

> WORKFORCE HEALTH | RESOURCES



# Workforce health resource guide





An effective workforce health program can  
> reduce medical costs <

by

\$1,632

→ per employee per year. ←

Source: Caloyeras et al., *Health Affairs*, January 2014.

# 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.

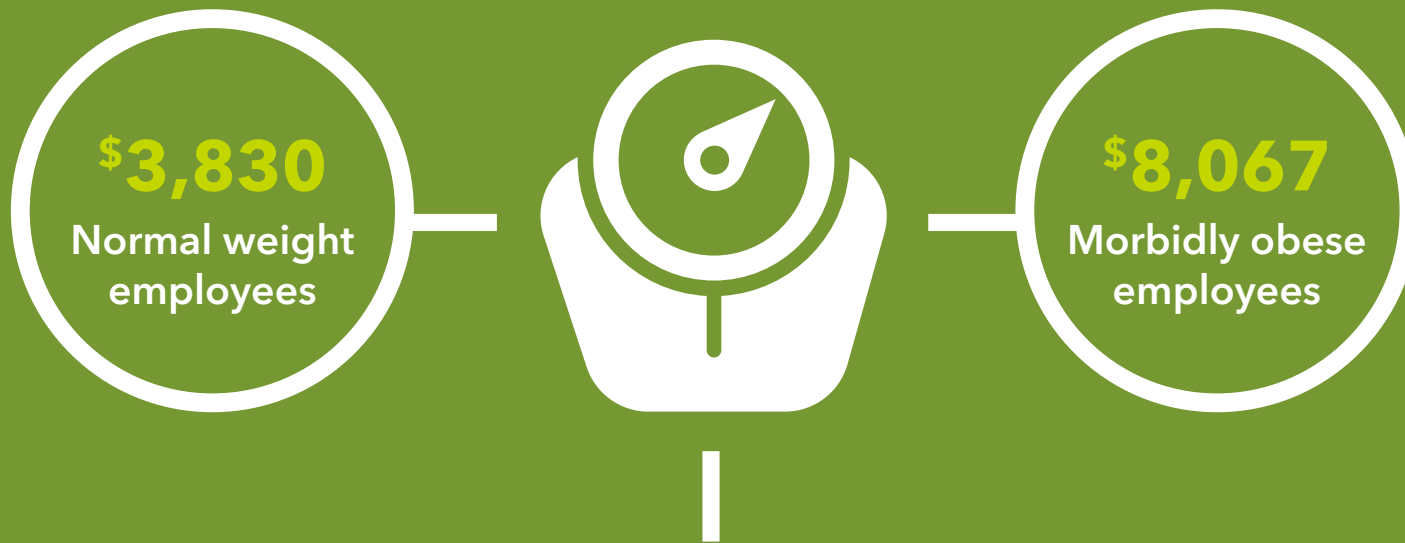
This guide contains tools to support these four workforce health initiatives:

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

Let's go! >



Those extra pounds employees gain over the holidays can be hard to shed. And obesity is associated with significant health costs to employers:\*



That's a savings of **\$4,237** per employee for your business.†

\* Van Nuys, PhD, et al., *American Journal of Health Promotion*, May/June 2014.  
† All values expressed in 2011 dollars.

# 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 sleep management toolkit**

Deliver a high-quality eight-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>

### **Healthy Picks program**

Give your vending machines a makeover by providing easy access to healthy alternatives.<sup>2</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>3</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**

**National Business Group on Health**

<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> See note 1.

<sup>3</sup> These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.



One employee who smokes can

cost you

\$5,816

PER YEAR

in added medical costs, absenteeism, lost productivity, and other costs.

Source: Egan, *The New York Times*, August 7, 2013.

## 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**

**Institute for Health Policy:  
Combating a Killer**

**Centers for Disease Control  
and Prevention**

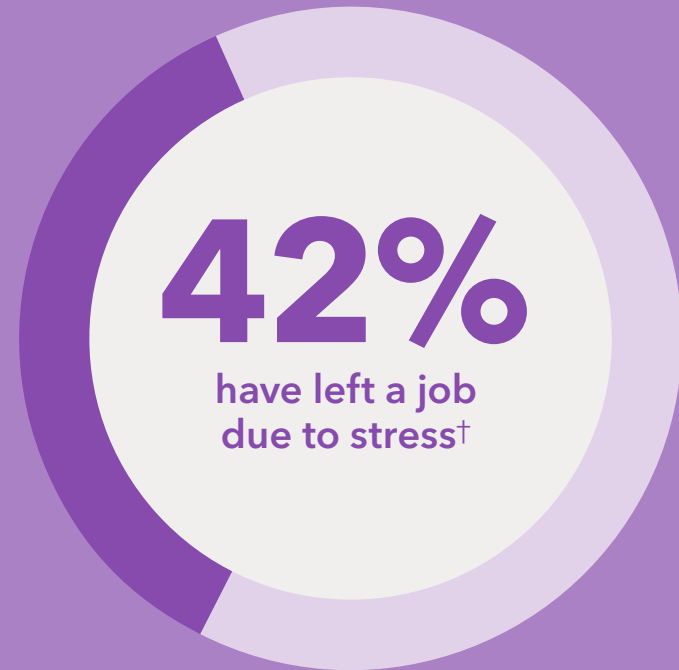
**National Business Group  
on Health**

\* These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.



# Stress

in the workplace is a serious problem:



\* Nielsen (formerly Harris Interactive), April 9, 2014.  
† Monster.com press release, April 16, 2014.



## 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, eight-week program to help employees learn healthy ways to relieve stress and reduce its harmful effects.

#### **Health topic resources**

Share these tips with your employees to help promote a healthy mind and body.

#### **National Business Group on Health's guide to workplace emotional wellness**

Use this tool to create a work environment and programs that promote emotional health.

#### **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 the steps that can be taken 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**

**National Business Group on Health**

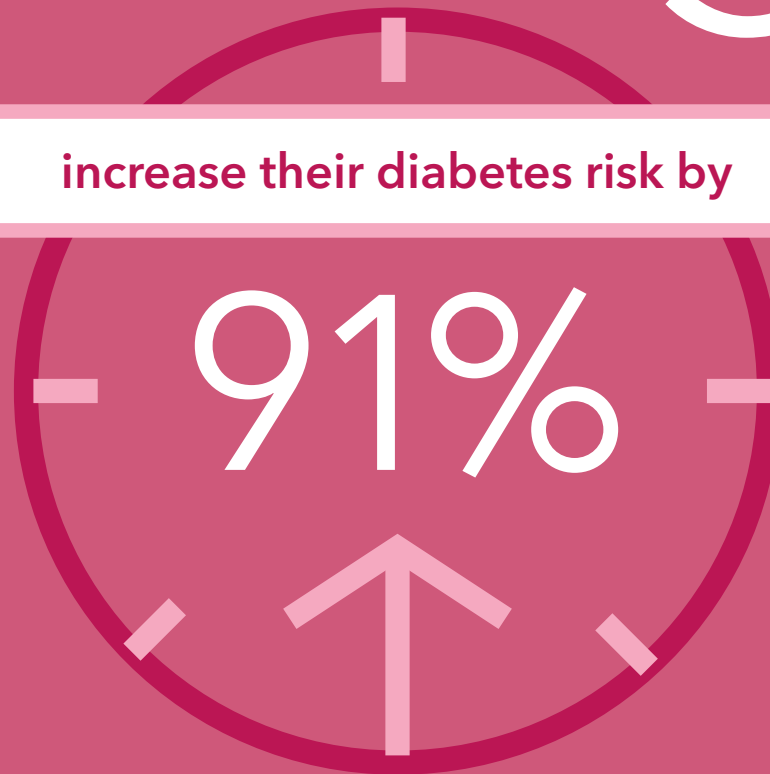
\* These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.



People who spend more time

→ sitting ←

increase their diabetes risk by



and their cardiovascular disease risk by 14%.

Source: Biswas et al., *Annals of Internal Medicine*, January 20, 2015.

## 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](#)
- [MedlinePlus at the National Library of Medicine](#)

\* These programs are available to Kaiser Permanente members at no charge and can be offered to nonmembers for a fee. These value-added services are extra services provided by entities other than Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), and are neither offered nor guaranteed under any KFHP-MAS contract. These entities may change or discontinue offering these services at any time. KFHP-MAS disclaims any liability for the services provided by these entities.

Information may have changed since publication.

Kaiser Foundation Health Plan, Inc., 1950 Franklin St., Oakland, CA 94612, 510-987-1000 • Kaiser Foundation Health Plan, Inc., 393 E. Walnut St., Pasadena, CA 91188, 626-405-5000 • Kaiser Foundation Health Plan of Colorado, 10350 E. Dakota Ave., Denver, CO 80247, 303-338-3800 • Kaiser Foundation Health Plan of Colorado, 1975 Research Pkwy., Ste. 250, Colorado Springs, CO 80920, 719-867-2100 • Kaiser Foundation Health Plan of Georgia, Inc., Nine Piedmont Center, 3495 Piedmont Rd. NE, Atlanta, GA 30305, 404-364-7000 • Kaiser Foundation Health Plan, Inc., 711 Kapiolani Blvd., Honolulu, HI 96813, 808-432-5955 • Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc., 2101 E. Jefferson St., Rockville, MD 20852, 301-816-2424 • Kaiser Foundation Health Plan of the Northwest, 500 NE Multnomah St., Ste. 100, Portland, OR 97232, 503-813-2000 • Kaiser Foundation Health Plan of Washington, 320 Westlake Ave. N, Ste. 100, Seattle, WA 98109