

> WORKFORCE HEALTH | RESOURCES



# Workforce health resource guide





A workforce health program that focuses on

... exercise and nutrition ...



can help your employees improve their blood glucose, cholesterol, and high blood pressure in as little as 6 weeks.

Source: Aldana, wellsteps.com, June 30, 2020.

# 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 organization.

This guide contains tools to support these 4 workforce health initiatives:

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

# Let's go! >

**COVID-19 disclaimer:**

Kaiser Permanente supports the health of you and your employees. However, due to the pandemic, some of the tips and tools provided in this kit may not align with COVID-19 worksite safety guidelines. For CDC-recommended safety guidelines for COVID-19 prevention, please visit [cdc.gov](https://www.cdc.gov) or contact your Kaiser Permanente representative.



Obesity, due to inactivity and a poor diet, is associated with significant health costs to employers:



That's **\$17,196** more in health costs for morbidly obese employees.<sup>1,2</sup>

<sup>1</sup>Ramasamy, MSc, MS, et al., Journal of Occupational and Environmental Medicine, November 2019.  
<sup>2</sup>Based on direct and indirect costs.

# ① Weight management

Giving your employees the tools to maintain a healthy weight is a simple way to invest in the health of your organization. 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 weight management toolkit**

Deliver a high-quality 8-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.

### **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.<sup>1</sup>

### **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.<sup>2</sup>

### **Food and activity diary**

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

### **Weight management**

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**

<sup>1</sup>Not available in all regions. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan. These entities may change or discontinue offering these services at any time. KFHP disclaims any liability for the services provided by these entities.

<sup>2</sup>These programs are available to Kaiser Permanente members.



One employee who smokes can

cost you

\$2,056

PER YEAR

in added health care costs.

Source: Aldana, wellsteps.com, January 2, 2020.

## ② Tobacco cessation

Tobacco use isn't just bad for your employees' health – it can also affect the health of your organization. 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**

Help your employees learn why smoking is addictive and unhealthy.



**Expand your knowledge**

**Centers for Disease Control and Prevention**

\*These programs are available to Kaiser Permanente members.



..... **6 in 10** .....

employees



identify work as a significant source of stress.

The Harris Poll on behalf of APA, August-September 2019.



## 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 increase engagement and beat stress.

### ➤ Build a culture of health in your workplace

#### **Finding Balance stress management toolkit**

Deliver a high-quality, 8-week program to help employees learn healthy ways to relieve stress and reduce its harmful effects.

#### **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 steps 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**

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**

\*These programs are available to Kaiser Permanente members.



Employees who

→ **walk** ←

20 minutes a day, at least 5 days a week



have 43% fewer sick days.

Source: *Harvard Health Publishing*, July 2019.

## 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.

#### Statins tools

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

#### Cholesterol 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

\*These programs are available to Kaiser Permanente members.