

Arizona Health & Wellness Projects: Arizona Worksite Wellness Program

Arizona CVD Coalition Meeting
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Heather Lysfjord, MEd, ACSM CFI
Arizona Department of Health Services

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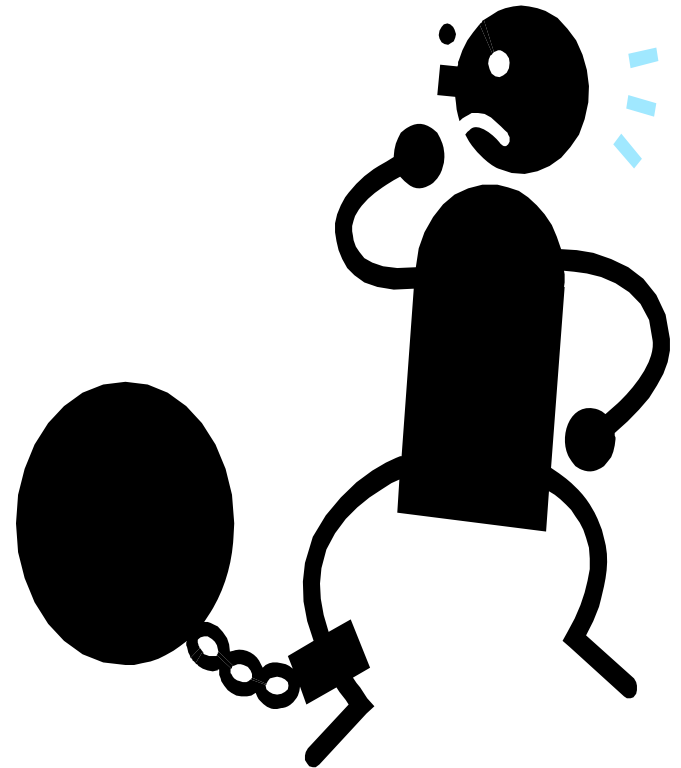
Presentation Overview

- **Need**
 - Burden
 - Job Stress
- **Healthy AZ Worksites**
 - Components
- **ADHS Wellness Program**
 - Implementation Healthy AZ Worksites components



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- Burden
 - Healthcare Costs
 - Passing costs to employees
 - 38.5% AZ small businesses offer health coverage
 - Small Business
 - 2008 survey results on economic health & vitality of AZ business
 - April: 41% Healthcare costs
 - July: 39% Healthcare costs
 - Insurance
 - Premium increases
 - Administrative costs
 - Employment based health insurance



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Job Stress

- **Early Warning Signs**
 - Headache
 - Sleep disturbances
 - Difficulty in concentrating
 - Short temper
 - Upset stomach
 - Job dissatisfaction
 - Low morale

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Job Stress & Health (very brief) Literature Review:

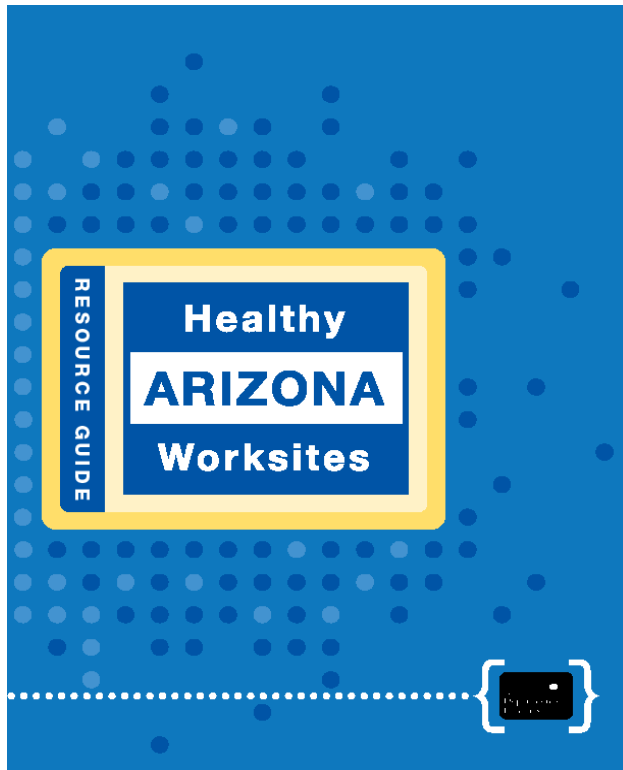
- Cardiovascular Disease
- Musculoskeletal Disorders
- Psychological Disorders
- Workplace Injury
- Suicide, Cancer, Ulcers, and Impaired Immune Function
- More studies needed*



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Healthy Arizona Worksites

- Brief History
- Purpose
- Tools
- Process

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What can be done to create a worksite environment of wellness?

- Health promotion and education
- Physical activity
- Healthy eating
- Worksite environment

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Health Promotion and Education

- Health education information
- Regular health education presentations
- Preventive wellness screenings
- Employee activity clubs
- Tobacco-free workplace



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Physical Activity (PA)

- PA breaks during the workday
- Point-of-Decision prompts
- Flexible work hours
- On-site fitness opportunities
- Discounted memberships at
local health clubs/recreation centers



2008 PA Guidelines: Adults should do a minimum of 2 hours and 30 minutes of moderate-intensity aerobic activity a week by doing activities like brisk walking, ballroom dancing, or general gardening.

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Healthy Eating

- Healthy food policies and practices
- Healthy food/snack options in vending machines
- Healthy food alternatives at meetings/events
- Fruits and vegetables consumption
- Water availability
- Bring lunch to work

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Worksite environment

- Bicycle racks
- Stairwells
- Breastfeeding in workplace programs
- Facility walking environment
- Satellite office locations & telecommuting
- Company culture

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- Evaluation of your worksite program
 - Incorporate evaluation before implementing
 - 3 major areas of evaluation
 - Program structure
 - Program process
 - Program outcomes

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What has ADHS done to create a worksite environment of wellness?

- Health promotion and education
- Physical activity
- Healthy eating
- Worksite environment

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ADHS Wellness Council
Employee Wellness Program at a glance

- PA Classes and Break
- Chronic Disease Self-Management Course
- Lunch & Learn Sessions
- Health Screenings
- Quit Tobacco Classes
- Flu Shots
- On-site showers
- On-site, low-cost massage
- Infant at Work Policy
- DES AZ Smart Choice Pilot
- Healthy Vending Pilot

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ADHS Wellness Council: Physical Activity

- Physical Activity breaks encouraged
- Physical Activity classes on-site
- Point-of-Decision prompts
- Discounted health club/recreation center memberships
- Flexible work hours

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ADHS Wellness Council: Worksite environment

- Covered, secure bicycle racks in employee garage
- Clean and safe stairwells available for PA
- Specific areas designated to support employees with sensitive health issues
- Infant at work policy
- Safe walking environment on facility grounds
- Company culture encouraging healthy lifestyles

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ADHS Wellness Council: Healthy Eating

- Healthy food alternatives offered at meetings/events
- Water is available throughout the day
- Support bringing lunch to work through refrigerator access and microwaves
- Smart Choice Vending Pilot
- DES Cafeteria Pilot

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ADHS Wellness Council: Health promotion & education

- Lunch and Learn Programs
- Health Screenings
- Chronic Disease Self Management Course
- Quit Tobacco Classes



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Healthy Arizona Worksites

- Future Direction
 - ADHS Wellness Council
 - Bureau of Chronic Disease Prevention & Control
 - Bureau of Tobacco Education & Prevention

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Healthy Arizona Worksites

Website: www.azhealthyworksites.com

E-mails: azhealthyworksites@azdhs.gov

Phone: 602-542-1886

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