

# *Employee Health: Translating Research to Practice*

Denver Workplace Wellness Symposium

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# 20% 2020

By 2020, improve the cardiovascular health of **all Americans** by 20% while reducing deaths from cardiovascular diseases & stroke by 20%.

## Life's Simple 7<sup>®</sup>



Smoking Status



Physical Activity



Healthy Diet



Healthy Weight



Blood Glucose

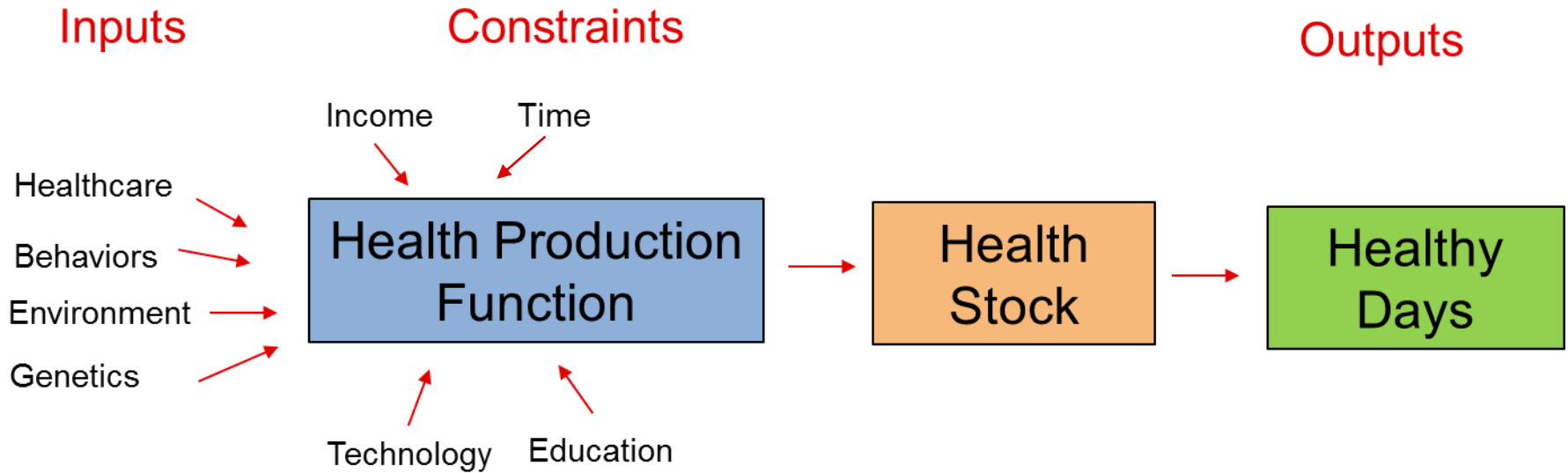


Total Cholesterol



Blood Pressure

# Levers To Increase Health Capital\*



Health stock depreciates due to:

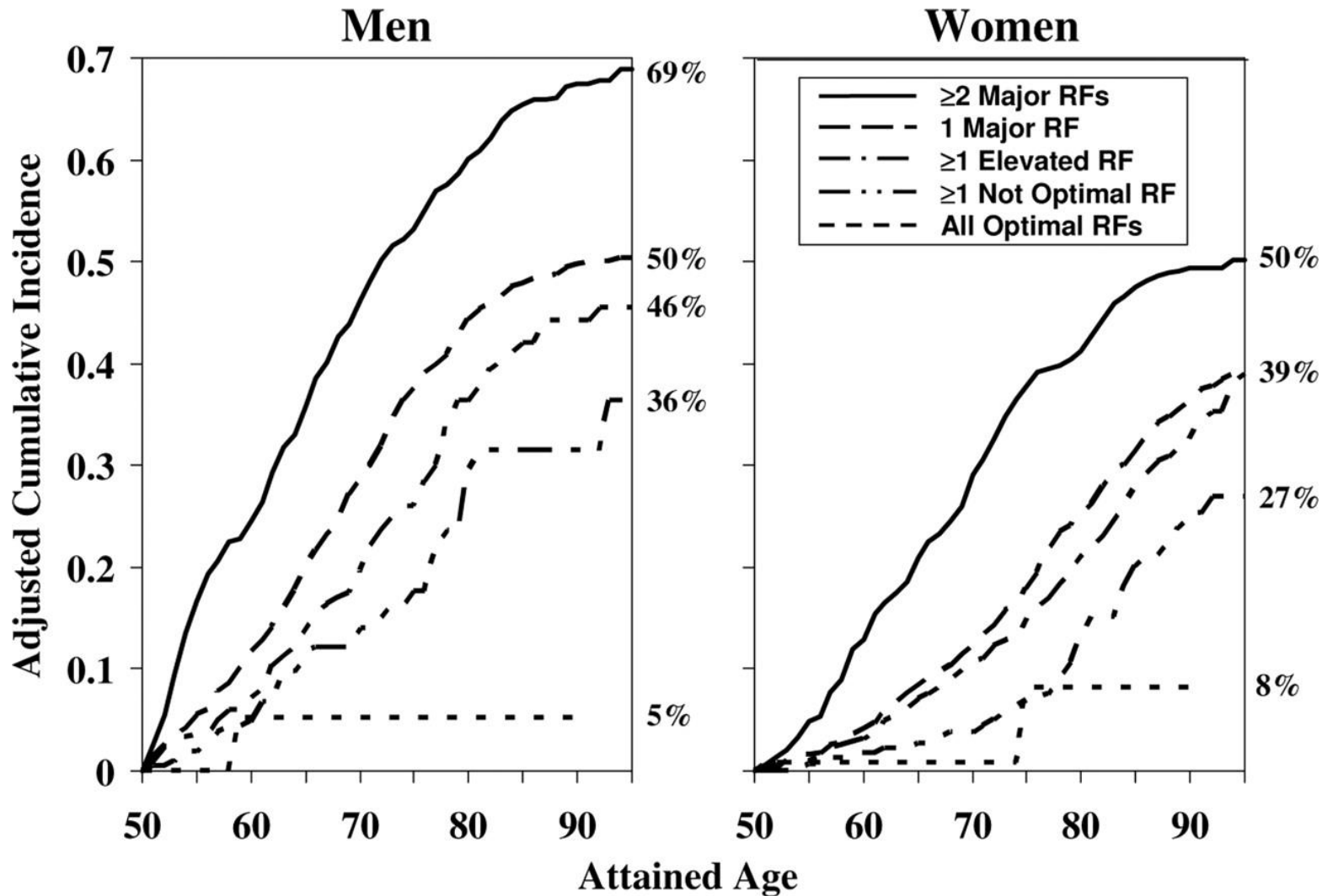
- natural aging
- Illness (health promotion)
- Injury (occupational safety)

Individuals are both:

- consumers of health (healthcare)
- producers of health (health stock)

\*"On the Concept of Health Capital and the Demand for Health" - Michael Grossman (1972)

# Lifetime CVD Risk at Age 50



Source: Lloyd-Jones et al. *Circulation*. 2006;131:791-798

# Cost of Poor Health



## 10 Most Costly Risk Factors to Employers

1. Tobacco Use
  2. Obesity
  3. Hypertension
  4. Dyslipidemia
  5. Physical Inactivity
  6. Poor Diet
  7. Diabetes
  8. Depression
  9. Stress
  10. Alcohol Abuse
- Life's Simple 7

20%-30%

Companies' annual  
healthcare expenditures

\$700 PEPY saving

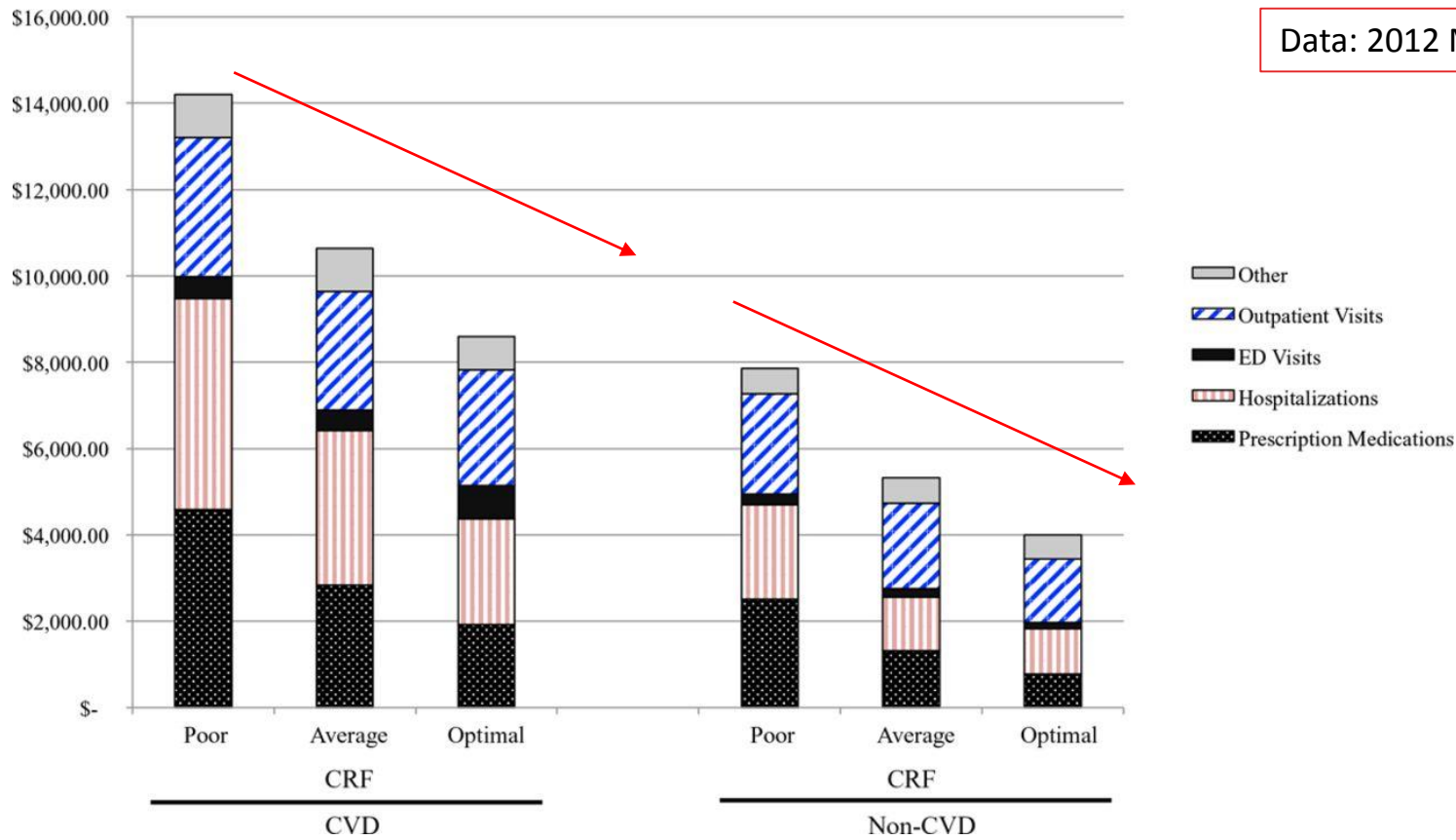
If modifiable risk  
factors reduced to their  
theoretical minimums

Source: Goetzel et al. – *Health Affairs (Milwood)* (2012); Bolnick et al. *JOEM* (2013)

# Poor CVH Predicts Higher Medical Cost

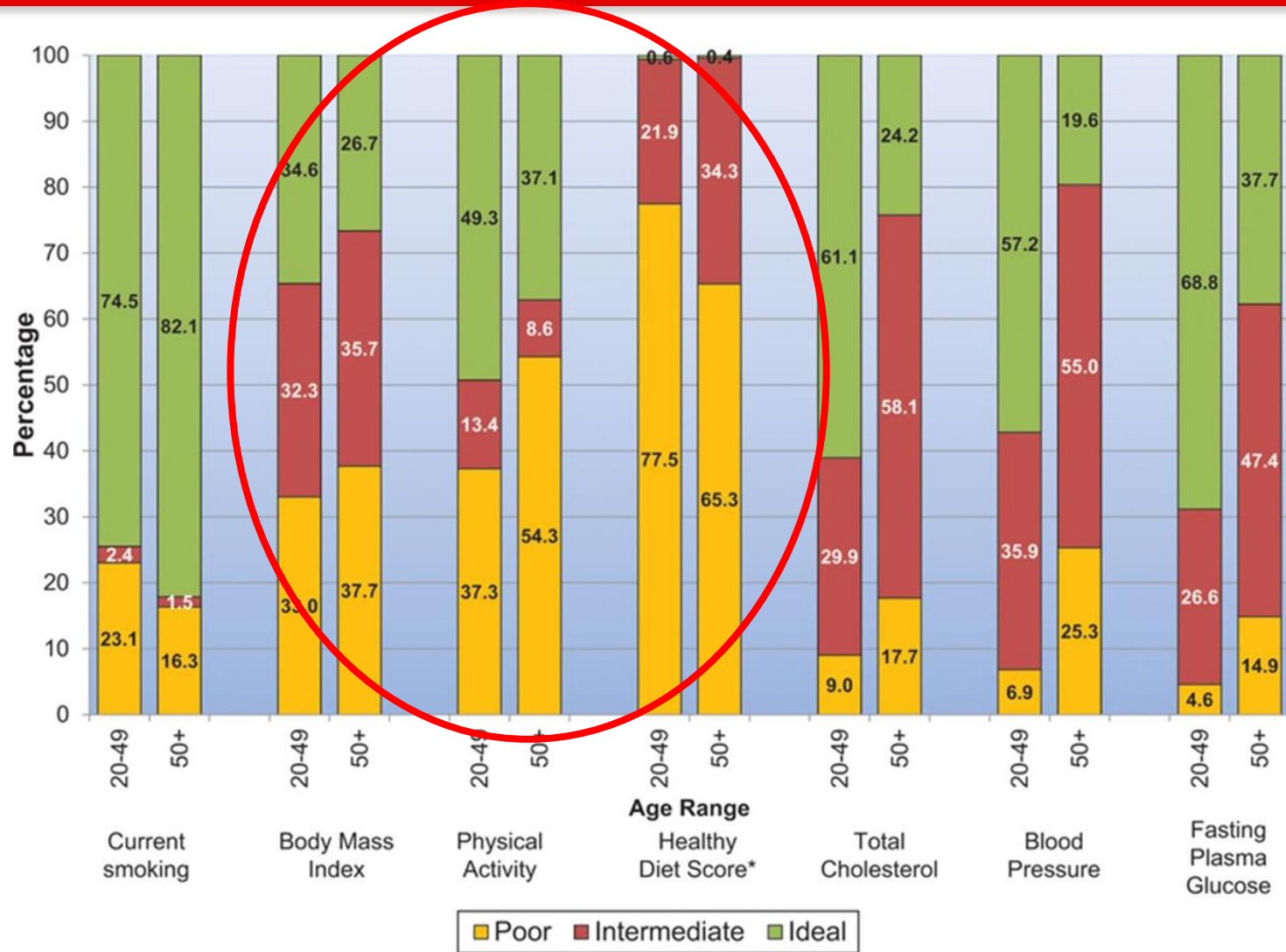


People (with and without CVD) with a Poor CVH risk profile incur 2x in direct medical costs



Source: Valero-Elizonda et al. *Circ Cardiovasc Qual.* 2016;9::143-153

# Few Adults Meet Recommendations



Sources: Mozaffarian et al. *Circulation*. 2015;131:e29-e322



## AHA Presidential Advisory

### Workplace Wellness Recognition for Optimizing Workplace Health

#### A Presidential Advisory From the American Heart Association

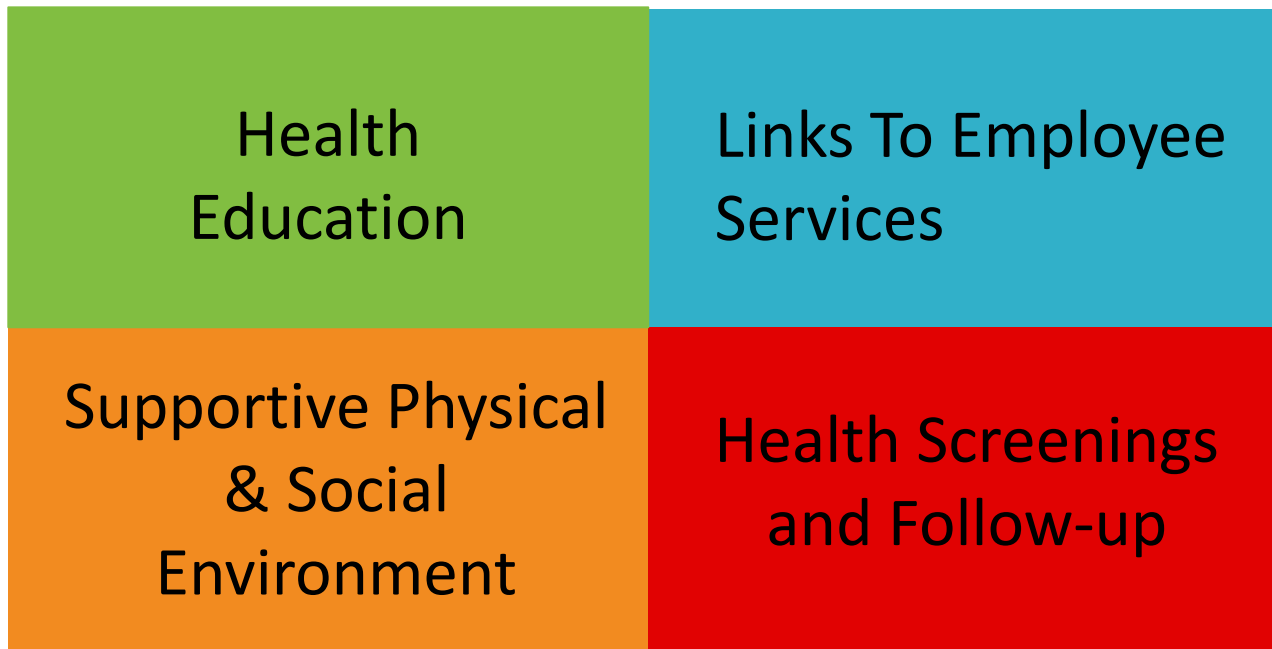
Gregg C. Fonarow, MD, FAHA, Chair; Chris Calitz, MPP; Ross Arena, PhD, PT, FAHA;  
Catherine Baase, MD; Fikry W. Isaac, MD, MPH, FAHA; Donald Lloyd-Jones, MD, ScM, FAHA;  
Eric D. Peterson, MD, MPH, FAHA; Nico Pronk, PhD; Eduardo Sanchez, MD, MPH;  
Paul E. Terry, PhD; Kevin G. Volpp, MD, PhD; Elliott M. Antman, MD, FAHA;  
on behalf of the American Heart Association

**Recommendation:** Update AHA's Fit-Friendly approach to also include employee heart health (Life's Simple 7) as a measure of success



# Increasing Comprehensive WPH Programs

77% of employers report offering wellness programs

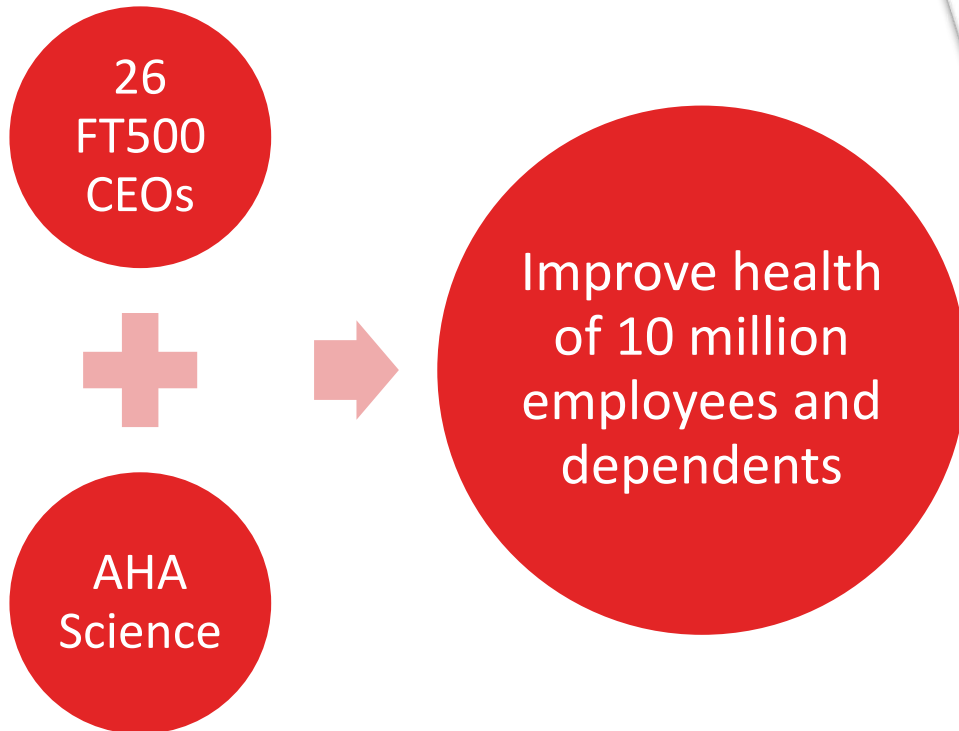


6.9% of worksites met all four criteria in 2004

Sources: Linnan et.al., 2008; Healthy People 2010

# CEO Roundtable on Workplace Health

- Collective impact model
- Forum for testing, implementing and scaling innovative solutions



# Guiding Principles



- 1 Serve as **role models** in taking positive steps toward healthy living

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- 2 Disseminate and support AHA research and other **evidence-based outcomes** on the **science of health** in the workplace among employers and employees

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- 3 Incorporate **innovative** technologies and other best practices that help employees build, maintain and monitor **healthy lifestyle habits**

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- 4 Promote AHA's "**Life's Simple 7**" as examples of an evidence-based common standard for employer-sponsored health programs within the context of our existing health and wellness programs

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- 5 Support a **national award** to recognize companies that create a **culture of health** and **measurable improvements** in health outcomes for their workforce

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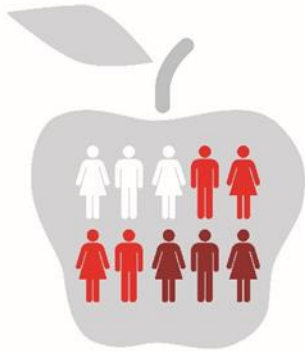
- 6 Amplify a clear **call to action** for other CEOs to join us and take action in their own companies and communities

# Health Perception Gap



39% US adults believe they have ideal CVH, yet research shows it is ≈1%

## People Overestimate Their Health Status



Of the 74% who say they are in very good or good health, **42%** have been diagnosed with a chronic illness.

## Few Know Their Numbers

	Checked in Last 12 Months	Numbers They Know
My weight	85%	80%
My blood pressure	75%	49%
My cholesterol	58%	30%
My BMI (Body Mass Index)	38%	26%
My fasting blood sugar/glucose	46%	20%
None	12%	16%



CEO Roundtable  
Creating Healthy Companies  
and Communities



# Workplace Health Achievement Index (WHAI)

- Structure & Process

1. Leadership
2. Organizational Policies & Environment
3. Communications
4. Programs
5. Engagement
6. Community Partnerships
7. Reporting Outcomes

“Workplace culture of health”  
Do we have a healthy **workplace**?

- Performance

- Life’s Simple 7

Do we have a healthy **workforce**?

# Workplace Health Best Practices



Pillar	Description
<b>Leadership</b>	Elements that set program vision and organizational policy, ensure resources, support implementation and evaluation
<b>Policies &amp; Environment</b>	Elements that make the healthy choice the easy choice eg. comprehensive tobacco policy
<b>Communications</b>	Elements that make the program visible on a consistent basis
<b>Programs</b>	Evidence-based health promotion, disease prevention and disease management programs
<b>Engagement</b>	Promotion of an ongoing connection between employees and the program that creates trust and respect and builds a culture of health
<b>Partnerships</b>	Collaborative efforts with other stakeholders, including unions, vendors, and community organizations
<b>Reporting Outcomes</b>	Intentionally using data in measuring, evaluating, and reporting on the program and its improvement over time

Sources: Fonarow et al. *Circulation*. 2015; Adapted from Pronk N, *ACSM's Health Fit J*. 2014;18:42–46

# Leadership Best Practices



- **Health is a strategic organizational goal**
  - Dedicated health budget (apart from health insurance and incentives)
  - Written strategic health promotion plan with specific, measurable goals
- **Leadership actively models health behavior**
  - All managers participate in wellness activities
  - Leaders send health communications to employees
  - Worksites support health performance objectives and recognize teams
- **Implementation is supported**
  - Organization has a paid health promotion coordinator (strongest predictor of prevalence of comprehensive WPH program)
  - Middle managers/supervisors are made aware of the wellness plan
  - Middle managers/supervisors are made accountable for the plan objectives
  - Plan is shared with all employees
  - Company recognizes / awards people/teams for meeting goals

# Measuring Ideal Cardiovascular Health



## Life's Simple 7<sup>®</sup>



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Physical Activity



Healthy Diet



Healthy Weight



Blood Glucose



Total Cholesterol



Blood Pressure

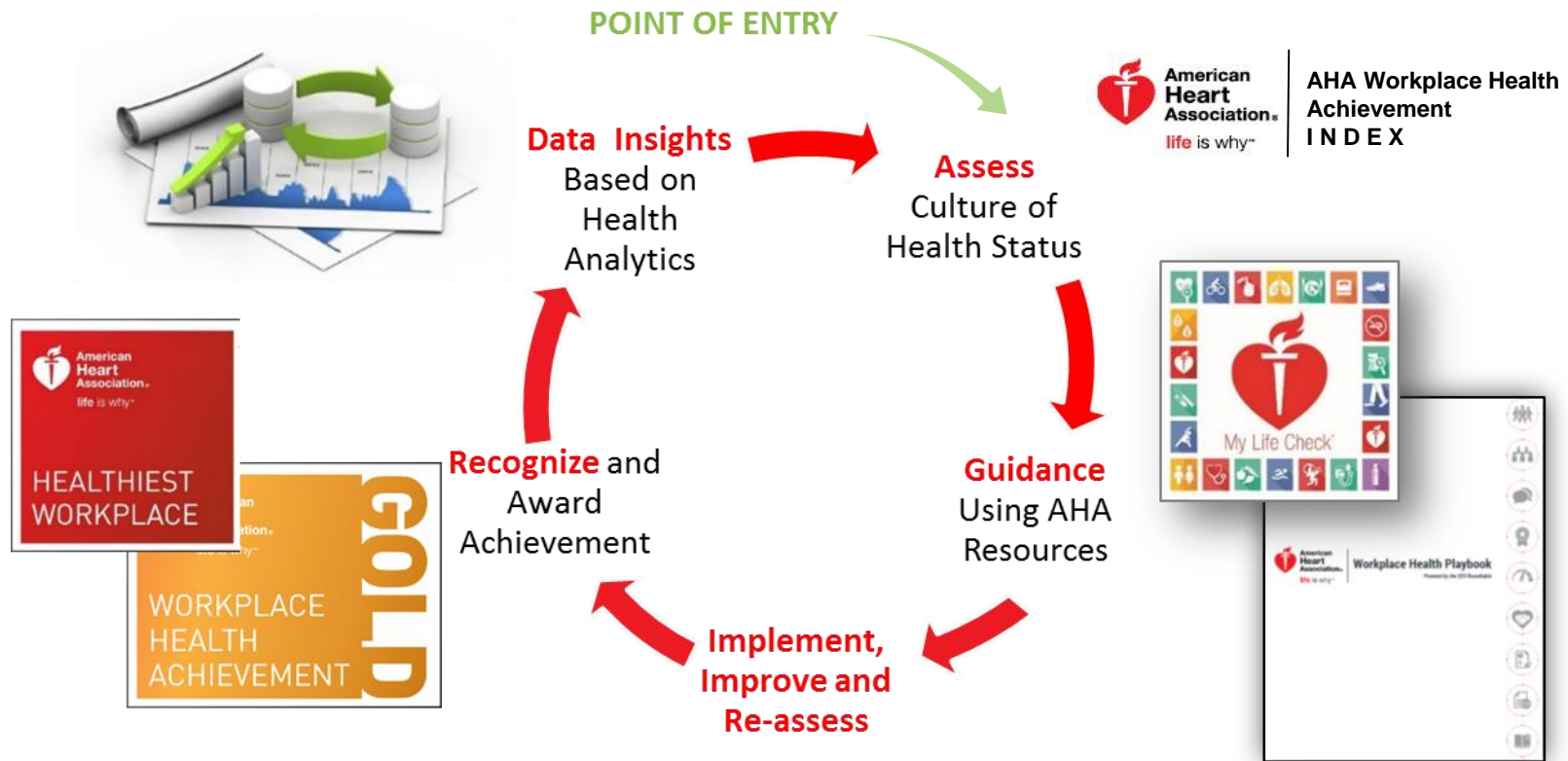
### Example:

Body Mass Index is 28.3



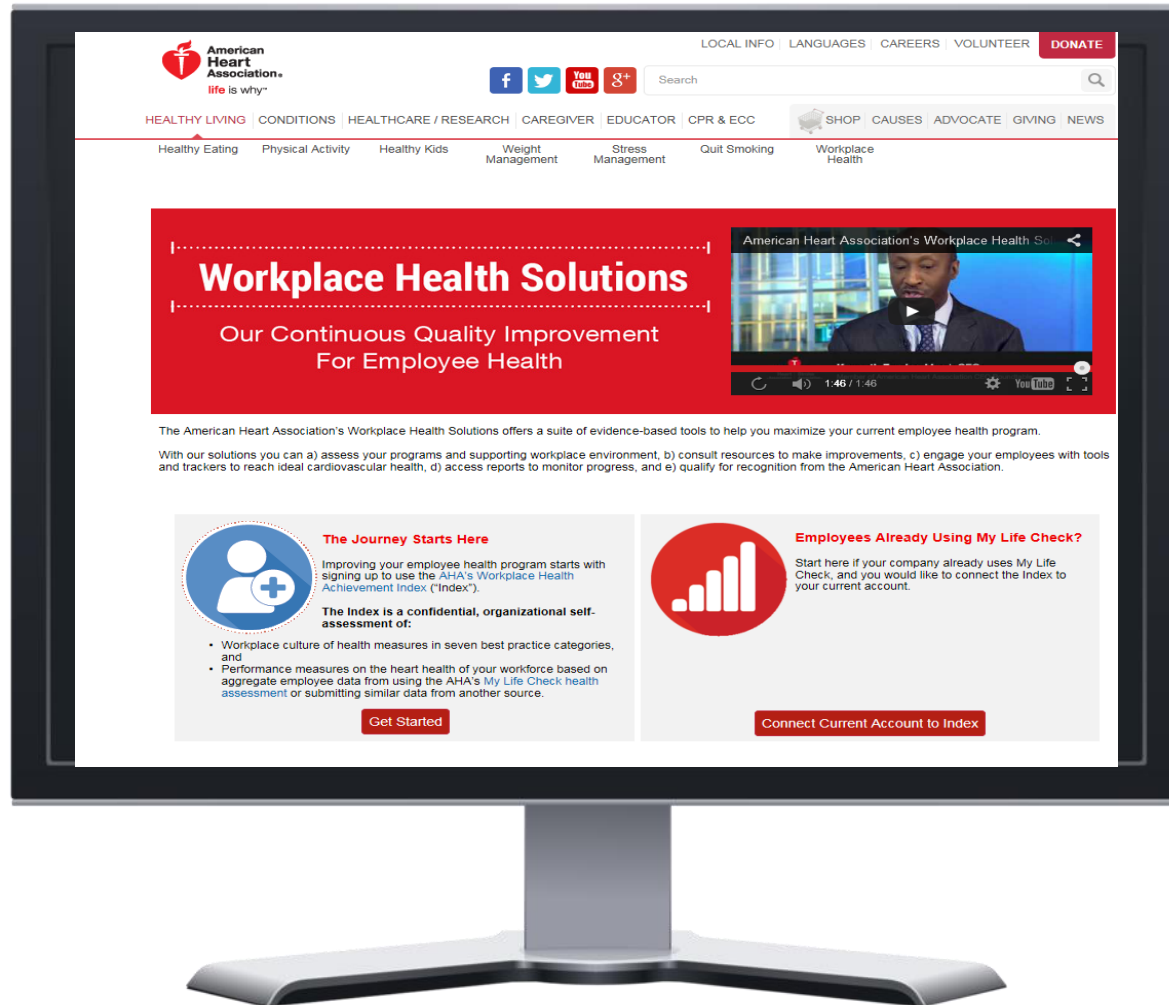


# Continuous QI for Workplace Health



**2017 Index Submission Deadline:  
March 31<sup>st</sup> 2017**

# [heart.org/workplacehealth](http://heart.org/workplacehealth)





## Contact Information:

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es por la vida™ 全為生命™