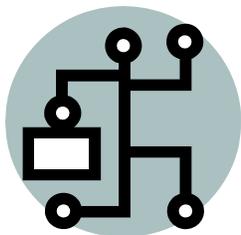




Worksite Wellness is Worth the Investment!

Worksite wellness programs that support employees and the environment that they work in have been shown to be a good return on investment (ROI). Program returns range from 2 to 10 times the cost of the program when important factors such as health care costs and productivity are evaluated (\$3.48 saved per \$1 invested- Aldana, 2001). Worksite wellness programs can be extensive. However, there are ways for even small employers to make positive changes at little or no cost.

Wisconsin Worksite Wellness, 2010



Wellness for a more productive workforce...

University of Wisconsin, U.S. Department of Agriculture and Wisconsin counties cooperating. UW-Extension provides equal opportunities in employment and programming including Title IX and ADA.



Why Worksite Wellness?

Health Situation: 66 percent of Wisconsin adults are overweight or obese.

Overweight and obesity increases the risk of chronic diseases such as diabetes, heart disease, some cancers, arthritis and others

Worksite Role in Employee Wellness:

Individuals spend more of their waking day-time hours at work than at any other place, approximately 36 percent.

First, our health epidemic is placing a huge burden on our businesses and economy. Second, as employers it makes sense for us to invest in our employees by creating a work environment that supports good health.

Lastly, because obesity is a complex issue, worksites are important partners in addressing nutrition and physical activity behaviors.

CDC's Obesity Cost and Return on Investment (ROI) Calculator <http://www.cdc.gov/leanworks/costcalculator/index.html>
Wellsteps also has an ROI calculator, but it now has an associated cost to use it. <https://www.wellsteps.com/roi/>

Waupaca County UW-Extension

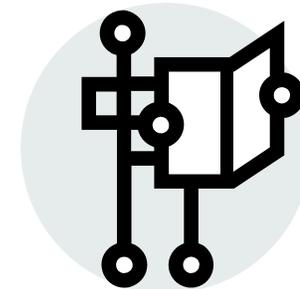
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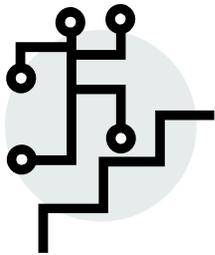


Working on Wellness A Toolkit for Small Businesses



Education and activities that a worksite may initiate to promote healthy lifestyles to employees and their families.

● ● ● | Make it easy
to stay
healthy.



Take advantage of every opportunity you have to be active.

Nuggets on Health.

Employees who improve their health;

*Improve their overall fitness.

*Improve mental alertness & presenteeism

(direct costs from lost time totaled nearly 15¢ on every dollar spent on payroll-Strum, 2002)

*Enjoy improved morale,

*Reduce their absenteeism due to sudden illness or chronic health issues, (obese employees are almost twice as likely to be absent from work -Tucker, 1998 and an estimated 39 million workdays are lost to obesity-related illnesses each year (DHHS 2004)

*Live healthier, longer lives.

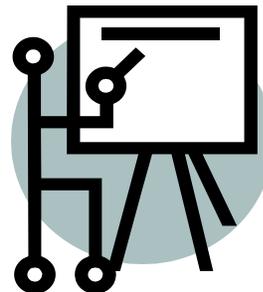
Employee Health Promotion Programs: What is the Return on Investment?

<http://uwphi.pophealth.wisc.edu/publications/issueBriefs/issueBriefv06n05.pdf> University of Wisconsin Population Health Institute

Where to Start

Visit the Waupaca County Worksite On Wellness website for resources. <http://waupaca.uwex.edu/4-h-youth-development/community-youth-topics/working-on-wellness/>

1. Make sure fellow workers believe in and have interest in a wellness program. Initiative should not be organized by just the owner or human resource department. Create and/or support an employee wellness committee.
2. Assess your worksite including the physical facility.
3. Worker interest should help determine what programs to offer.
3. Make the connection with community activities or resources to strengthen buy-in.
4. Integrate family into worksite wellness initiatives by connecting worksite activities for the whole family or allowing family access .
5. Pick programs and activities that have proven to be effective. Invest wisely in wellness for your employees.



You have to make a plan for activity and healthy eating

Choose from these-

Experts agree that the causes of overweight , obesity and chronic disease are multidimensional. To address this, click on the link below to reach a page that outlines evidence based strategies from the CDC for changes at the individual, facility environmental and policy level. The six focus areas for overweight and obesity prevention are: **increased fruits/vegetables, decreased sweetened beverage consumption, decreased food portions, increased physical activity, decreased screen time and increased breastfeeding.** Use all of these to help design interventions or programs in a worksites.

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