



# Health Promotion in Small Worksites: Early Findings from the Workplace Health in America Survey

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# Overview

- Workplace Health in America (WHA) Survey objectives and content
- Sampling and data collection
- Preliminary findings for small worksites
  - Prevalence of health promotion programs
  - Annual investment
  - Types of programs offered
  - Physical Activity programs [Nutrition/Healthy eating programs]
- Challenges
- Integration of health promotion of health protection
- External partners for small worksites
- Next steps

Disclaimer: This work was supported by Contract Number #200-2014-F-60862. The findings and conclusions in this presentation are those of the author and do not necessarily represent the official position of the Centers for Disease Control and Prevention

# Workplace Health in America Survey Objectives

- Describe current state of U.S. workplace health promotion and protection programs and practices in all sizes, industries and regions
- Support ongoing surveillance of national health priorities, trends, and emerging issues
- Provide free and accessible benchmarking data
- Advance workplace health promotion and protection research

# Survey Instrument Development

- Started with 2004 Survey of Worksite Health Promotion and other surveys
- Project Steering Committee
- Data user group of non-profit health agencies, employers, unions, insurers, employer groups, and worksite health promotion experts recommended survey domain areas
- Survey development group recommended specific items
- Review and input from CDC subject matter experts

# Survey Content Areas

Organization characteristics	Key partners and incentives
Health insurance	Work-life benefits and policies
Health risk assessments	Barriers to health promotion program implementation
Workplace health program characteristics	Occupational health and safety
Health screenings	Emerging issues
Disease management programs	

# Survey Content Areas, cont.

## Health promotion program areas & use of evidence-based strategies:

Physical activity	Lactation and prenatal support
Nutrition/healthy eating	Musculoskeletal disorders and arthritis
Obesity/weight management	Stress management
Tobacco	Sleep
Alcohol and drugs	

# Sampling and Data Collection

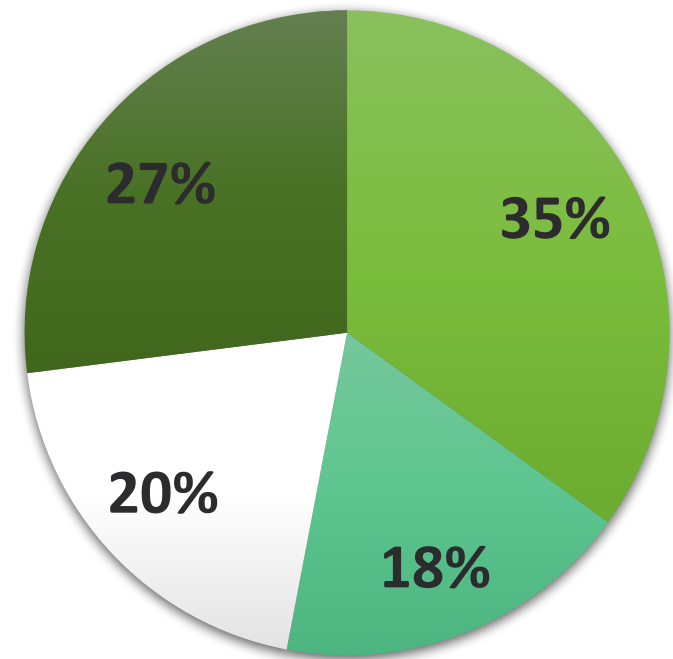
- Randomly sampled worksites (> 10 employees) from D&B frame
  - Stratified by CDC region, size, & industry
- Web, telephone & paper versions
- One response/worksites
- Ideal participant workplace health coordinator, H&S manager, HR
- Data collection period: 11/2016- 09/2017

# Preliminary Findings for Small Worksites

Presenting unweighted estimates

- 2,108 worksites
- 10 – 99 employees

Worksite Regional Distribution



■ Midwest ■ Northeast ■ South ■ West



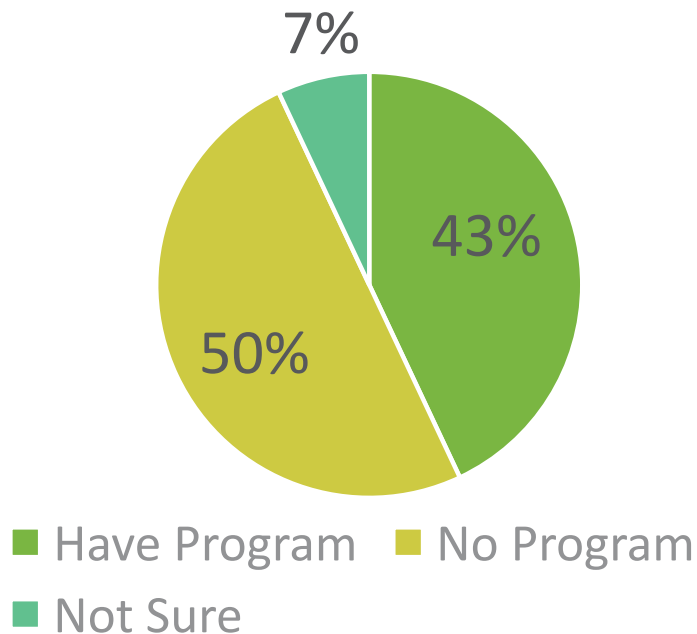
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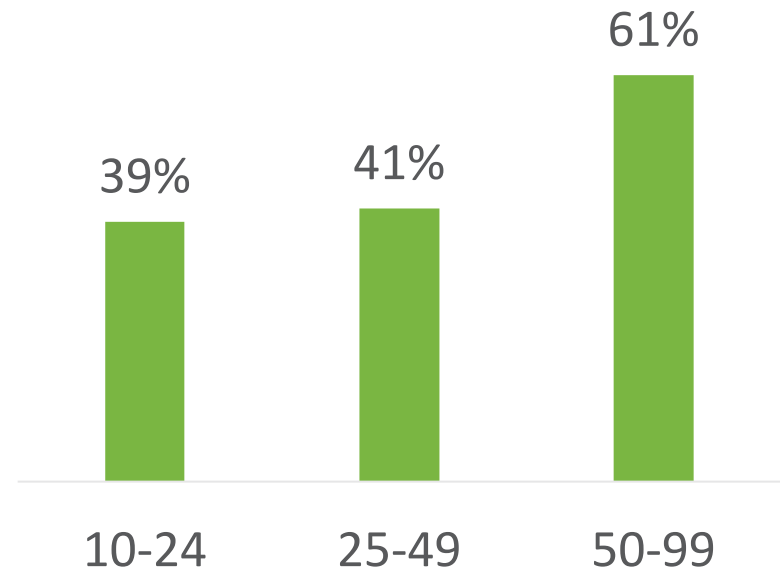


# Prevalence of Health Promotion Programs

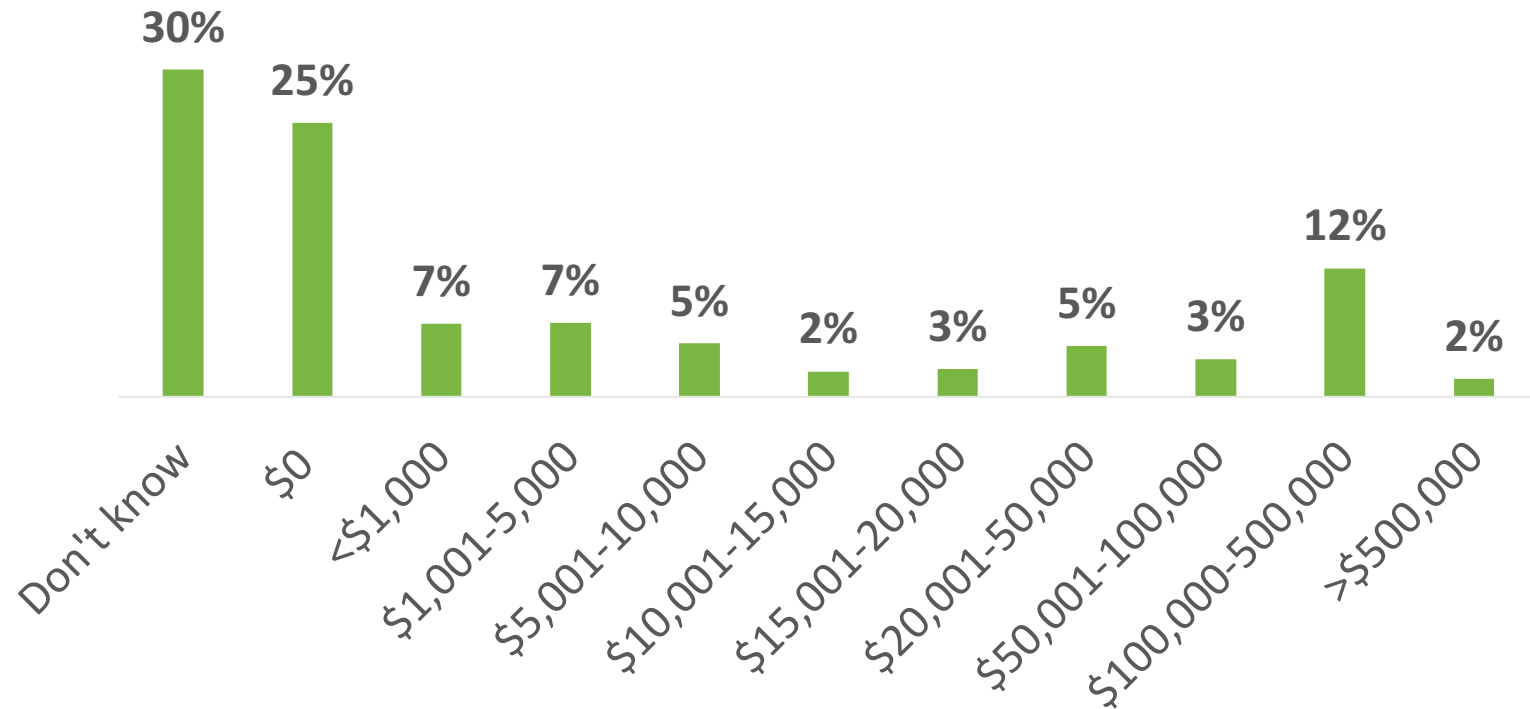
Among All 2,108 Worksites



Percentage with HP Program, by Worksite Size



# Annual Program Investment

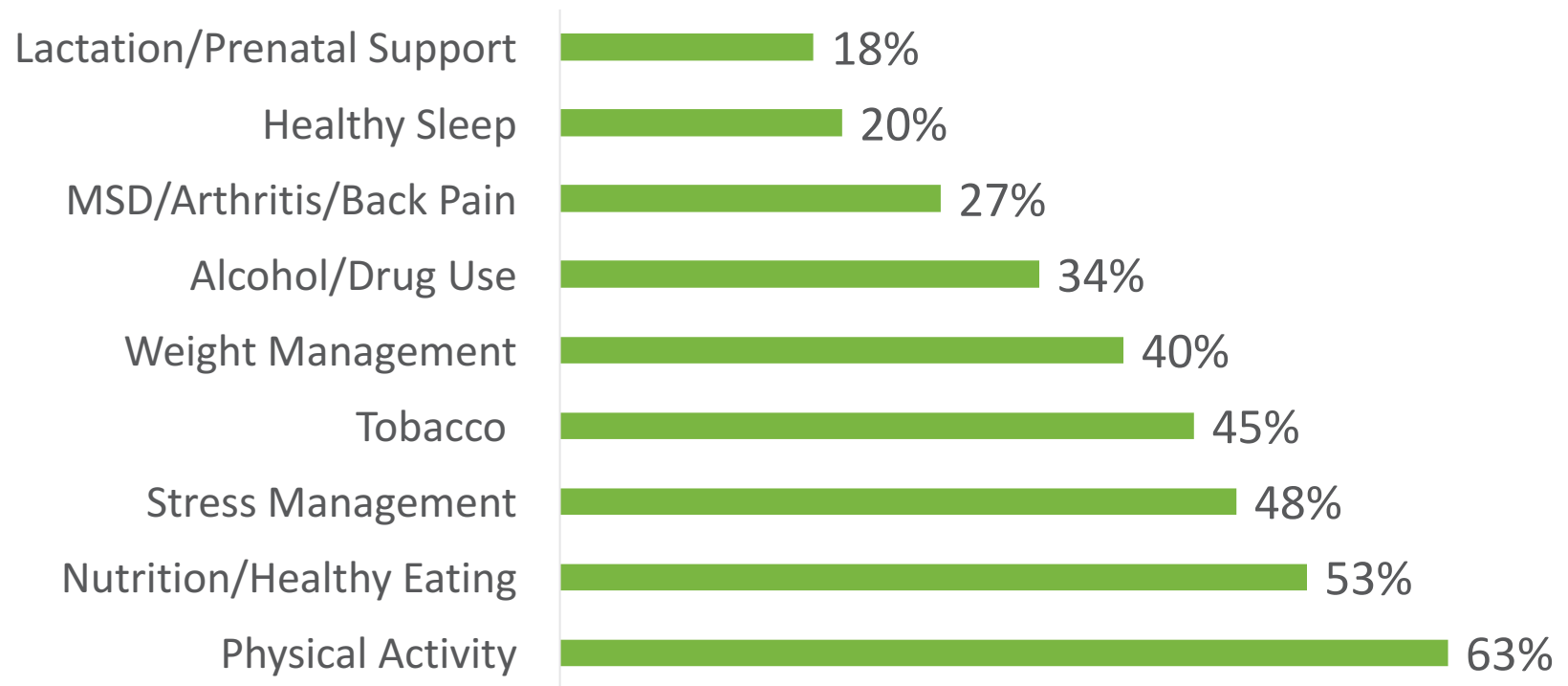


N = 899

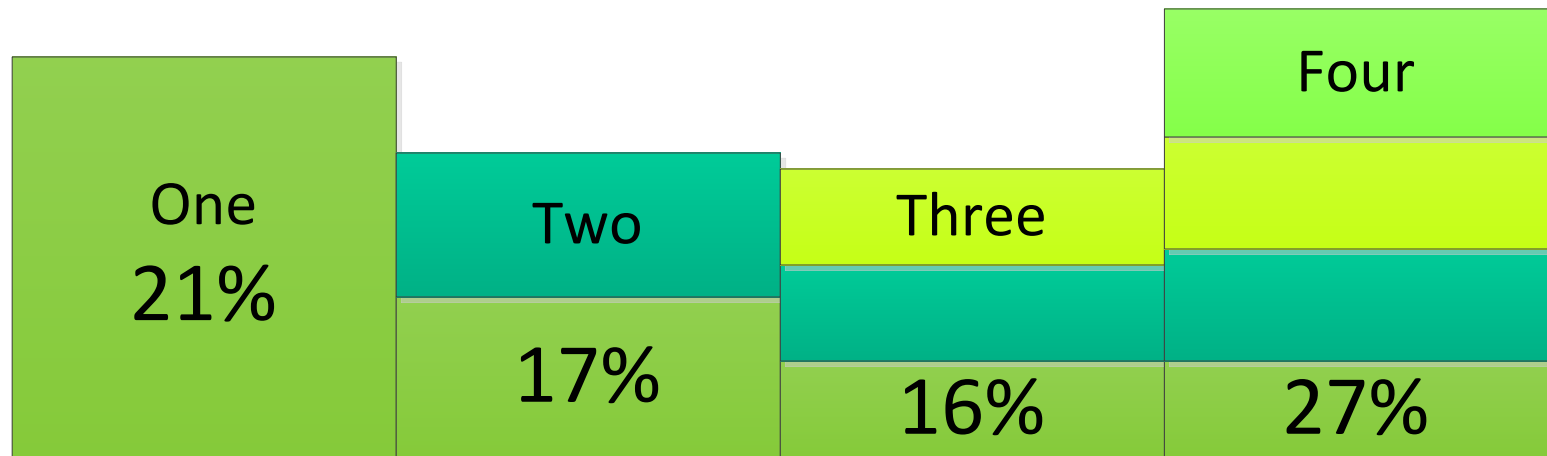
The item allowed them to include salaries of employee responsible for employee health

# Types of Programs Offered

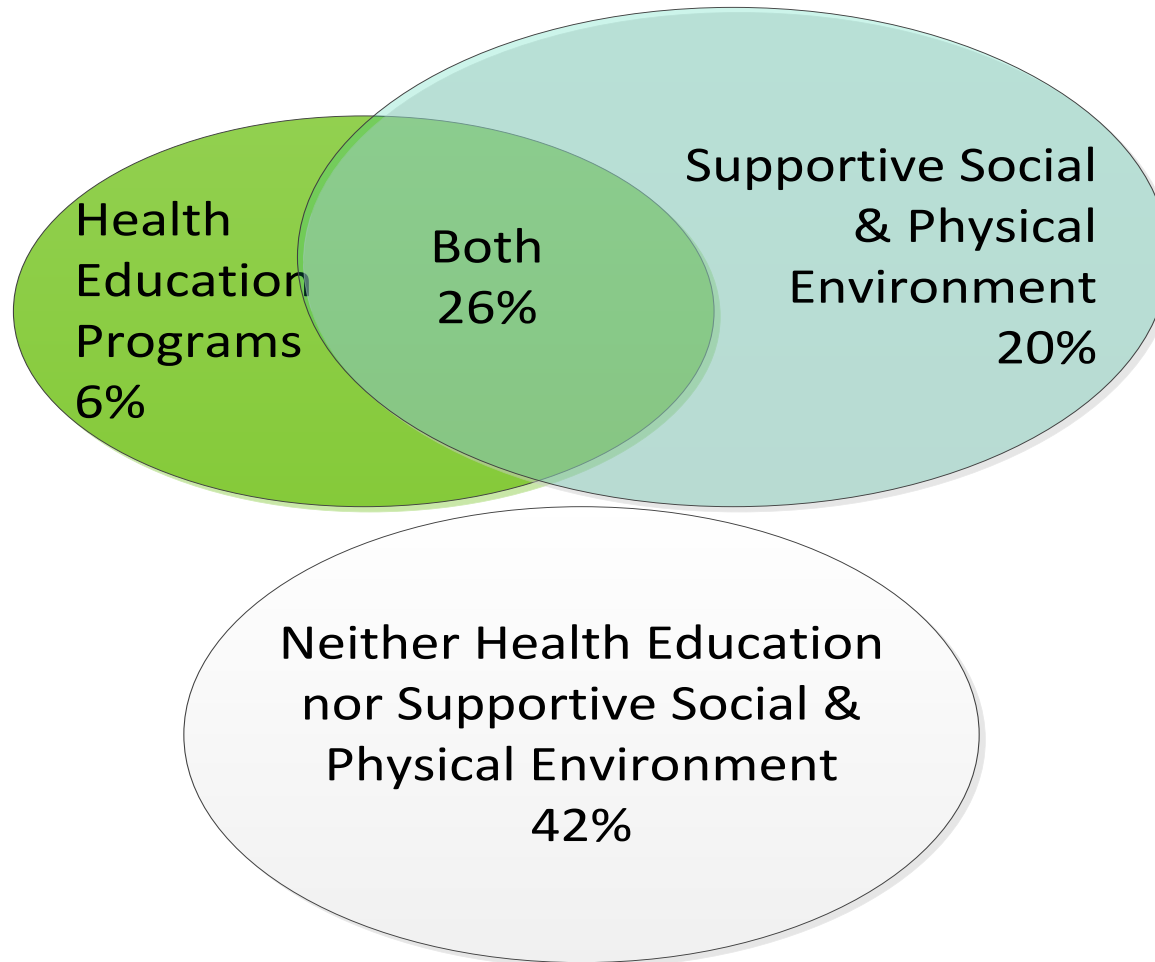
Percentage of Worksites That Offered Program Types  
(N = 912 Worksites with Health Promotion Program)



# Coverage of Multiple Health Issues (N=912)



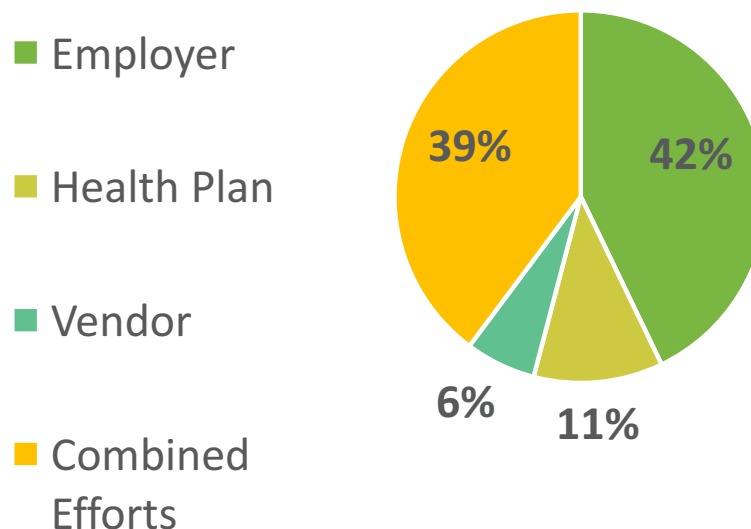
# Program Comprehensiveness



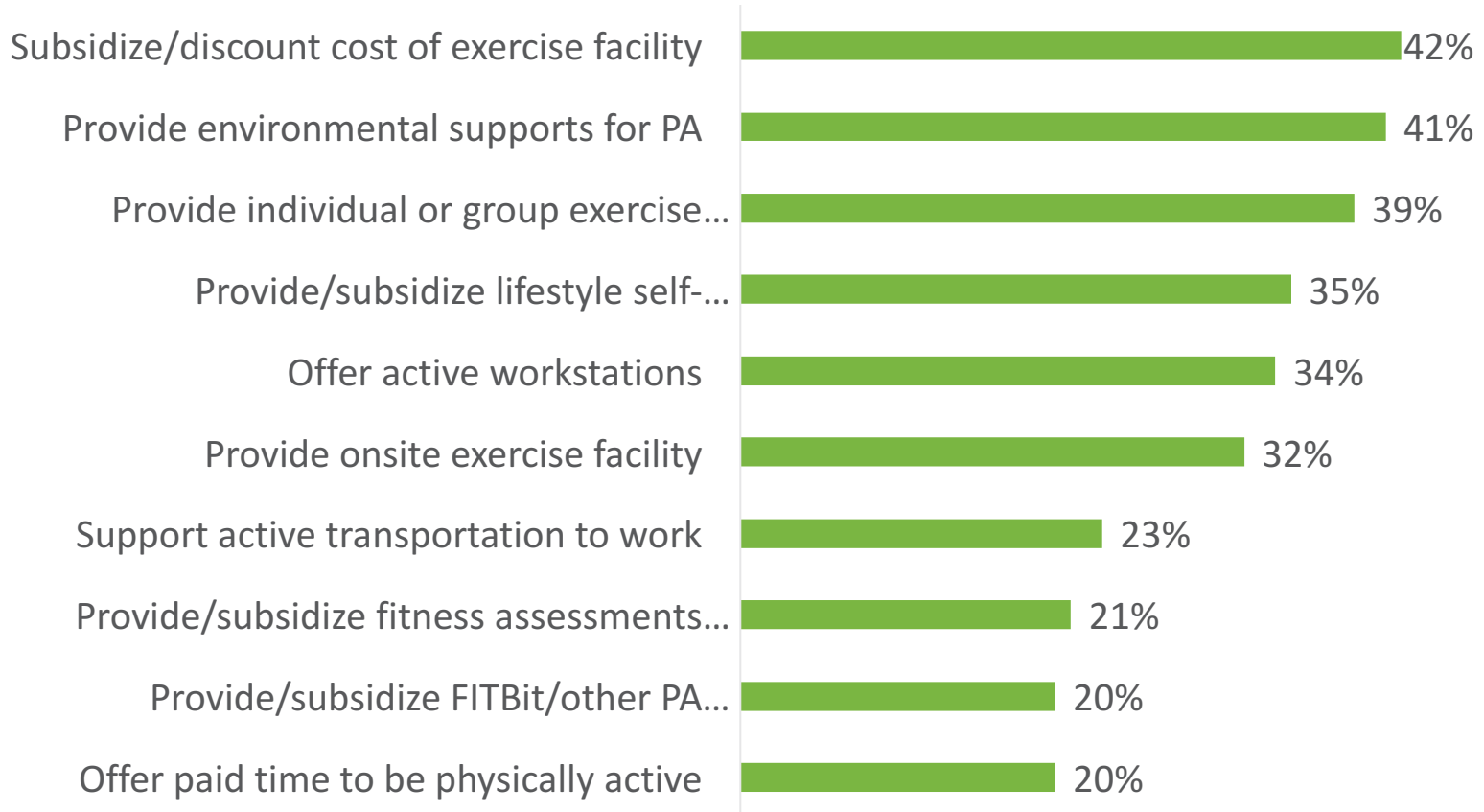
# Small Worksites' Physical Activity Programs

- 63% offered a physical activity program
- 69% of these program had a skill-building component, 27% informational only
- The employers were involved in implementing most of these programs, by itself or in combination with health plans or vendors.

N = 575



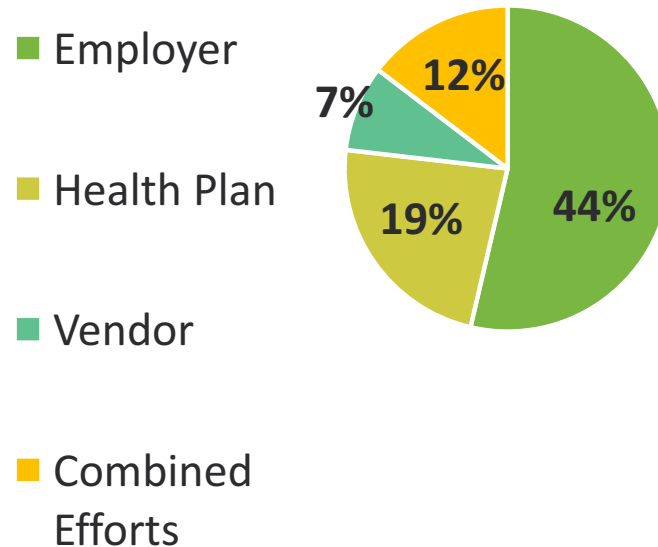
# Use of Evidence-Based Practices (N=912)



# Small Worksites' Nutrition/Healthy Eating Programs

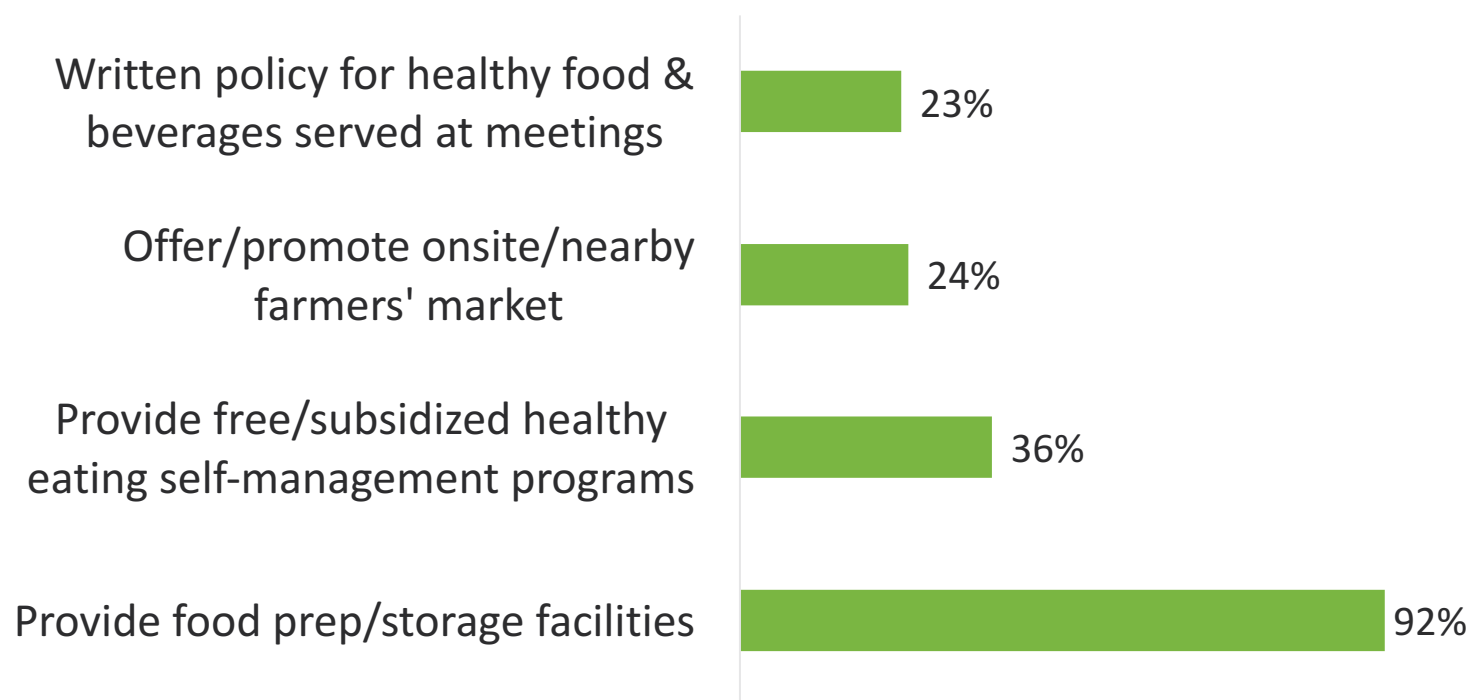
- 53% offered a nutrition/health eating program
- 56% had a skill-building component, 41% informational only
- Nearly half reported that the healthy eating program was mostly offered by the employer.

N = 486

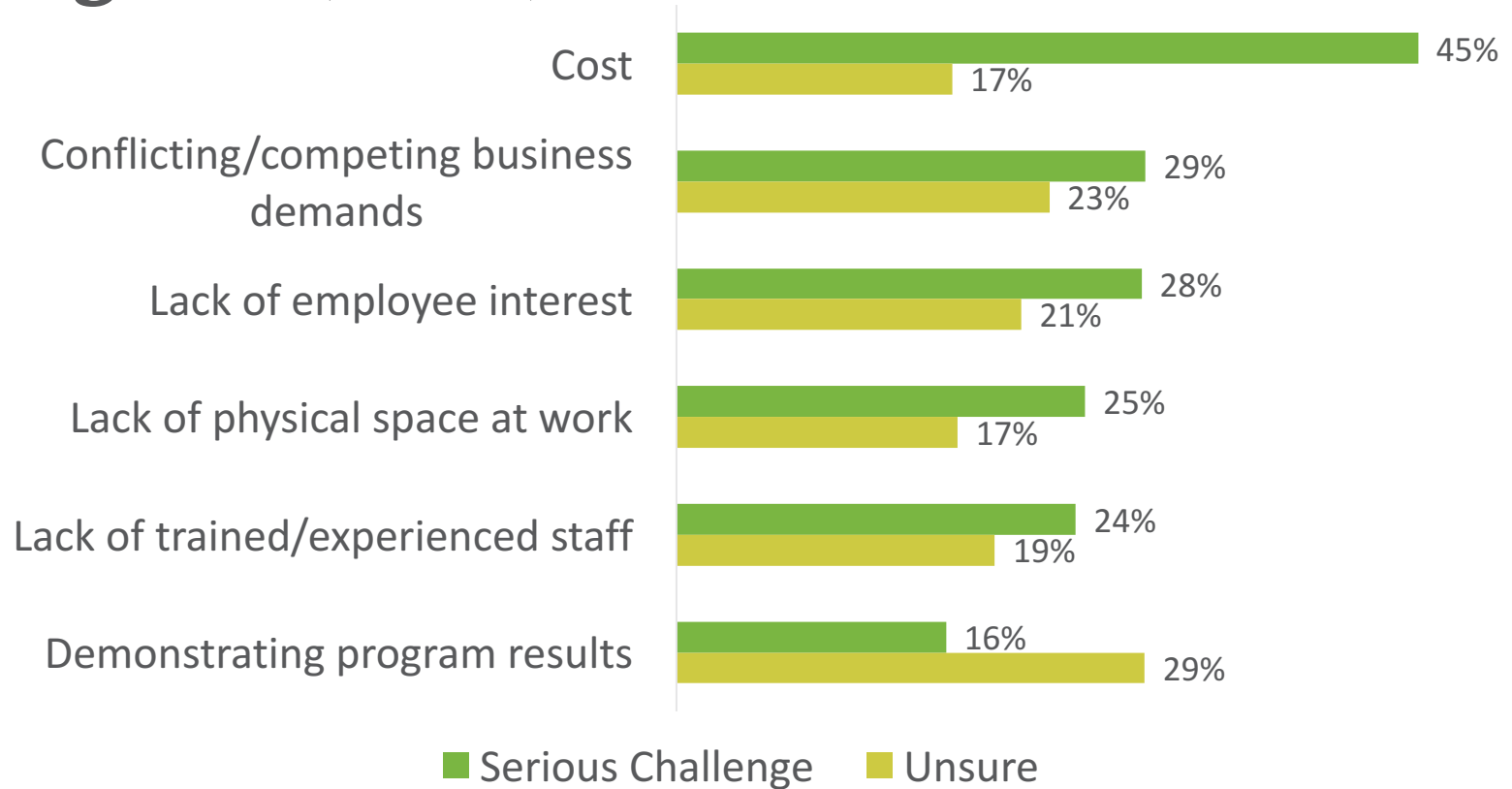




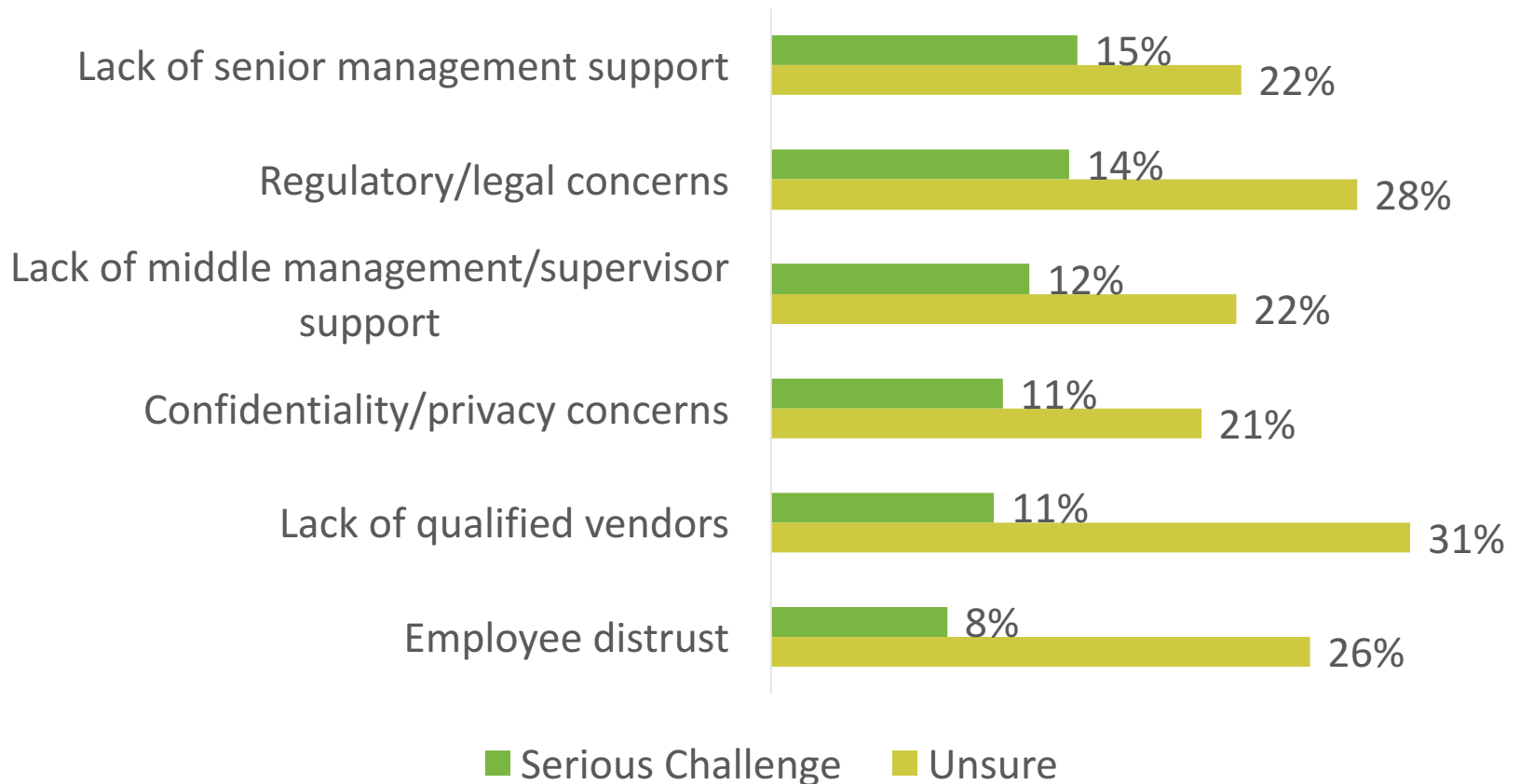
# Use of Evidence-Based Practices (N=912)



# Challenges to Offering Health Promotion Programs (N=2108)

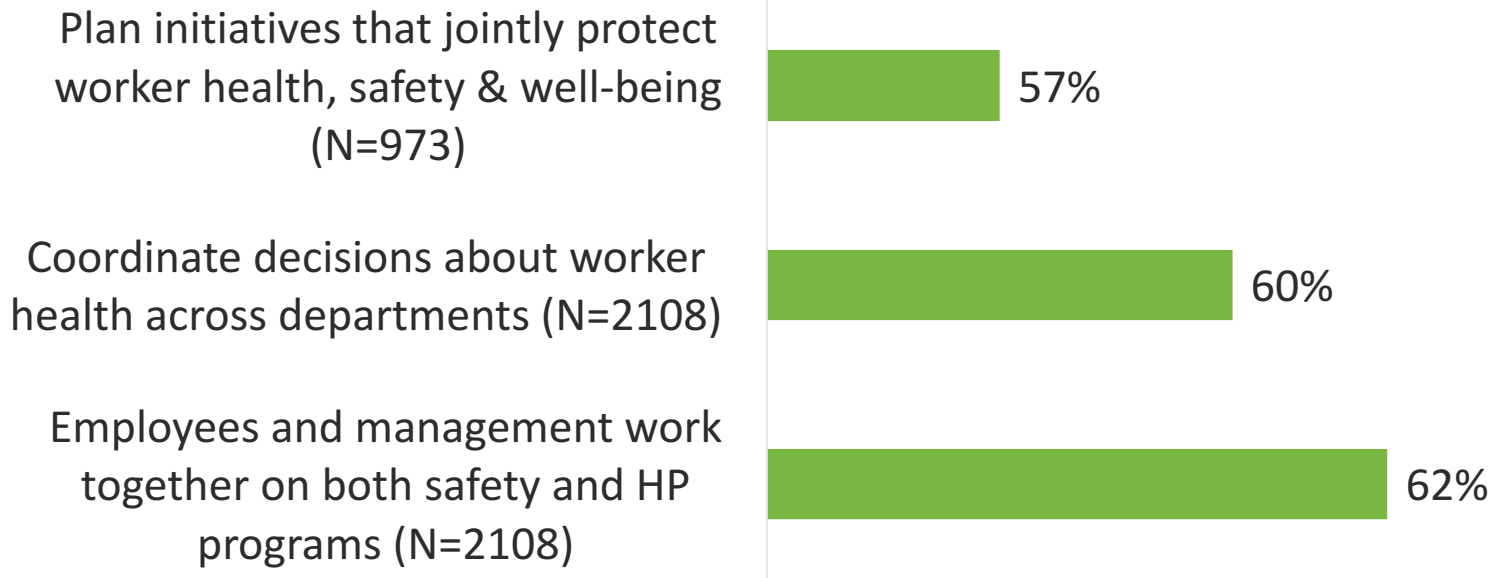


## Challenges, cont. (N=2108)



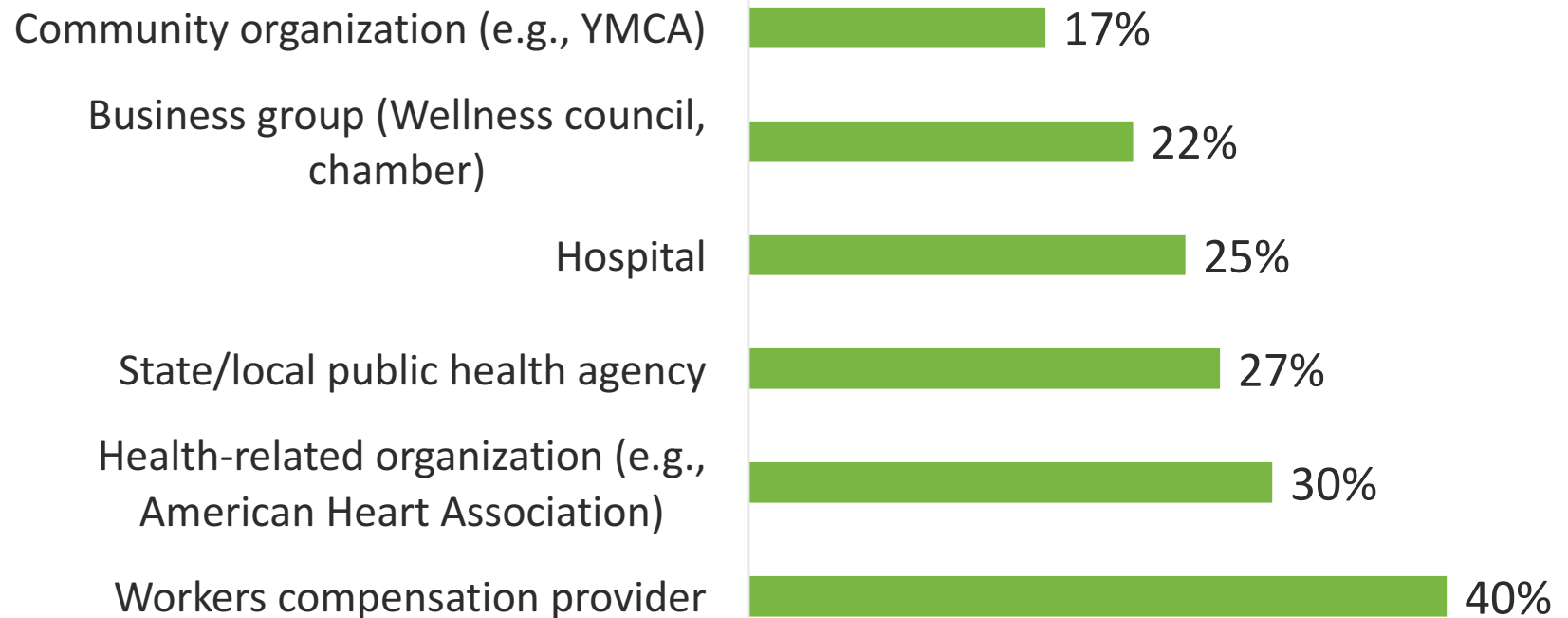
# Integration of Health Promotion and Protection

More than half reported integration and coordination between health protection and promotion.



# Worksite Partners

(N=440)



# Next Steps

- Finalizing weights and estimates
- Main findings paper
- Producing public use datafile
- Making data accessible through an interactive web-based data dashboard



# Comprehensive Health Promotion Resource Center Is Needed

## Workplace Health Promotion: Policy Recommendations that Encourage Employers to Support Health Improvement Programs for their Workers

A Prevention Policy Paper Commissioned by  
Partnership for Prevention

December 2008



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## Comprehensive Worksite Health Promotion Programs



[www.prevent.org/data/files/initiatives/workplacehealthpromotion-policyrecommendations.pdf](http://www.prevent.org/data/files/initiatives/workplacehealthpromotion-policyrecommendations.pdf)  
[bipartisanpolicy.org/wp-content/uploads/sites/default/files/Worksite%20Health%20Promotion%20Programs\\_0\\_0.pdf](http://bipartisanpolicy.org/wp-content/uploads/sites/default/files/Worksite%20Health%20Promotion%20Programs_0_0.pdf)

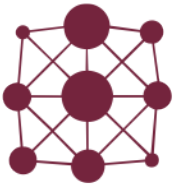
# CDC Workplace Health Resource Center (WHRC)

- First stop online to help employers launch or expand a workplace health promotion program
- Evidence-based, credible resources all in one location
- Helps employers tailor workplace health promotion goals to their organization's needs



# WHRC Tools

- 200+ resources and growing



Case studies



Emerging Issues (e.g., Sleep)



Workplace health  
strategies for small  
business



Evidence-based  
summaries and issue  
briefs



Library of webinars  
and videos





# **CDC Workplace Health Resource Center**

**Make Wellness Your Business**

**[WWW.CDC.GOV/WHRC](http://WWW.CDC.GOV/WHRC)**



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# Feedback?

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