is a valuable resource for students at the graduate and advanced undergraduate level in the fields of public or population health medicine behavioral science health communications medical sociology and anthropology preventive medicine and health psychology It also is a great reference for clinical investigators behavioral and social scientists and healthcare practitioners who grapple with the challenges of supporting individuals families and systems when trying to make impactful health behavior change NEW TO THE FIFTH EDITION Revised and updated to encompass the most current research and empirical evidence in health behavior change Includes new chapters on Sun Protection Interventions With the Family System and the Role of Technology in Behavior Change Increased focus on innovations in technology in relation to health behavior change research and interventions KEY FEATURES The most comprehensive review of behavior change interventions Provides practical empirically based information and tools for behavior change Focuses on robust behavior theories multiple contexts of health behaviors and the role of technology in health behavior change Applicable to a wide variety of courses including public health behavior change preventive medicine and health psychology Organized to facilitate curriculum development and includes tools to assist course instructors including learning objectives for each chapter The Happy, Healthy Nonprofit Beth Kanter, Aliza Sherman, 2016-09-21 Steer your organization away from burnout while boosting all around performance The Happy Healthy Nonprofit presents realistic strategies for leaders looking to optimize organizational achievement while avoiding the common nonprofit burnout With a uniquely holistic approach to nonprofit leadership strategy this book functions as a handbook to help leaders examine their existing organization identify trouble spots and resolve issues with attention to all aspects of operations and culture The expert author team walks you through the process of building a happier healthier organization from the ground up with a balanced approach that considers more than just quantitative results Employee wellbeing takes a front seat next to organizational performance with clear guidance on establishing optimal systems and processes that bring about better results while allowing a healthier work life balance By improving attitudes and personal habits at all levels you ll implement a positive cultural change with sustainable impact Nonprofits are driven to do more more more often with fewer and fewer resources there comes a breaking point where passion dwindles under the weight of pressure and the mission suffers as a result This book shows you how to revamp your

organization to do more and do it better by putting cultural considerations at the heart of strategy Find and relieve cultural and behavioral pain points Achieve better results with attention to well being Redefine your organizational culture to avoid burnout Establish systems and processes that enable sustainable change At its core a nonprofit is driven by passion What begins as a personal investment in the organization s mission can quickly become the driver of stress and overwork that leads to overall lackluster performance Executing a cultural about face can be the lifeline your organization needs to thrive The Happy Healthy Nonprofit provides a blueprint for sustainable change with a holistic approach to improving organizational outlook

Labour Law and Welfare Systems in an Era of Demographic, Technological, and Environmental Changes Anthony Forsyth,2019-06-19 The book discusses how labour law and welfare systems will be affected by the ongoing transformation of work The first section considers demography from two different perspectives On the one hand it focuses on chronic diseases and their impact on work emphasising the role and the regulation of welfare systems On the other attention is given to youth unemployment and to those forms of employment which might have an impact on young people Section II touches upon the relationship between the environment and industrial relations while the third part broaches the topic of the impact of technology in the context of the Fourth Industrial Revolution also known as Industry 4 0 As such this volume provides an exhaustive picture of the changes currently underway considering all the aspects which will affect work now and in the future

Managing and Evaluating Healthcare Intervention Programs Ian Duncan, FSA, FIA, FCIA, MAAA,2014-01-20 Since its publication in 2008 Managing and Evaluating Healthcare Intervention Programs has become the premier textbook for actuaries and other healthcare professionals interested in the financial performance of healthcare interventions The second edition updates the prior text with discussion of new programs and outcomes such as ACOs Bundled Payments and Medication Management together with new chapters that include Opportunity Analysis Clinical Foundations Measurement of Clinical Quality and use of Propensity Matching

Behavioral Science & Policy: Volume 3, Issue 1 Craig R. Fox,Sim B. Sitkin,2017-12-26 The success of nearly all public and private sector policies hinges on the behavior of individuals groups and organizations Today such behaviors are better understood than ever thanks to a growing body of practical behavioral science research However policymakers often are unaware of behavioral science findings that may help them craft and execute more effective and efficient policies The pages of this new journal will become a meeting ground a place where scientists and non scientists can encounter clearly described behavioral research that can be put into action By design the scope of Behavioral Science Policy is broad with topics spanning health care financial decisionmaking energy and the environment education and culture justice and ethics and work place practices Contributions will be made by researchers with expertise in psychology sociology law behavioral economics organization science decision science and marketing The journal is a key offering of the Behavioral Science Policy Association in partnership with the Brookings Institution The mission of BSPA is to foster dialog between social scientists policymakers and

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