

Supporting Healthy Living From Hire to Retire



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BeneFIT[®]
Corporate Wellness

Welcome Remarks & Introduction

Carl Seitz, President



Save-the-Date – Upcoming Events

- 3/20 – 2nd Annual Associate Showcase
- 4/3 – Dental Event with United Concordia
- 5/2 – 39th Annual Conference
Emerging Trends in Healthcare: What's Next?
- 5/21 – Lehigh Symposium
Creating Value in Healthcare through People, Processes, and Technology



Supporting Healthy Living from Hire to Retire

Erin Postel, MPH, CHES®

STRATEGIC WELLNESS CONSULTANT

Erin Postel designs, plans, implements, and evaluates corporate wellness initiatives for BeneFIT Corporate Wellness's business clients.

Ms. Postel received her bachelor's degree in Community Health Education, with a minor in Nutrition, from The University of Scranton, and her master's degree in Public Health from West Chester University. She is a Certified Health Education Specialist (CHES®).





Madeline Chaffee, MCHES®

STRATEGIC WELLNESS CONSULTANT

Madeline Chaffee effectively plans and implements corporate wellness programs with a goal to improve the health and wellness of a given population. She also designs and facilitates program assessments.

Ms. Chaffee received her bachelor's degree in Public Health from Southern Connecticut State University. She is a Master Certified Health Education Specialist (MCHES®).

Welcome!





Together, we'll explore:

- The **key drivers of healthcare costs and chronic conditions** in the United States.
- How **environment and culture** can help support a healthy workforce from hire to retire.
- **Sustainable program strategies** that can lead to positive wellness outcomes.

CDC's National Center for Chronic Disease Prevention and Health Promotion (NCCDPHP)

CHRONIC DISEASES IN AMERICA

6 IN 10

Adults in the US
have a **chronic disease**



4 IN 10

Adults in the US
have **two or more**

THE LEADING CAUSES OF DEATH AND DISABILITY
and Leading Drivers of the Nation's **\$3.3 Trillion** in Annual Health Care Costs



Fact: 43.8 million adults experience mental illness in a given year.



1 in 5 adults in America experience a mental illness.



Nearly 1 in 25 (10 million) adults in America live with a serious mental illness.



One-half of all chronic mental illness begins by the age of 14; three-quarters by the age of 24.



90% of the nation's **\$3.3 trillion** in annual health care expenditures are for people with **chronic** and **mental health conditions.**





Physical Inactivity

Regular physical activity can help you prevent, delay, or manage chronic diseases. Aim for moderate physical activity (like brisk walking or gardening) for at least 150 minutes a week.



Poor Nutrition

Eating healthy helps prevent, delay, and manage heart disease, type 2 diabetes, and other chronic diseases. If you are overweight, losing even 5% to 7% of your body weight can help prevent or delay type 2 diabetes.



Tobacco Use

Stopping smoking (or never starting) lowers the risk of serious health problems, such as heart disease, cancer, type 2 diabetes, and lung disease, as well as premature death—even for longtime smokers.



Excessive Alcohol

Over time, excessive drinking can lead to high blood pressure, various cancers, heart disease, stroke, and liver disease. By not drinking too much, you can reduce these health risks.



“People who lead an unhealthy lifestyle are at high risk for the occurrence of **bad** and **expensive** health-related phenomena, particularly those related to cardiovascular diseases (CVDs).

The **bad** is related to **multi-morbidity**, **frequent physician visits**, **pharmacologic dependency**, **surgical procedures**, and **premature mortality**. The **expensive** piece of this equation is related to the **dramatically high (and steadily increasing) healthcare costs** associated with treating these morbid complications.”



Meet Mike.



Meet Nancy.



Meet Hector.







“...Migration from **unhealthy behaviors to 1 or more healthy living characteristics** has the potential for **significant health and economic benefits** (i.e., fewer bad, expensive health-related phenomena).

Compared with those individuals with the most unhealthy lifestyles, those with an ideal lifestyle – that is, primarily related to being physically active, consuming a nutritious and healthy diet, not smoking, and maintaining a healthy body weight - have an approximately **80%** lower risk of bad and expensive things happening to their health. ***In fact, there is no other pharmacologic cocktail or surgical procedure that can tout such risk reductions.***”



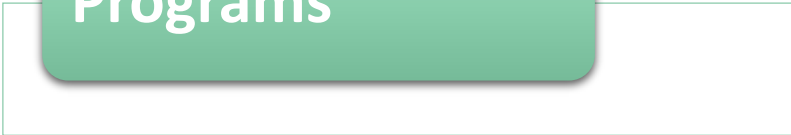




Culture

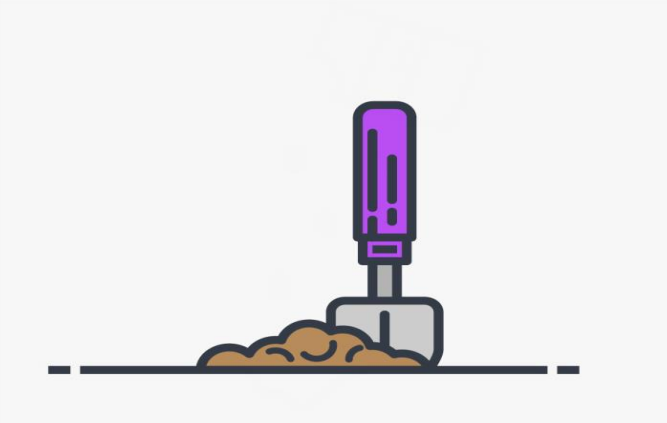


Programs



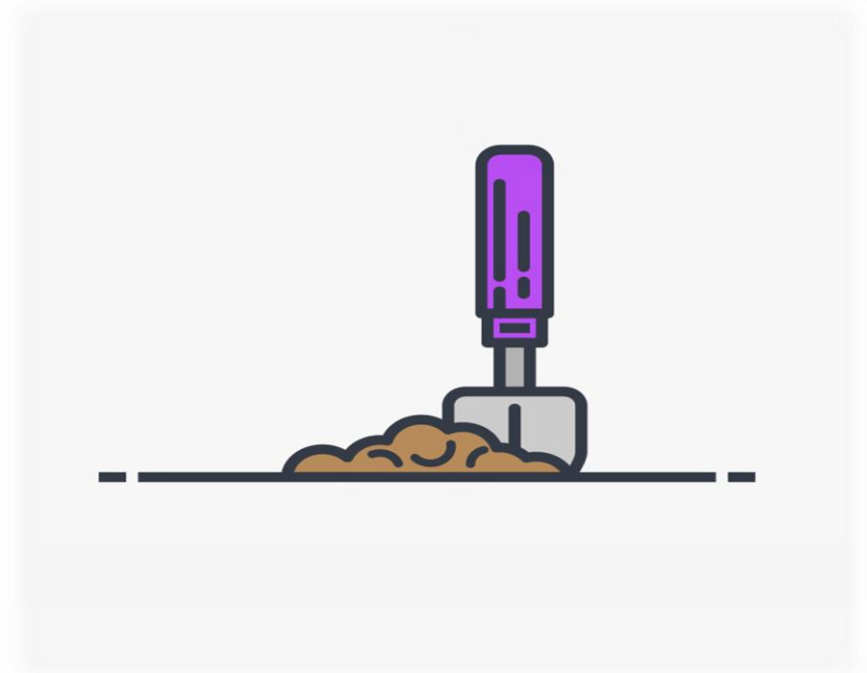
Environment





Culture

- You know your company's culture best and can help to shift it appropriately.
- Senior leadership sets the tone for values, mission, and goals.
- By changing workplace norms and adopting policies that support healthy behaviors, employers can reach more employees and make it easier for them to change their habits.
- In this competitive job market, wellness is an attractive perk to possible new hires.



Does your organization have any of the following policies relating to employee health and well-being?

- Allow employees to take work time for physical activity
- Provide opportunities for employees to use work time for stress management and rejuvenation
- Support healthy eating choices (for example, by requiring healthy options at company-sponsored events)
- Encourage the use of community resources for health and well-being (for example, community gardens, recreational facilities, health education resources)
- Tobacco-free workplace or campus
- Policies promoting responsible alcohol use
- Support work-life balance (for example, with flex time or job share options)
- None of the above

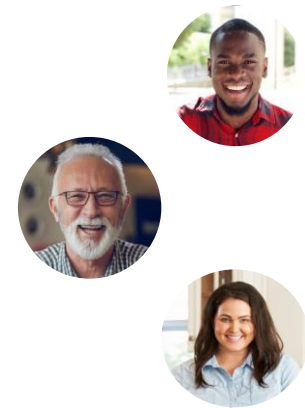


Programs



Program Examples:

- Health Coaching
- Tobacco Cessation
- Condition Support
- Weight Management
- Employee Assistance



Things to remember:

- Avoid the one size fits all approach
- Emphasize the importance of strategy
- Be sure to offer choices
- Focus on sustainability versus trends
- Set realistic goals



Environment



- Small changes can ultimately lead to big changes.
- What does a supportive environment look and feel like?
- Regardless of individual lifestyle behaviors, a work environment that promotes healthy living will help people to hit the mark.

Key Takeaways:

- Create a culture of health that is employee-centered
- Increase access and opportunities for employees to participate
- Provide supportive environments where safety is ensured and health can emerge





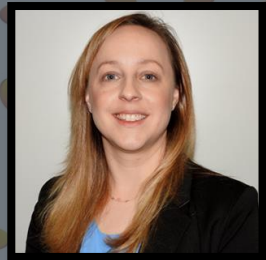
Coming up next . . .



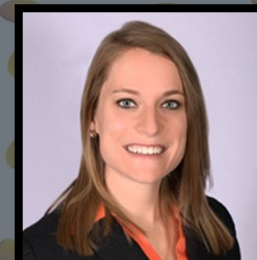
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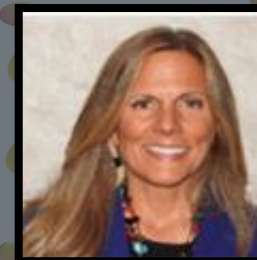
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THANK YOU!



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