



Supporting a culture of health:

Resources to help your employees quit tobacco

Welcome to your tobacco cessation toolkit

This toolkit is designed to help you support a healthy, tobacco-free workplace and guide employees who wish to quit smoking, vaping, or chewing tobacco. This no-cost program can encourage lasting lifestyle changes that improve their health and engagement. Help your employees build healthier habits and potentially lower the cost of care by taking advantage of our tobacco cessation resources.

What's inside?



Articles and guides
to help you and your
employees take action



Tools and programs your
employees can use to take
control of their own health



Sample communications
to help guide your internal
messaging

Why tobacco cessation matters

Tobacco use is widespread and significantly impacts employee health — both for the user and those around them.

Smoking is the leading cause

of preventable disease, disability, and death in the U.S.¹

Over 28 million U.S. adults smoke cigarettes, making it a common workforce health issue.²

1 in 2 tobacco users experience cravings when seeing a coworker vape.³

16 million Americans live with a smoking-related disease.⁴

1. CDC.gov, accessed January 11, 2024. 2. CDC.gov, accessed January 11, 2024. 3. Truth Initiative, November 2021. 4. CDC.gov, accessed January 11, 2024.

The annual cost of tobacco use

Tobacco use costs the U.S. over \$240 billion in annual health care spending.¹ Businesses are hit especially hard.

\$784 per employee

in added costs from absenteeism, lost productivity, smoke breaks, and excess medical costs.²

\$185 billion per year

Total cost of lost productivity from smoking-related illnesses and health conditions in the U.S.³

Employees who smoke are 31% more likely to miss work than nonsmokers.⁴

1. CDC.gov, accessed January 11, 2024. 2. *BMJ Open*, June 11, 2019. 3. CDC.gov, accessed January 11, 2024. 4. Troelstra et al., *Scandinavian Journal of Work, Environment & Health*, September 3, 2019.

Tobacco cessation is beneficial at any age

Nearly 70% of adults who use tobacco want to quit, and over 50% try to quit each year.¹

Encouraging your employees to quit can help them reach that goal. Try thinking of creative ways to empower healthier decisions.



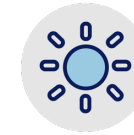
Give your employees resources that promote physical activity or create a company exercise goal.

Exercise can reduce cigarette cravings.²



Encourage employees to take advantage of mental health and self-care resources.

People with depression are 65% more likely to smoke.³



Stay informed about the risk and prevalence of e-cigarette use in the workplace.

Less than 50% of employers have a formal e-cigarette policy.⁴

1. U.S. Department of Health and Human Services, January 23, 2020. 2. Hui Chen et al., *Frontiers in Psychiatry*, November 24, 2022. 3. CDC.gov, May 4, 2023. 4. Truth Initiative, November 2021.

A woman with curly hair is smiling and looking towards the right. She is sitting at a desk with papers and a pen. The background is a blurred office setting. The entire image has a blue tint.

Resources to guide your tobacco cessation program

Planning your tobacco cessation program

This toolkit contains a variety of resources to help you launch a tobacco cessation program and communicate with your team about the health benefits of quitting tobacco.

Before jumping in, here are a few options to help you gauge where your employees may want to begin their journey, and templates to make it easier to get started.



[Worksite health survey: How healthy is your workplace?](#)

Fill out before and after launching your employee wellness program.



[Employee health interest survey](#)

Distribute to your employees to find out which health issues matter most to them.



[Starting a workforce wellness program](#)

Download our toolkit for information on program benefits, getting leadership support, and more.



[Activation guide](#)

Use these templates to communicate with your employees about your workforce well-being program.



[Tobacco cessation toolkit online](#)

Find this toolkit on our website, bookmark it, and access the resources in one place.

Tobacco cessation resources for employees



Before quitting

Quitting smoking, vaping, or chewing tobacco can be a long road. When you know where you're starting from, tracking your progress is much easier. And remembering the beginning of your journey is especially helpful if you feel the urge to use tobacco. Here are a few resources and tools that can help you map your starting point. Add these links to your bookmarks so you can revisit them along the road.



[E-cigarettes and vaping](#)



[See yourself as a nonsmoker](#)



[Choosing a good time to quit](#)



[Quitting smoking](#)



[Interactive tool: How smoking effects your lifespan](#)



[Track your tobacco use](#)



[Committing to quitting: Your quit-tobacco plan](#)



[Recommitting to staying tobacco-free](#)

While quitting

Withdrawals, cravings, and temptations are unfortunate but normal challenges you might experience when quitting tobacco. These resources can help you navigate those challenges and find support to overcome them. Bookmark these links to revisit when you need them.



[Managing cravings when you're quitting tobacco](#)



[What to do when you crave nicotine](#)



[Coping with cravings and withdrawal](#)



[Temptations and cravings](#)



[Quitting smoking: making a plan](#)



[Quitting smoking: your social life](#)



[How support can help](#)



[Getting support](#)

After quitting

Quitting tobacco is a great accomplishment worth celebrating. As your life continues, it can be challenging to remain committed to quitting. These resources can help you deal with things like stress and weight gain, which may trigger your desire to use tobacco. Bookmark these pages to help you stay tobacco-free.



[Avoiding smoking triggers](#)



[Preventing slips or relapses](#)



[Dealing with weight gain](#)



[Stress management](#)



[Getting and staying active](#)

Resources only for employees enrolled in a Kaiser Permanente plan

Members may need an account on kp.org to access these tools.



[Health Class Directory](#)

Your employees can sign up for classes or programs designed to help them achieve health-related goals, weight- or diabetes-management classes. Options vary by region.



[Total Health Assessment](#)

Invite your employees to answer this series of questions, and we'll provide guidance on small behavior changes they can make to reach their health goals.



[Fitness Deals](#)

Take advantage of reduced rates on studios, gyms, fitness gear, and online classes.



[Wellness Coaching by Phone](#)

Work with a wellness coach and set goals around quitting tobacco, managing your weight, getting active, reducing stress, or eating healthy.