

MPHA/MoALPHA

SEPTEMBER 24, 2009

I. **Why a Worksite Wellness Program**

Return on Investment (ROI): At least \$3 to \$8 per \$1 invested
Lowers Health Costs, Increases productivity, Reduces absenteeism
Reduces injuries, increases morale and loyalty, reduces use
Of health care benefits, reduces workman's comp
70% to 80% of illnesses and disabilities in US are preventable

II. **Development of a Worksite Wellness Program**

- A. Identify a need
- B. What are the benefits?
- C. Get Senior level support
- D. Organize a Wellness Committee
- E. Collect Data
- F. Design your program
- G. Set a budget
- H. Environmental Support
- I. Promote/Market your program
- J. Implement
- K. Evaluate

III. **Barriers**

IV. **Successes**

V. **Wellness Events**

Lunch and Learns: Variety of topics
Fun Nights, Walking Programs, and Weight Management classes
Healthy Eating Classes, Exercise classes
Wellness Fair/Screening
Self Defense Classes, CPR, Smoking Cessation classes

VI. **Incentives**

Free Food
Gift certificates – Discount store, fitness center, massage,
Time off – Off early on Friday, Long lunch hour, day off
Decrease in insurance premiums
Sports equipment
Videos, books

VII. **Resources**