

Wellness Program Solution and Benefits

Introduction

Employers are actively seeking new ways to **reduce health-care costs** without jeopardizing their ability to attract and retain workers. These factors have prompted many organizations to actively promote health and wellness at the work site. According to *USA Today (2008)*, about 41% of companies currently offer incentives to encourage healthier lifestyles among employees, compared with 34% in 1996.

In 2007, U.S. health care costs were 2.4 trillion dollars, representing 17 percent of the gross domestic product. According to the World Health Organization, the U.S. spends more per person on health care than any country in the world, yet ranks only 15 out of 25 industrial countries for “quality” of health. Recent studies indicate that **almost 50% of corporate profits now go for health-care costs** versus only 7% three decades ago.

Solution: Provide an [Employee Health and Wellness Workshop Series](#)

Our Certified Health Counselors facilitate Wellness Workshops aiming to educate employees on how to...

1. Implement better nutrition and life choices
2. Reduce stress and prevent sickness
3. Increase energy and efficiency
4. Generate better overall performance

The workshops are a fun and informative forum for the discussion of healthy living. We utilize an interactive approach to facilitate active learning and individual empowerment. This approach allows participants to engage in discussion and interact with other attendees through various exercises. Participants also receive valuable material to take with them, furthering their knowledge after the workshop.

Workshops can be done as a single one-hour “lunch and learn” session covering specific topics (see [One-Hour Workshop Topics](#)), or in a series of six (6) one-hour sessions, detailing a series of topics (see [Employee Health and Wellness Workshop Series](#)). The workshop “series” provides more information and is better equipped to help people form new habits that are long-lasting. In the workshop series, participants will learn:

- How to decipher the food myths that are destroying people’s health
- Foods and lifestyle choices that cause poor health
- The effects of food addictions on health and performance
- How to improve mood and performance
- How to make better food choices at home, work, and on the go, including restaurant tips
- How to improve lifestyle, including exercise, relaxation and “stress-reduction” techniques
- Ways to effectively and efficiently take action towards achieving health goals
- Options for having ongoing support after the workshop

Organizational Benefits of Employee Health Education

By providing education to employees on how to improve eating habits, reduce stress and increase healthy lifestyle activities, your organization can experience the following benefits:

- Decreased healthcare costs
- Reduced absenteeism
- Increased productivity
- Increased employee satisfaction
- Enhanced workplace community
- Improved recruitment and retention of high-achieving employees

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Examples of Benefits Achieved by Implementing Preventative Health Care in the Workplace

1. A study at NASA found that while the productivity of non-exercising employees decreased 50% during the final two hours of the workday, those who had an exercise plan in place worked at full efficiency all day. This represents a **12.5% higher overall productivity** level in exercisers as compared to non-exercisers. (1)
2. Studies at Dupont and General Mills, which implemented comprehensive wellness education and programming, found **14% to 19% reductions in absenteeism**. General Electric reported an astounding **45% decrease in absenteeism**. (2)
3. Johnson & Johnson reported that it spends \$4.5 million each year on its comprehensive preventive-healthcare programs; but estimates that without these programs its medical bills would be at least \$13 million higher. Therefore, they estimate an **annual savings of \$13 million** in health care costs. (3)
4. H.A. Montgomery Company, a forty-year-old company, incorporated a holistic approach to health care and realized the following benefits within a five year period: (4)
 - Reduced absenteeism by 85%
 - Reduce injuries by 70%
 - Reduced sick days by 76%
 - Increased productivity by 120%
 - Increased quality control by 240%
 - Increased profits by 520%
5. A European study involving over 23,000 Germans shows just how fantastic the results of a healthy lifestyle can be. The cumulative effects of *just four* healthy factors: not smoking, exercising regularly, eating a healthy diet, and maintaining a healthy weight, resulted in: (5)
 - An average of 36 percent reduced risk of ALL cancers
 - A 93 percent reduced risk of diabetes
 - An 81 percent reduced risk of heart disease

Did you know? Europe pays about \$4000 LESS *per person* for healthcare. **Prevention works!**

For more information on prevention, go to <http://www.e-hresources.com/Articles/Nov2.htm>

References

- (1) Fielding, J.E., "Getting Smarter and Maybe Wiser", American Journal of Health Promotion, Volume 11, 1996.
- (2) IRSA, Association of Quality Clubs, "The Economic Benefits of Employee Fitness", 1992, www.fitresource.com
- (3) McDougall, Diane. "Feeling Stressed?", CMA Management. Vol. 73, No.9 (pg 14) November, 1999.
- (4) Roth, Robert. "Promoting Corporate Development" TM Program. Ch 5, [[link](#)]
- (5) Earl S. Ford; Manuela M. Bergmann; Janine Kroger; Anja Schienkiewitz; Cornelia Weikert; Heiner Boeing. "**Healthy Living Is the Best Revenge: Findings From the European Prospective Investigation Into Cancer and Nutrition-Potsdam Study**", Arch Intern Med., 2009; 169 (15): 1355-1362 [[link](#)]

Benefits to Employees

Educating employees about healthy food and lifestyle choices, stress reduction, exercise and eating for sustained energy can provide the following benefits:

- Improved nutrition and healthier eating habits
- Reduced stress and anxiety
- Fewer food cravings
- Increased energy and vitality
- Improved performance
- Increased daily satisfaction
- Improved overall health and wellbeing

As Benjamin Franklin once said, “An ounce of prevention is worth a pound of cure.” We would be very happy to be part of your company’s “ounce of prevention” strategy. Please feel free to contact us for additional information or to discuss how we could assist you in achieving your company’s health and wellness goals.

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