

The slide features a teal header with the title 'Healthy Lifestyles Subcommittee' and 'Cancer Risk Reduction Committee (CRRC)'. Below this, a dark grey box contains the co-chairs' names and the date. A grey vertical bar is on the left side.

Healthy Lifestyles Subcommittee

Cancer Risk Reduction Committee (CRRC)

Co-Chairs: Lt. Governor Bethany Hall-Long and Dr. Karyl Rattay,
Director of the Delaware Division of Public Health

February 19, 2020

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The slide has a teal box on the left with the text 'Focus Topic: Worksite Wellness'. The main content is a bulleted agenda. A grey vertical bar is on the right side.

Focus Topic: Worksite Wellness

- Agenda:
 - Welcome from chairs and approval of January minutes
 - Focus area:
 - Worksite wellness
 - Evidence-base practices
 - Current DE policies
 - Opportunities
 - Discussion and consensus process
 - Next Steps: Review To-Dos and schedule for March meeting
 - Closing

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Evidence-Based Practices

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Assessing the Evidence

- Complex evidence base with ongoing debate about impact of a variety of strategies
- Many state programs have not yet been rigorously evaluated
- Debate over whether observational evidence is strong enough to support some wellness programs; meanwhile, randomized controlled trials are not necessarily feasible and wellness programs need not be held to a higher standard than many other health interventions

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Evidence-Based Practices: Worksite Wellness

Worksite Setting Intervention	Findings of the Task Force on Community Preventive Services*
Assessing Employee Health Risks: Assessment of Health Risks with Feedback (AHRF) to Change Employees' Health	
<ul style="list-style-type: none"> AHRF plus health education with or without other interventions 	<i>Recommended</i> , based on <i>strong evidence</i> of effectiveness in improving one or more health behaviors or conditions in populations of workers
<ul style="list-style-type: none"> AHRF used alone 	<i>Insufficient evidence</i> was found to determine effectiveness in achieving improvements in one or more health behaviors and conditions among participating workers

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Evidence-Based Practices: Worksite Wellness

Decreasing Employee Tobacco Use	
Incentives and Competitions to Increase Smoking Cessation	
<ul style="list-style-type: none"> Incentives and competitions when combined with additional interventions 	<i>Recommended</i> , based on <i>sufficient evidence</i> of effectiveness in reducing tobacco use among workers
<ul style="list-style-type: none"> Incentives and competitions when used alone 	<i>Insufficient evidence</i> was found to determine whether or not worksite-based incentives and competitions alone work to reduce tobacco use among workers
Smoke-free policies to reduce tobacco use among workers [PDF - 264 kB]	<i>Recommended</i> , based on <i>sufficient evidence</i> of effectiveness in reducing tobacco use among workers

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- Organizational supports
- Tobacco use
- Nutrition
- Physical activity
- Weight management
- Stress management
- Depression
- High blood pressure
- High cholesterol
- Prediabetes and diabetes
- Heart attack and stroke
- Maternal health and lactation support

CDC Worksite Wellness Scorecard:

Focus Areas for Which CDC Found Evidence Supports Intervention

Source: Division of Population Health, National Center for Chronic Disease Prevention and Health Promotion

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Avoiding Potential Pitfalls

- **“Paying people to improve their health in an unhealthy work environment is a futile strategy.”**
 - – Ron Goetzel, Johns Hopkins Bloomberg School of Public Health expert on workplace wellness
- Workplace health promotion programs are not the same as incentive programs. “Smart” incentives can be part of a well-designed program, but such programs need to be embedded in a “culture of health” and avoid penalizing people who already experience higher costs/burdens of health risks/conditions.
- Any incentives need to be practical, ethical and legal.
- Be wary of risk-selecting healthier employees into a program where they receive incentives, while other people with more needs are left out.
- Screening should not go beyond guidelines recommended by the USPSTF.
 - These include high blood pressure, obesity, cholesterol, glucose, triglycerides, cervical cancer, colon cancer, breast cancer, among others.
- ROI should not be the only metric for health promotion.
 - Programs can still be cost-effective, effective, and worthwhile even if ROI cannot be captured.
 - Many preventive services may not have ROI but are still valuable for employees, employers, and society.

Source: Ron Goetzel, The Value of Workplace Health Promotion (Wellness) Programs, Health Affairs Blog, December 22, 2014.

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Factors for Success

- According to Healthy People 2010, a comprehensive workplace health promotion program includes the following five elements:
- 1. Health education, focused on skill development and lifestyle behavior change along with information dissemination and awareness building.
- 2. Supportive social and physical environments, reflecting the organization's expectations regarding healthy behaviors and implementing policies promoting healthy behaviors.
- 3. Integration of the worksite program into the organization's benefits, human resources infrastructure, and environmental health and safety initiatives.
- 4. Links between health promotion and related programs like employee assistance.
- 5. Screenings followed by counseling and education on how to best use medical services for necessary follow-up."
- "Comprehensive health promotion programs are built on a culture of health that supports individuals' efforts at changing lifelong health habits by putting in place policies, programs, benefits, management, and environmental practices that intentionally motivate and sustain health improvement."

Source: Do Workplace Health Promotion (Wellness) Programs Work? Goetzel et al, Journal of Occupational and Environmental Medicine, August 2014.
https://www.researchgate.net/profile/Ron_Goetzel/publication/265038065_Do_Workplace_Health_Promotion_Wellness_Programs_Work/links/5a31ac89aca2727144a8dda5/Do-Workplace-Health-Promotion-Wellness-Programs-Work.pdf?origin=publication_detail

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Current Delaware Policies and Opportunities

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Current Delaware Policies and Opportunities:

State Employee Health & Wellness



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Background Information



Aaron B. Schrader, M.S.
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Statewide Benefits Office (SBO),
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- State Employee Benefits Committee (SEBC) is governing body that manages employee benefit coverage
- SEBC upholds mission of State Group Health Insurance Plan (GHIP) which is to "Offer State of Delaware employees, retirees and their dependents adequate access to high quality health care that produces good outcomes at an affordable cost, **promotes healthy lifestyles**, and helps them be engaged consumers"
- Statewide Benefits Office (SBO) is "administrative arm" of SEBC
- Largest public employer in Delaware
- Health care benefits = 127,000+ employees, retirees and dependents
- Spent over \$800 million on medical and prescription benefits in FY2019
- Top three chronic conditions by prevalence among State employees* in FY2019:
 1. Hypertension (17.8%)
 2. High Cholesterol (15.0%)
 3. Diabetes (11.6%)
- Top three chronic conditions by episode costs among State employees* in FY2019:
 1. Diabetes (\$12.9 million)
 2. Osteoarthritis (\$9.9 million)
 3. Breast Cancer (\$6.1 million)

*Includes employees of State Agencies, School Districts, Charter Schools, Delaware Technical Community College (DTCC) and Delaware State University (DSU) who are enrolled in a State of Delaware health plan

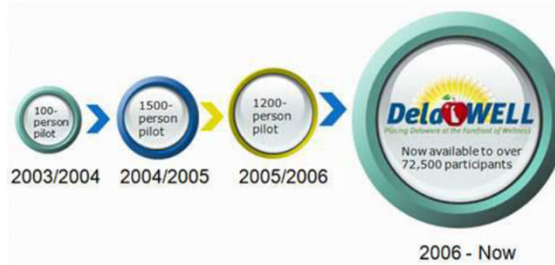
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State of Delaware's Wellness Journey



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- Throughout this journey, we have offered various program designs, onsite screenings and events, incentive structures and requirements, cash incentives (\$100 and \$200), health resources and tools, based on the feedback received from vendors and members
- Low participation and engagement in wellness initiatives
- We have seen positive results over the years (i.e. reduction in medical and lifestyle risk factors, disease management program savings, reduction in hospital admissions, etc.)
- January 1, 2013: Launched State of Delaware's Tobacco-Free Workplace Policy

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March 2014 – State Employee Health and Wellness Benefits Survey



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- 9,480 employees* completed (27% response rate)
- Top reasons for not participating in DelaWELL:
 - Time concerns
 - Preferring to work with another health care professional
 - Confidentiality concerns
 - Program is "too confusing"
- Incentives for participation:
 - Desired cash incentive annual payout amount of approximately \$432.00
 - 61% indicated they would participate or continue to participate to avoid increased out-of-pocket expenses such as co-pays or plan deductibles
 - 57% indicated they would participate or continue to participate to avoid increased premiums
 - 62% indicated that a plan with a lower monthly premium that required participation in the DelaWELL program would be appealing
 - Non-monetary:
 - Future time off (59.9%),
 - Immediate time off (55.4%)
 - Material or Merchandise Goods (28.3%)
 - Meet personal challenges (18.3%)
 - Group competition (6.3%)
 - Discounted/free gym/wellness center membership (1.3%)

*Includes benefit-eligible employees of State Agencies, School Districts, Charter Schools, Delaware Technical Community College (DTCC) and Delaware State University (DSU)

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March 2014 – State Employee Health and Wellness Benefits Survey



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- Top health choices for lower premiums or incentives:
 - Complete preventive screening annually (45.6%)
 - Exercise regularly (34.4%)
 - Complete an online Wellness Assessment annually (31.2%)
- Four primary reasons for participation in DelaWELL:
 1. Desire to feel better
 2. To receive a reward or incentive
 3. Desire to look physically better
 4. For my family
- Health goals employees are primarily interested in:
 - Exercising more (70%)
 - Losing weight (60%)
 - Eating better (53%)
 - Getting more sleep (39%)
 - Managing stress better (39%)
- Primary barriers to change:
 - Not enough time
 - Work
 - Family obligations

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Current Program Offerings & Screening Rates



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- Resources available:
 - 24/7 Nurse Line
 - Online Wellness Tools
 - Health Coaching
 - Condition Care Management
 - Diabetes Prevention Program (DPP)
 - Wellness and Gym Discounts
 - Maternity Support
 - And more!
- FY2019 preventive screening rates for State employees*:
 - Cervical Cancer (72.1%)
 - Breast Cancer (75.9%)
 - Colon Cancer (45.9%)
 - Annual Exam (55.8%)



*Includes employees of State Agencies, School Districts, Charter Schools, Delaware Technical Community College (DTCC) and Delaware State University (DSU) who are enrolled in a State of Delaware health plan

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Areas of Focus



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- SBO:
 - Partnerships/Sharing Resources (i.e., Division of Public Health (DPH))
 - Workplace Wellness Policy Objectives –
 - Encourage participation in wellness activities
 - Establish Agency Wellness Leaders, Committees and Committee Chairs
 - Design employee workplace wellness infrastructure
 - Increase physical activity
 - Improve access to healthier food
 - Enhance mental wellness
 - Address employee use of time
 - Agency Score Cards
 - Online Wellness Toolkit (“How To” Guide)
 - Provide educational campaign materials with sample/template communications
 - Provide instructions for setting up onsite events
 - Promote participation in the Lt. Governor’s Challenge
 - SEBC Strategic Framework

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Asks of the Subcommittee



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Propose recommendations that tie back to the SEBC Strategic Framework that can be shared with the SEBC for their consideration and approval

Assist with developing and proposing recommendations with regards to a State of Delaware Workplace Wellness Policy for consideration by DHR

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Non-Governmental Worksite Wellness Highlights in Delaware

- Examples from Dr. Rattay and Helen Arthur
 - E.g., technical assistance provided by the Delaware Department of Health and Social Services Division of Public Health

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Discussion & Consensus Process

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Next Steps

- Website is live!
 - <https://www.healthidelaware.org/Consortium/Committees/Cancer-Risk-Reduction/Healthy-Lifestyles-Subcommittee>
- Plan for next meeting:
 - Focus on community-level
 - March 18, 2020
 - Edgehill Training Room
 - 10:30 a.m.-Noon
- Webinars
 - March 24th and 31st
- April Town Halls
 - April 15th and 21st
- The Lt. Governor's Challenge 2.0 is now accepting applications:
 - <https://ltgovernorchallenge.org/>

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Thank you!



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