

# Worksite Wellness

## Empowering WIC Staff to Lead by Example



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# Objectives

## 1. Worksite Wellness

- a) What it is
- b) Benefits

## 2. WIC Worksite Wellness Examples (CA and NY)

## 3. WIC Worksite Wellness Initiative Next Steps.

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[http://www.youtube.com/watch?v=NeofXartJ\\_k&feature=related](http://www.youtube.com/watch?v=NeofXartJ_k&feature=related)

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# What is Worksite Wellness

- Worksite wellness encompasses the education and activities that an employer may do to promote healthy lifestyles to workers and their families.
- These programs often offer a variety of services that help employees maintain or improve their health.
- There is no perfect type of worksite wellness program. Each company is unique in its needs and must create a program that benefits both the employer and employees.

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# Benefits of Worksite Wellness?

- Wellness programs help control health care costs.
- Wellness programs can increase productivity.
- Wellness programs can reduce absenteeism.
- Wellness programs can improve morale and enhance the company's image.

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# The Rising Cost of Health Care

- An investment in your employees' health may lower health care costs. In fact, employees with more risk factors, including being overweight, smoking and having diabetes, cost more to insure and pay more for health care than people with fewer risk factors.
- It is projected that health care costs will nearly double by 2017 (U.S. News and World Report, 2008).
- More and more research shows that poor diet and lack of exercise are major drivers of increases in health care costs for employers.

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# The Rising Cost of Health Care:

- Obesity trends (speak for themselves )  
<http://www.cdc.gov/obesity/data/trends.html#State>
- Obesity is causing rapid increases in type 2 diabetes. Nearly \$1 of every \$5 spent on health care in the United States is for a person with diabetes  
[www.dshs.state.tx.us/wellness](http://www.dshs.state.tx.us/wellness)

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# The Rising Cost of Health Care:

- The rise in obesity has a huge impact on health care costs. On average, health-care costs for an obese person were \$1,244 higher than for a person with a healthy weight ([www.dshs.state.tx.us/wellness](http://www.dshs.state.tx.us/wellness))
- Workers at an unhealthy weight had 143 percent higher hospital inpatient utilization than those at a healthy weight (Healthy Workforce 2010).

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# Activity

Utilizing the “Worksite Wellness” document, turn to a neighbor and chat about one item that you found interesting about the:

“Benefits to Employees” and  
“Benefits to Employers”

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# Why Worksite Wellness in WIC Clinics

- WIC clinics offer a great location to focus on a healthier environment.
- Most American's need wellness initiatives at work to help improve overall health and wellness.
- Modeling of behaviors from staff to client or peer to peer can be an effective way to facilitate the adoption of healthier behaviors.
- The WIC environment offers a setting with only moderate sociodemographic distance between most staff and their clients and is thus an ideal setting for peer modeling influences.



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# CA and NY WIC Examples

## California Fit WIC: Walking the Talk

Intervention: A multilevel intervention to prevent pediatric overweight with a focus on worksite wellness.

Outcome measures:

- Staff perceptions of the intervention's effects on the **workplace environment**;
- Staff **personal habits and health beliefs**; and
- **Counseling self-efficacy**.

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# California WIC Example

## California Fit WIC: Walking the Talk

- Effects on Worksite Environment:
  - Staff felt supported in their worksite efforts to make healthier food choices and to be more physically active. Environment supported a healthy culture.
- Effects on Personal Habits and Health Beliefs:
  - Increases in healthful behaviors;
  - Staff reported feeling their health habits set and example for WIC participants.
- Effects Counseling Self-Efficacy:
  - 64 percent of staff reported feeling “very comfortable” encouraging WIC parents to do physical activity with children.
  - Staff made changes in the way they talked to their WIC parents about weight.

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# New York WIC Example

## New York Active Families:

Intervention: A multilevel intervention to prevent pediatric overweight with a focus on worksite wellness and family outdoor play time and television viewing time.

Outcome measures:

- Children's **television viewing** and time **playing outdoors**;
- Parent's behaviors – television viewing and playing outdoors;
- **Parent's self-efficacy** to **influence** children's **behaviors**.

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# New York WIC Example

## New York State: Active Families:

Program targeted a site that previously participated in FIT WIC:

- Re-training and resources for clinic staff to incorporate physical activity into nutrition assessment and education;
- Offered WIC staff opportunities for wellness at work;
- Encouraged WIC staff to model healthy behaviors.
- **WIC staff were trained to counsel parents on opportunities to increase outdoor play time and decrease television viewing time.**

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# New York WIC Example

## New York State: Active Families:

### Program Evaluation:

- Television Viewing
  - Parents reported they themselves and their child watched less than 2 hours of television/day.
  - Confident in their abilities to limit their child's television viewing.
- Physical Activity
  - Parents reported they were more likely to meet physical activity recommendations.
  - Children played outside for at least 60 minutes/day.

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# Arizona Data

- Arizona is the 7<sup>th</sup> poorest state in the nation.
- Arizona adults had the biggest change (44.7%-63.7%) in overweight and obesity percentage – 1995-2010.
- Arizona ranked 15<sup>th</sup> nationally in number of obese children (10-17).
- According to 2009 PedNSS data, 14.3% of our 2-5 low-income children are obese.

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# Worksite Wellness in AZ WIC Clinics:

## Arizona's 2010 2-5 Year-Old WIC Breakdown

<u>Race/Ethnic Distribution</u>	<u>Number</u>	<u>%</u>	<u>% 85th- &lt;95th</u>	<u>% &gt;95th</u>	<u>Total</u>
White, Not Hispanic	17,214	19.6	14.1	9.1	23.2
Black, Not Hispanic	4,140	4.7	13.3	10.1	23.4
<b>Hispanic</b>	<b>62,696</b>	<b>71.3</b>	<b>16.3</b>	<b>15.9</b>	<b>32.2</b>
<b>American Indian/Alaska Native</b>	<b>1,177</b>	<b>1.3</b>	<b>20.1</b>	<b>21.0</b>	<b>41.1</b>
Asian/Pacific Islander	987	1.1	12.2	10.0	22.2
Multiple Races	1,681	1.9	13.7	11.1	24.8
All Other	2	0.0			

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# National Data

- Childhood obesity continues to be a leading public health concern that disproportionately affects low-income and minority children.
- American Indian/Alaska Native and Latino/Hispanic children have the highest rates of childhood obesity.

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# Activity

At your table, discuss:

- Blue Sky Dreaming: If resources were not an issue, what are some components you would want in a worksite wellness program?
- Reality: ID possible barriers to a worksite wellness program at your site.



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# Components of a Worksite Wellness Program

- Wellness newsletter
- Health risk assessments
- Health screenings
- Workshops on wellness issues
- Walking groups
- Health fairs

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# Components of a Worksite Wellness Program

- Healthy potlucks and healthy snacks for meetings and breaks
- Physical activity breaks (example)
- Fitness classes
- Smoking cessation classes
- Incentives such as water bottles, insulated lunch bags, tote bags, stress balls, pedometers, and cookbooks

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# JAMmin Minute

## Standing Exercises (10 reps each)

- Face chair, tap toes on chair
- Hands on hips, knee lifts
- Pretend jump rope
- Run in place
- Arms circles (forward and back)

[www.jamschoolprogram.com](http://www.jamschoolprogram.com)

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# Worksite Wellness Next Steps

- Survey to WIC Directors
- Gather information and best-practices
- Request for Proposal out in April 2012 with funding to begin in July 2012.

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**With a comprehensive approach, we can reverse the trend of childhood obesity.**

**To address health disparities, early intervention is key.**



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# Questions?

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