Utah Health Improvement Plan

August 2018

Davis School District
Learning First

Davis COUNTY Health Department

GET HEALTHY UTAH

Intermountain Healthcare

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PREVENT · PROMOTE · PROTECT
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Utah County
HEART of UTAH
Health Department

UTAH DEPARTMENT OF HEALTH

WEBER-MORGAN HEALTH DEPARTMENT

WORKSITE WELLNESS TOOLKIT

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UTAH HEALTH IMPROVEMENT PLAN

VISION STATEMENT

A unified Utah Public Health System that improves the health of the people of Utah.

MISSION STATEMENT

To unite the Utah Public Health System and improve the health of the people of Utah. The purpose of the Utah Health Improvement Plan (UHIP) is to promote collaboration and coordination among Utah's Public Health System partners to improve the health of all who live and work in our beautiful state. The UHIP will be a roadmap to guide collective efforts focused on key priorities and outcomes that, when achieved, will result in a healthier Utah for all. It should promote alignment of individual agency and partner strategic plans and initiatives toward common goals for the health of the people of Utah.

PRIORITY AREAS

- Obesity and related chronic conditions (with emphasis on hypertension and diabetes)
- Mental health integration (including suicide and depression)
- Prescription drug misuse and overdose prevention
  http://utphpartners.org/ship/ship.html

OVERVIEW

WHY WORKSITE WELLNESS?

The average American spends one-third of their day in a work setting. Worksite wellness programs can be a winning approach to improve the health and quality of life for employees. Wellness programs also create opportunities for increasing employee engagement. While worksite wellness programs are specific to the needs of each company or agency, the following are important components to include in any wellness program and the bullets can offer some ideas of where to begin.

ASSESSMENT

- An assessment of the current worksite, using CDC Worksite Scorecard:
  https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/worksite-scorecard.html
- An employee interest survey to better understand the needs and desires of employees
- A Health Risk Assessment (HRA) of self-reported and/or medical data
- Gathering of other existing data, such as absentee rate and health claims data

PROGRAM PLANNING AND MANAGEMENT

- Develop a wellness committee that is a cross-section of your company, including management
- Define the overall goal of the worksite wellness program
- List measurable objectives, both short-term and long-term
- Describe activities that will help to achieve objectives
- Include materials, resources, stakeholders, timeline, and evaluation

IMPLEMENTATION

- Health-related programs – opportunities available to employees at the workplace or through outside organizations to begin, change, or maintain health behaviors
- Health-related policies – formal/informal written statements that are designed to protect or promote employee health and affect large groups of employees simultaneously
- Health benefits – part of an overall compensation package including health insurance coverage and other services or discounts regarding health
- Environmental supports – the physical factors at and nearby the workplace that help protect and enhance employee health

EVALUATION

Your program can be evaluated using metrics such as healthcare claims costs, employee productivity, satisfaction surveys, participation rates, and improved health outcomes.

NUTRITION

WHY NUTRITION?

Unhealthy eating can lead to diseases that can impair mobility, cognitive processing, and productivity. Creating an environment that makes choosing healthy foods easier can help employees feel their best.
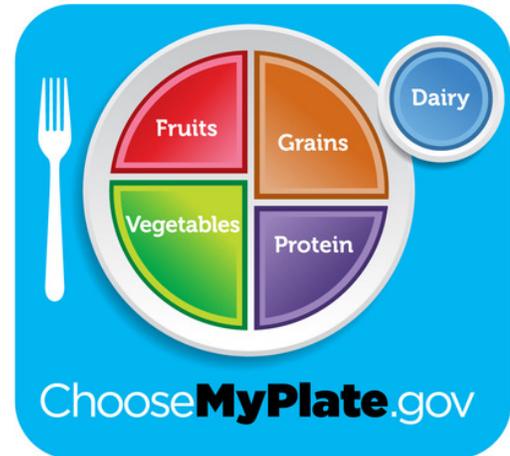
HOW TO SUPPORT GOOD NUTRITION:

- Have MyPlate Guidelines visible and present in the office (such as a fridge magnet):
  https://choosemyplate-prod.azureedge.net/sites/default/files/printablematerials/mini_poster.pdf
- Use recommended guidelines for office lunches and food orders:
  https://www.choosemyplate.gov/MyPlate
- Provide nutritional information on cafeteria food:
  https://www.eatright.org/food/nutrition/nutrition-facts-and-food-labels
- Host Lunch 'n Learn workshops with a registered dietitian:
  https://www.eatrightutah.org/find_dietitian.cfm
- Have a written policy that requires most options in vending machines and cafeterias be healthy choices, according to the 2015-2020 Dietary Guidelines for Americans:
  https://health.gov/dietaryguidelines/2015/guidelines
- Provide one-on-one nutrition counseling for employees:
  https://healthcare.utah.edu/wellness/services/nutrition
- Subsidize healthy food in the vending machines and cafeteria
- Provide food preparation and storage facilities

PHYSICAL ACTIVITY

WHY PHYSICAL ACTIVITY?

Physical activity can help to maintain physical and emotional health and decrease healthcare costs. Regular physical activity can prevent or manage chronic diseases such as diabetes and heart disease that can lead to reduced productivity and quality of life.

CDC GUIDELINES FOR WEEKLY PHYSICAL ACTIVITY

https://www.cdc.gov/cancer/dcpc/prevention/policies_practices/physical_activity/guidelines.htm

- 150 minutes of moderate physical activity
- 75 minutes of vigorous activity
- Or a combination of both

- 3-5 days of 30-60 minutes of cardiovascular activity
- 2+ days of resistance training, incorporating full-body exercises
- 2+ days of flexibility, such as yoga

HOW TO SUPPORT PHYSICAL ACTIVITY:

- Feature office fitness challenges (steps, 5ks, workouts each week):
  https://health.gov/news/blog-bayw/2016/06/7-simple-fun-wellness-challenges-to-start-at-work
- Encourage walking office meetings:
  https://hbr.org/2015/08/how-to-do-walking-meetings-right
- Post signage encouraging employees to use the stairs:
  https://www.npr.org/sections/health-shots/2014/08/04/337126235/one-step-to-combat-obesity-make-stairs-more-attractive
- Post the Physical Activity Guidelines for Americans:
  https://health.gov/paguidelines/guidelines/summary.aspx
- Offer stand-up desks
- Provide paid release time for employees to exercise
- Offer reimbursement, subsidy, or incentive for a gym membership
- Host lunch-hour workouts

DIABETES PREVENTION

WHY DIABETES PREVENTION?

Type-2 diabetes left untreated can be dangerous and lead to severe complications. Careful management can reverse prediabetes and prevent or delay diabetes. Unfortunately, about one third of adults in the United States have prediabetes, and most of them are undiagnosed. Spreading awareness and practicing diabetes prevention can save money, increase productivity, and improve quality of life for your employees.

HOW TO SUPPORT DIABETES PREVENTION AND CARE:

- Offer educational seminars, workshops, or classes on prevention and control of diabetes: *http://choosehealth.utah.gov/your-health/lifestyle-change/diabetes-prevention-program.php*
- Provide brochures, videos, pamphlets, email and social media content on diabetes: *https://www.diabeteswellness.net/diabetes-brochures*
- Provide Health Risk Assessments, including a bio-screening for blood sugar levels: https://doihaveprediabetes.org
- Learn about how to establish reasonable diabetes workplace accommodations: *http://www.diabetes.org/living-with-diabetes/know-your-rights/discrimination/employment-discrimination*
- Subsidize the cost of prediabetes or diabetes management programs for employees
- Provide a list of local programs in the community that address diabetes and prediabetes
- Offer one-on-one and/or group lifestyle counseling for employees with abnormal glucose levels
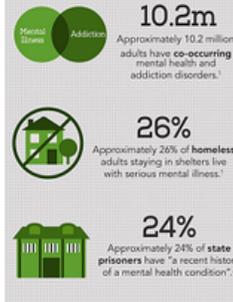
MENTAL HEALTH

WHY MENTAL HEALTH?

Mental health encompasses our emotional, psychological, and social wellbeing. About one in five adults in the United States experiences anxiety, depression, or another mental illness each year, and many of them go unnoticed. Mental health disorders account for lost productivity in the workplace, unemployment, and homelessness. They can also lead to higher suicide rates, increased prescription drug abuse, and substance abuse. Spreading awareness about mental health and encouraging regular check-ups helps reduce the stigma surrounding it and promotes happier, healthier and more resilient employees.
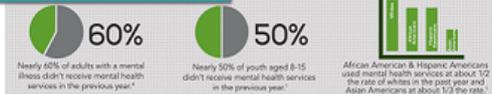
Mental Health Facts
IN AMERICA

Consequences

10.2m Approximately 10.2 million adults have co-occurring mental health and addiction disorders.

26% Approximately 26% of homeless adults staying in shelters live with serious mental illness.

24% Approximately 24% of state prisoners have "a recent history of a mental health condition".

Impact

1st Depression is the leading cause of disability worldwide, and is a major contributor to the global burden of disease.

-$193b Serious mental illness costs America $193.2 billion in lost earning every year.

90% 90% of those who die by suicide have an underlying mental illness. Suicide is the 10th leading cause of death in the U.S.

Treatment in America

60% Nearly 60% of adults with a mental illness didn't receive mental health services in the previous year.

50% Nearly 50% of youth aged 8-15 didn't receive mental health services in the previous year.

African American & Hispanic Americans used mental health services at about 1/2 the rate of whites in the past year and Asian Americans at about 1/3 the rate.

Ways to Get Help

Talk with your doctor

Connect with other individuals and families

Learn more about mental illness

Visit NAMI.org

nami
National Alliance on Mental Illness
www.nami.org

HOW TO SUPPORT MENTAL HEALTH:

- Promote or host mental health classes and support groups:
  https://www.namiut.org/find-resources-by-county
- Implement mindfulness/meditation workshops and apps:
  https://nccih.nih.gov/health/meditation/overview.htm
- Provide suicide prevention posters, hotline, and other materials:
  https://utahsuicideprevention.org
- Learn more about mental health:
  http://www.NAMI.org
- Learn more about how to create a healthier workplace:
  http://www.who.int/mental_health/in_the_workplace/en
- Offer and promote Employee Assistance Programs:
  https://www.psychiatry.org/news-room/apa-blogs/apa-blog/2016/07/employee-assistance-programs-an-often-overlooked-resource
- Provide regular mental health check-ups and/or coaching sessions with a counselor
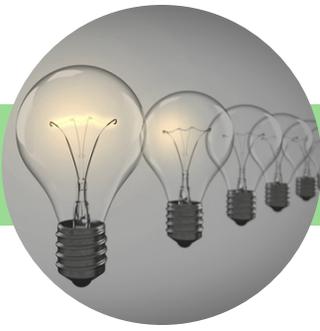
UTAH HEALTH IMPROVEMENT PLAN CONTACTS

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SOURCES

- *Get Healthy Utah:*
  http://gethealthyutah.org/toolkit
- *Utah Department of Health:*
  http://choosehealth.utah.gov
- *Centers For Disease Control and Prevention:*
  https://www.cdc.gov/workplacehealthpromotion/index.html

ADDITIONAL RESOURCES

- Utah Worksite Wellness Council:
  https://www.utahworksitewellness.org
- CDC Workplace Health Promotion:
  https://www.cdc.gov/workplacehealthpromotion/index.html
- Worksite Wellness Campaign Example:
  https://www.oregon.gov/oha/ph/PreventionWellness/HealthyCommunities/HealthyWorksites/Documents/campaign-kits.pdf
- *WELCOA Wellness Organization and Annual Conference*:
  https://www.welcoa.org
- Steps for creating a wellness program:
  http://www.wellness.state.tx.us/Create-Program.htm#Step