



WORKFORCE HEALTH | RESOURCES

Workforce health resource guide



An effective workforce health program can
> reduce medical costs <

by

\$1,421

→ per employee per year* ←

* Berry et al., *Harvard Business Review*, December 2010.



Get the right tools to keep your employees at their best

People often need additional support and motivation to take those first steps toward a healthier lifestyle. With these workforce health tools – available to you no matter where you are – you can give your employees the resources they need to actively participate in their health at home, online, in person, and on the go. Pick and choose among specific programs to address the conditions that are most relevant to your workplace. You can also encourage your employees to access these tools directly to learn about their lifestyle behaviors, help manage their chronic conditions, and support their individual health goals. And that can help you build a stronger future for your business.

This guide contains tools to support these four workforce health initiatives:

- ① Weight management
- ② Tobacco cessation
- ③ Stress and mental health
- ④ Heart health



① Weight management

One-fifth of employer health care costs can be attributed to 10 preventable conditions and common risk factors, which cost an average of \$887 per employee per year. **At \$347 per employee, obesity costs more than any other single factor.***

* Goetzel et al., *Health Affairs*, November 2012.



① Weight management

Giving your employees the tools to maintain a healthy weight is a simple way to invest in the health of your business. By offering a wide array of resources to help them manage their weight, you can save money while keeping your employees at their best.

➤ Build a culture of health in your workplace

Maintain Don't Gain toolkit

Deliver a high-quality eight-week program to motivate employees to avoid holiday weight gain.

Health topic resources

Post and distribute healthy weight tips around your workplace to encourage your employees to take the initiative with their health.

Centers for Disease Control and Prevention's LEAN Works!

Design and implement effective worksite weight management programs with this online resource.

Healthy Meetings Guide

Learn how to offer smart snacks and meals at your events and meetings.

The FruitGuys®

Bring the farmers market straight to your employees with fresh produce at your workplace.¹

Healthy Picks program

Give your vending machines a makeover by providing easy access to healthy alternatives.²

HBO's *The Weight of the Nation*

Host a screening of this documentary series for your employees and their families.

Walking for Workforce Health Toolkit

Improve your work environment and engage your employees with physical activity.

➤ Help engage your employees in their health

Body mass index (BMI) calculator

Provide this interactive tool for employees to measure their BMI and estimate the risks of weight-related diseases.

Healthy lifestyle programs and Wellness Coaching by Phone

Connect your employees with online and phone coaching to help them combat unhealthy lifestyle behaviors through personalized action plans.³

Every Body Walk! mobile app

Encourage your employees to download this mobile app and track all aspects of their walk – including distance, time, calories burned, and routes.

Food and activity diary

Help your employees reach their weight-loss goals by encouraging them to track their meals and exercise habits.

Weight management tutorial

This interactive guide can help your employees manage their weight and focus on healthy living.



Expand your knowledge

National Heart, Lung and Blood Institute

Centers for Disease Control and Prevention

National Business Group on Health

¹ Not available in all regions. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.

² See note 1.

³ These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.



② Tobacco cessation

Each employee or dependent who quits smoking **reduces your annual medical and life insurance costs by at least \$210** almost immediately, while an effective smoking cessation program typically costs less than 50 cents per participant per month.*

*National Business Group on Health, November 2011.



② Tobacco cessation

Tobacco use isn't just bad for your employees' health – it can also affect the health of your business. With the right resources, employees can kick the tobacco habit and embrace a healthy lifestyle.

➤ Build a culture of health in your workplace

Tobacco-Free Campus Toolkit

Make your workplace smoke-free with this comprehensive guide, which includes planning and implementation tips.

Health topic resources

Post and distribute these tips in the workplace to support your employees' goal of quitting tobacco.

Smoking cessation guide

Use this road map to develop company-sponsored tobacco cessation policies and programs.

The Great American Smokeout

Promote the annual event and encourage your employees to quit tobacco with the American Cancer Society's employer toolkit.

American Lung Association guide

Make federal and state tobacco cessation coverage and resources available to all of your employees.

➤ Help engage your employees in their health

Smoking cost calculator

Provide this interactive tool to help employees calculate how much money they spend on cigarettes.

Smoke-free tools

These interactive quizzes, journals, and apps can help motivate employees to quit smoking and get healthy.

Healthy lifestyle programs and Wellness Coaching by Phone

Connect your employees with these online and phone coaching programs to help them combat unhealthy lifestyle behaviors through personalized action plans.*

Smoking facts tutorial

This interactive guide can help your employees learn why smoking is addictive and unhealthy.



Expand your knowledge

Institute for Health Policy: Combating a Killer

Centers for Disease Control and Prevention

National Business Group on Health

* These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.



③ Stress and mental health

Nearly **two-thirds of employees** who participated in Kaiser Permanente's stress management programs reported decreased stress levels. And their **employers saw an average savings of \$2,484.***



* "Healthy Lifestyle Programs Outcomes," Kaiser Permanente Internet Services Group, February 2013.



③ Stress and mental health

Stress can contribute to increased absences, heart disease, high blood pressure, diabetes, depression, gastrointestinal problems, and asthma. With the right support system and proper tools, employees can beat stress and increase their productivity on the job.

➤ Build a culture of health in your workplace

Health topic resources

Share these tips with your employees to promote a healthy mind and body.

National Business Group on Health's Guide to Workplace Emotional Wellness

Use this tool to create a work environment and programs that promote emotional health.

Stress awareness toolkit

Leverage this group of resources to educate your employees about how to manage their stress.

Stress management checklist

Use this resource to design and develop a strategy for setting up a stress management program in your workplace.

Stress at work booklet

Get information about the causes of stress at work while outlining the steps that can be taken to prevent job stress.

➤ Help engage your employees in their health

Stress level calculator

With this interactive tool, employees can gauge their stress levels based on the number of life changes they've experienced recently.

Stress management tutorial

This interactive guide can help your employees learn how to manage their stress and improve their mental health.

Portable stress relief guide

Your employees can get easy-to-implement ideas to combat stress no matter where they are.

Healthy lifestyle programs and Wellness Coaching by Phone

Connect your employees with these online and phone coaching programs to help them combat unhealthy lifestyle behaviors through personalized action plans.*



Expand your knowledge

Centers for Disease Control and Prevention

Wellness Council of America

National Business Group on Health

* These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.



④ Heart health

Employees who are sedentary for 23 or more hours a week have a **64 percent greater risk of dying from heart disease** compared to employees who sit for less than 11 hours a week.*

* Markowitz, Inc.com, May 4, 2011.



④ Heart health

Cardiovascular disease – which includes coronary heart disease and stroke – is one of the most costly conditions for employers. With these valuable tools, employees can improve their heart health and their overall quality of life.

➤ Build a culture of health in your workplace

Health topic resources

Post and distribute these heart-healthy tips around the worksite to encourage your employees to become proactive about their health.

National Institutes of Health's Heart Truth toolkit

Create awareness of women's heart disease at your worksite with these downloadable resources.

American Heart Association toolkit

Promote these downloadable trackers and educational materials to help your employees monitor their cholesterol.

Healthy Meetings Guide

Promote employee heart health with helpful food tips and ideas for active meetings.

Walking for Workforce Health Toolkit

Improve your work environment and get your employees moving with physical activities.

➤ Help engage your employees in their health

Risk assessment

Provide this tool to your employees so they can educate themselves on their risks of having a heart attack.

Statin tools

Offer interactive quizzes and surveys to help your employees decide what choices they have regarding lipid-lowering statins.

Cholesterol tutorial and tools

Give your employees tools to help them manage their cholesterol.

Healthy lifestyle programs and Wellness Coaching by Phone

Connect your employees with these online and phone coaching programs to help them combat unhealthy lifestyle behaviors through personalized action plans.*



Expand your knowledge

Centers for Disease Control and Prevention

American Heart Association

MedlinePlus at the National Library of Medicine

National Business Group on Health

* These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.

Kaiser Foundation Health Plan, Inc., in Northern and Southern California and Hawaii • Kaiser Foundation Health Plan of Colorado • Kaiser Foundation Health Plan of Georgia, Inc., Nine Piedmont Center, 3495 Piedmont Road NE, Atlanta, GA 30305, 404-364-7000 • Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc., in Maryland, Virginia, and Washington, D.C., 2101 E. Jefferson St., Rockville, MD 20852 • Kaiser Foundation Health Plan of the Northwest, 500 NE Multnomah St., Suite 100, Portland, OR 97232.

Information may have changed since publication.