

Workplace Well-being: Missouri and Nationally

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Defining Well-being

noun | **well-being** | \ 'wel- 'bē-in\

: the state of being happy, healthy, or successful



Defining Well-being

“ In communities with **higher well-being**, we have found that people **live longer, happier lives and business and local economies flourish**. A reliable well-being metric provides community and business leaders with the **data and insights** they need to help make **sustained transformation a reality**. ”

– Dan Buettner, *New York Times* bestselling author,
National Geographic Fellow, Blue Zones founder



Defining Well-being

- ▶ **2016 Gallup-Healthways Well-being Index⁷**
 - ▶ Over 177,000 phone interviews with residents in all 50 states
 - ▶ Measured five elements of well-being:

Purpose

Financial

Physical

Social

Community



Missouri Well-being

▶ How does our state stack up?⁷



Why Worksites?

- ▶ In 2012, U.S. employers spent **\$578.6 billion** on group health care coverage, 72% increase since the year 2000.¹⁹



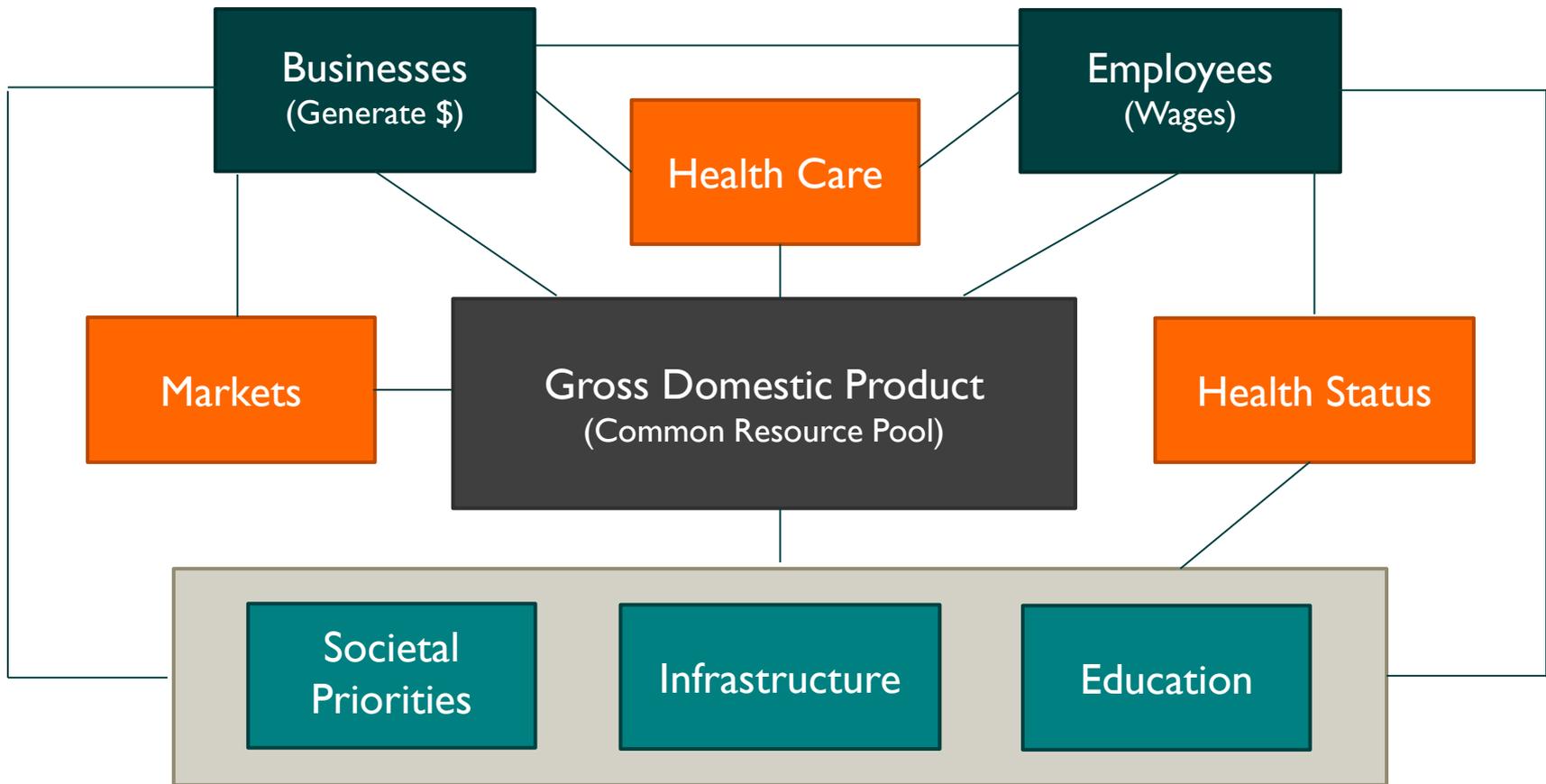
In 2005, **Starbucks** announced that it was spending more on employee health benefits than on coffee.¹⁹



Similarly, **General Motors, Ford, and Chrysler** spent more on employee health care than on the steel they use to make cars.¹⁹



Why Worksites?



Why Worksites?

- ▶ Employment sectors with unhealthy workforces are more likely to be **located in counties with poor health.**¹⁹

Transportation/
Warehousing



Increased risk for smoking, CVD death

Retail Trade



Increased risk for smoking, physical inactivity, diabetes

Manufacturing



Increased risk for obesity, physical inactivity

Public/Gov't
Administration



Increased risk for smoking, obesity, physical inactivity, diabetes, CVD death





The Business Case

Benefits of Workplace Wellness



The Business Case

▶ Benefits of Workplace Well-being Programs

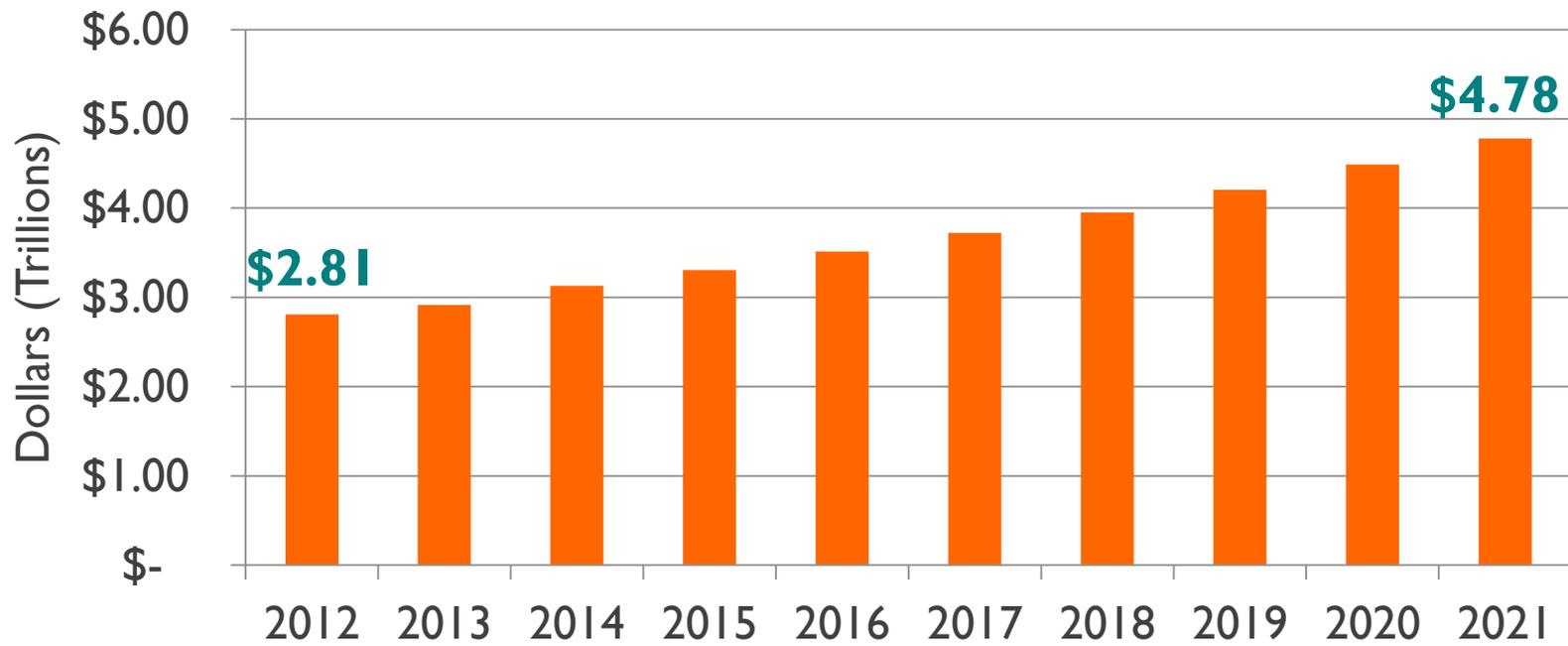
- 1 Manage employee health care costs
- 2 Increase worker productivity
- 3 Impact company financial performance
- 4 Enhance talent acquisition and retention
- 5 Improve workplace culture



The Business Case

▶ Health Cost Management⁴

Projections of National Health Expenditures and Share of Gross Domestic Product



The Business Case

▶ Health Cost Management⁴

Health Care Costs as a Percentage of Company Profits



The Business Case

▶ Chronic Diseases³

- ▶ Account for **75%** of health care costs and **70%** of mortality.
- ▶ **One-half** of US adults have one or more chronic conditions.
- ▶ Medical costs for diagnosed diabetes total **\$245 Billion**.
- ▶ **\$1 in every \$6** health care dollars spent on CVD/stroke.
- ▶ Annual medical costs are **\$1,429** higher for obese individuals.



The Business Case

▶ Ten Modifiable Health Risk Factors⁸

Blood Pressure

Physical Inactivity

Blood Glucose

Nutrition

Body Weight

Tobacco Use

Cholesterol

Depression

Stress

Alcohol Use



The Business Case

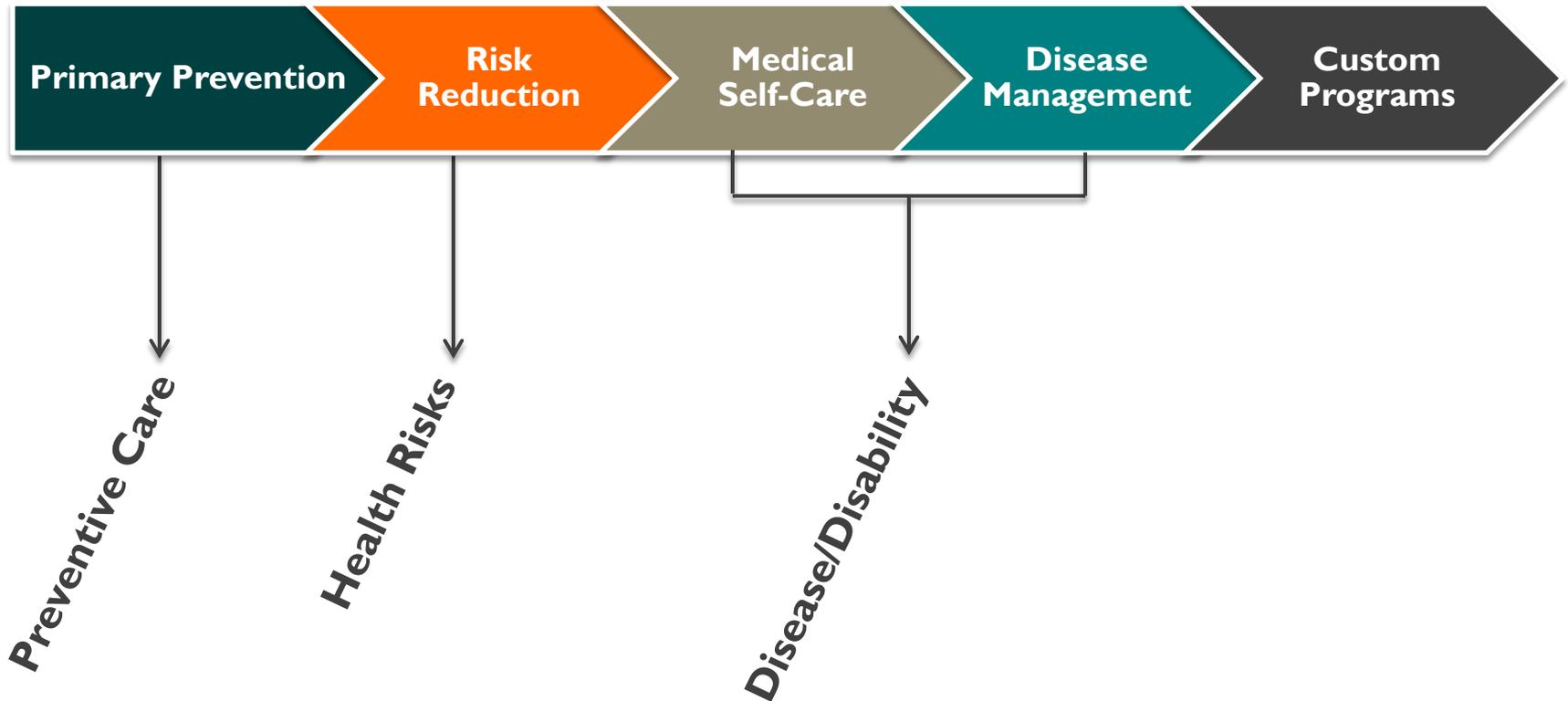
▶ Health Cost Management⁴

Health Care Cost by Employee Health Risk Level



The Business Case

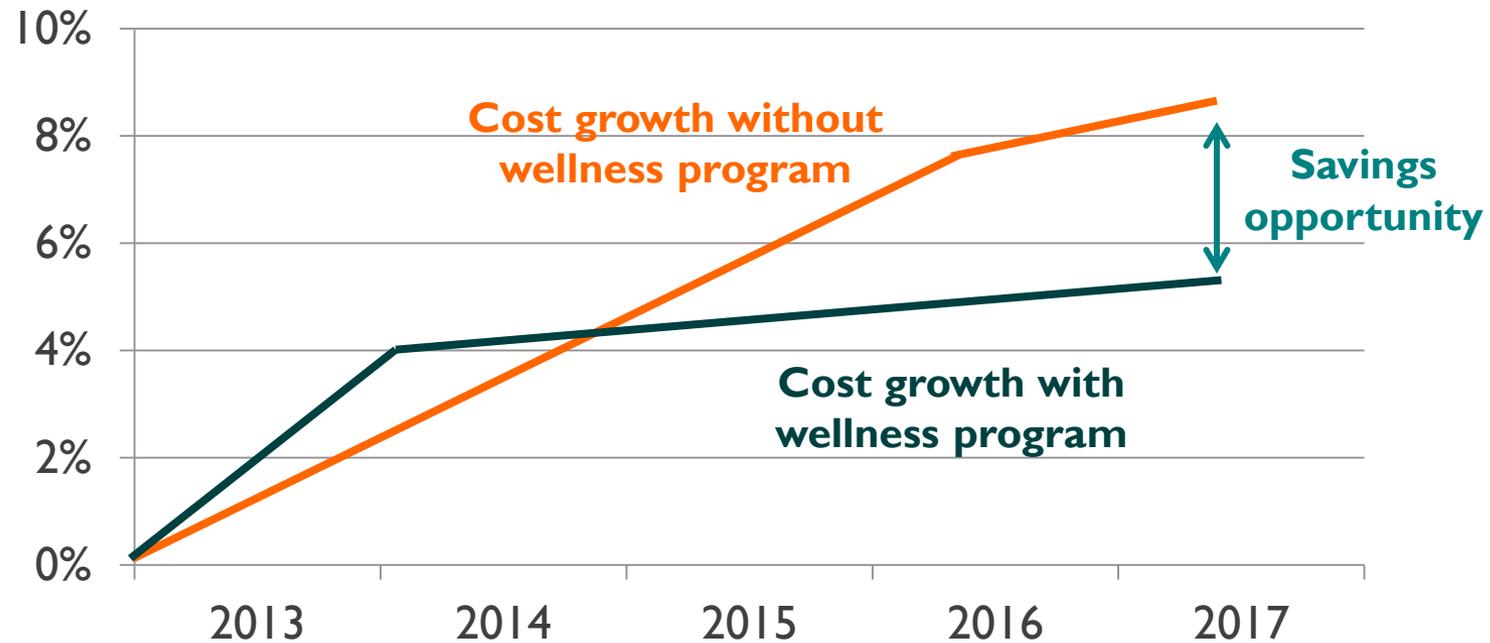
▶ CDC Health Continuum Model⁴



The Business Case

▶ Health Cost Management⁴

Wellness Program Impact on Employer Health Care Cost Curve



The Business Case

▶ Employee Productivity

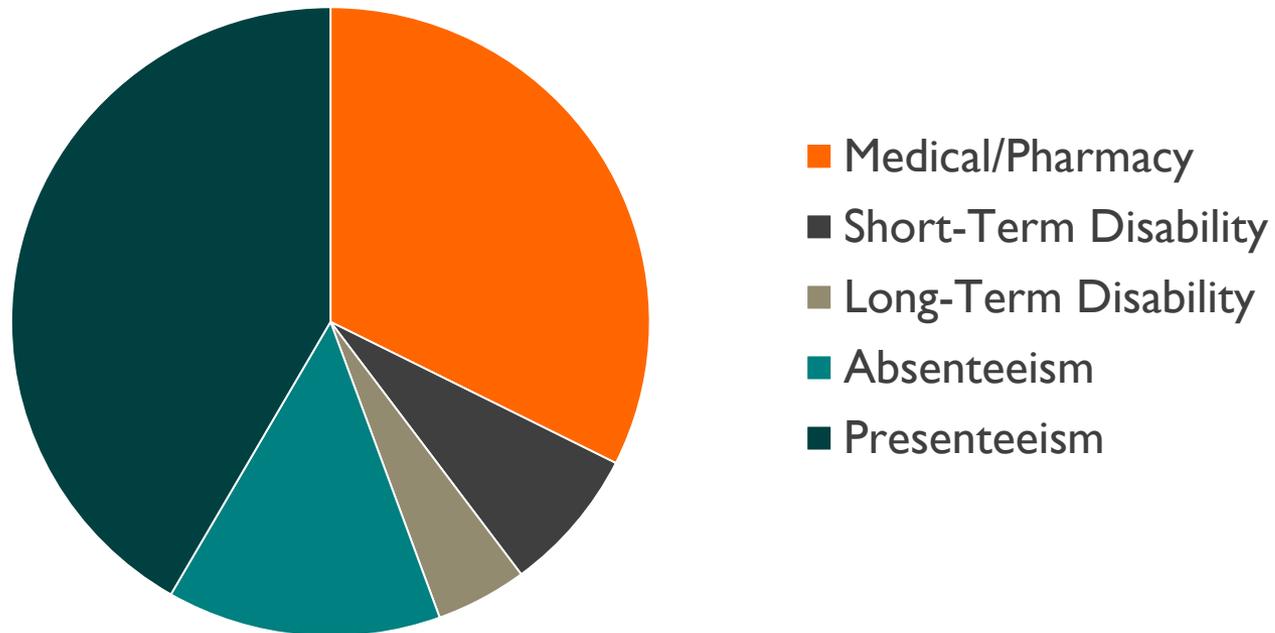
- ▶ Overweight workers with health problems miss **450 Million** more days of work each year than healthy workers.³
- ▶ **47%** of employees say that problems in their personal lives affect their work performance.²
- ▶ Personal and family health issues result in more than **\$226 Billion** in lost productivity each year.³
- ▶ For every dollar spent on wellness programs, absenteeism costs fall by **\$2.73**.³



The Business Case

▶ Employee Productivity⁴

Total Employer Cost Burden of Poor Employee Health



The Business Case

▶ **Company Financial Performance**⁹

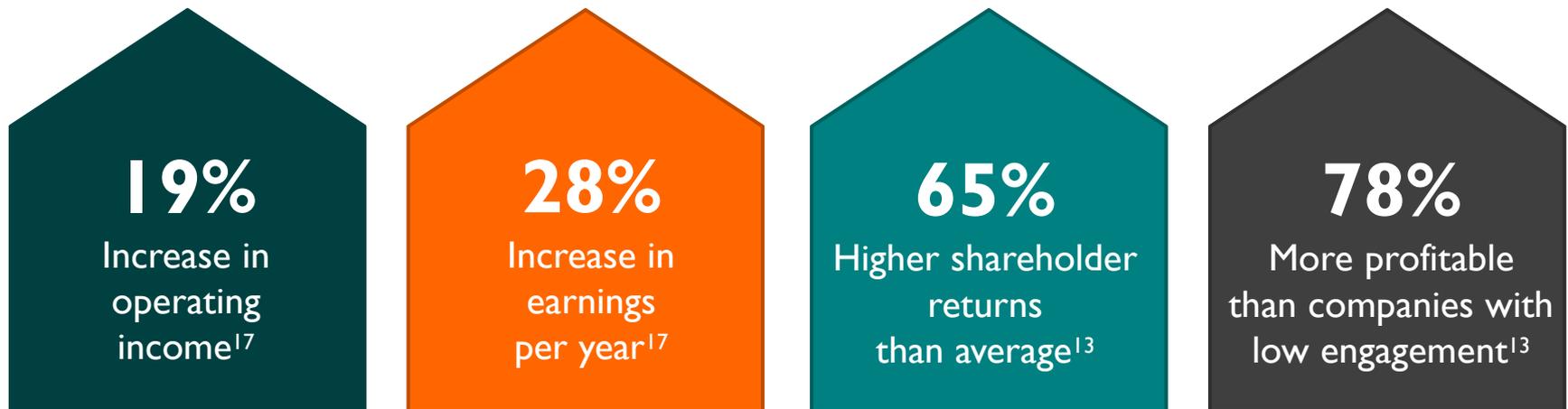
- ▶ **45** top HERO scorecard applicants compiled in stock portfolio
- ▶ Compared to S&P 500 over a six-year period:
 - ▶ Appreciated **235%** compared to 159% for the S&P 500.
 - ▶ Outperformed the S&P 500 in **16 out of 24 (67%)** quarters during the study period.
 - ▶ Produced a comparable dividend yield of **1.97%** by the end of the study period, compared to a 1.95% yield for the S&P 500.



The Business Case

- ▶ When employees feel their **company cares** about their well-being, they are **38%** more engaged.¹²

Companies with high employee engagement had:



The Business Case

▶ Talent Acquisition and Retention

- ▶ Wellness is becoming key benefit to attract top talent.
- ▶ Workforce demographics are changing:¹⁸
 - ▶ By 2020, Millennials will compose **50%** of the global workforce.
 - ▶ Over **one-half** agree quality benefits affect choice of employer.
 - ▶ **75%** say work-life balance is top priority for choosing a career.



The Business Case

- ▶ Employees with **high well-being and engagement** are **42%** more likely to evaluate their overall lives highly.⁶

Employees with high well-being and engagement had:

70%

Fewer missed workdays due to poor health⁶

59%

Less likely to look for different job in next 12 months⁶

28%

More likely to recommend their workplace⁶

19%

More likely to volunteer in past month⁶



The Business Case

▶ Workplace Culture

- ▶ A healthy workforce culture is one **intentionally designed** with elements/indicators that support health and well-being.¹⁰

Key Elements of COH ¹⁰	
Company-Stated Health Values	Supportive Environment
Health-Related Policies	Organizational Culture
Leadership Support	Resources and Strategies
Employee Involvement	Rewards and Recognition



The Business Case

- ▶ Employees working in an organization with a **strong culture of health** are:
 - ▶ More likely to report their direct **managers support** their efforts to achieve their health goals.
 - ▶ More likely to say they have **control** over their health.
 - ▶ Less likely to say that **stress** has a negative impact on work.
 - ▶ More likely to report they were **“happy”** or **“extremely happy”** with their lives.



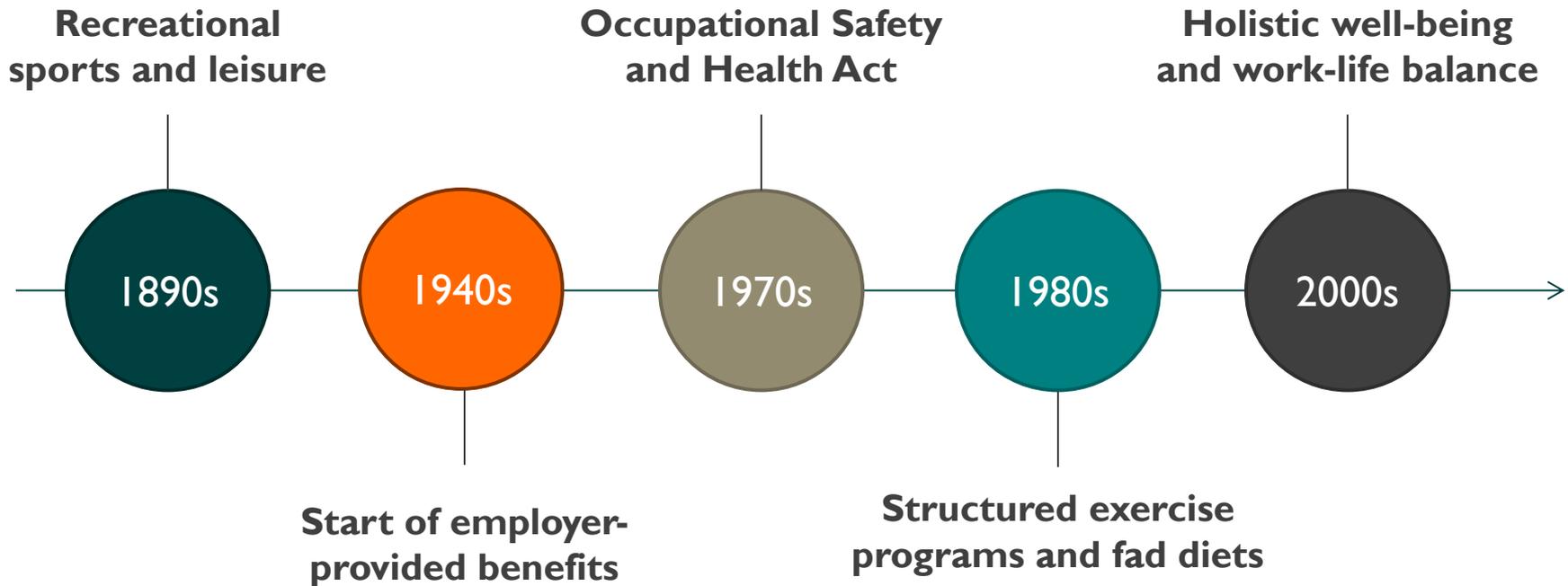


Workplace Well-being Trends

Emerging Research and Strategies

Workplace Well-being

► Evolution of wellness and well-being:



Workplace Well-being

▶ 2016 National Benefits and Wellness Survey¹¹

- ▶ Includes results from **2,000 interviews** with non-federal private and public firms.

Benefit Type	Large Employers (> 200 employees)	Small Employers (< 200 employees)
Health Risk Assessment	59%	32%
Biometric Screening	53%	20%
Wellness Programming	83%	46%
Participation Incentives	42%	14%



Workplace Well-being

- ▶ **2015 STL Health Benefits and Wellness Survey¹⁶**
 - ▶ Online survey with 22 multiple-choice questions
 - ▶ Administered October 12 through November 24 of 2015
 - ▶ Responses received by 107 organizations

Programming

Policies

Leader Support

Incentives

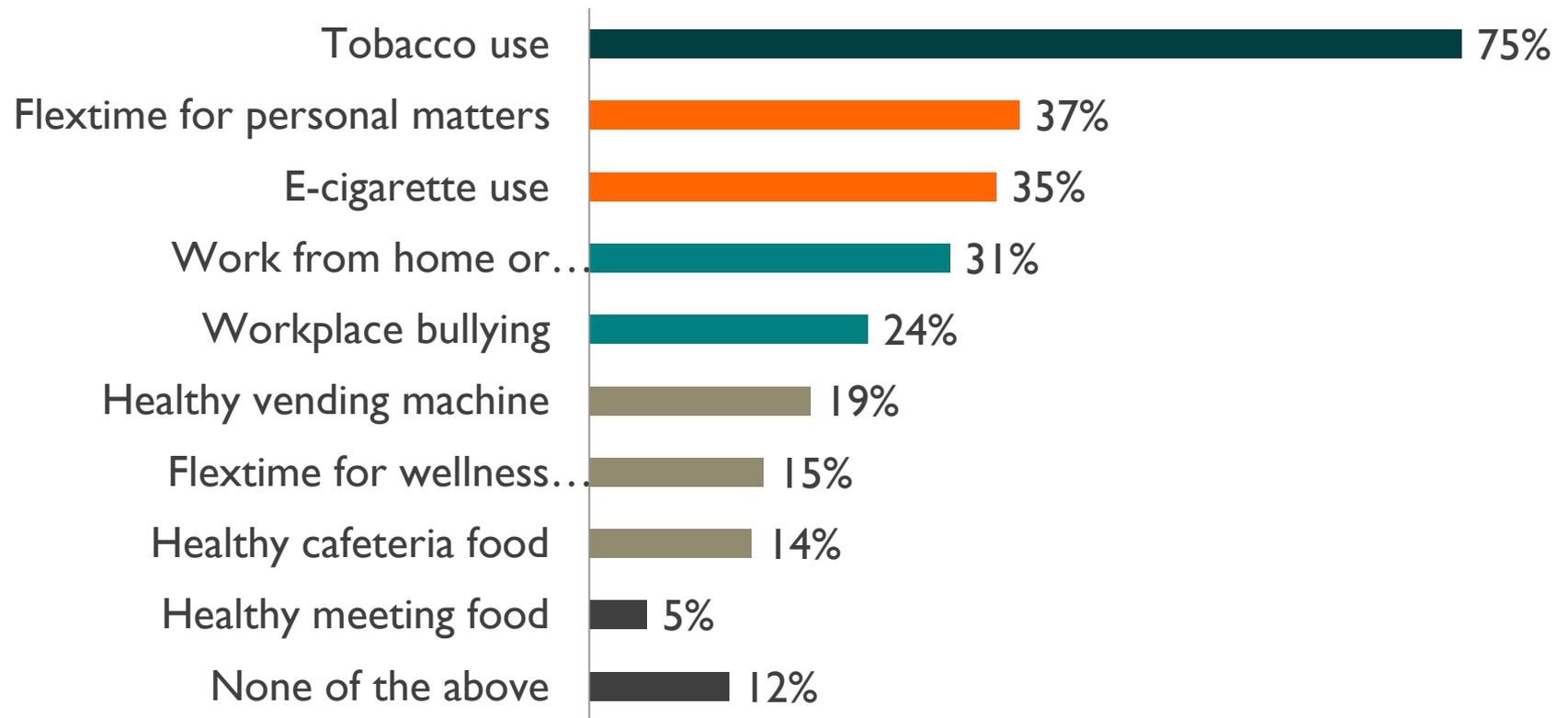
Resource Access

Challenges



Workplace Well-being

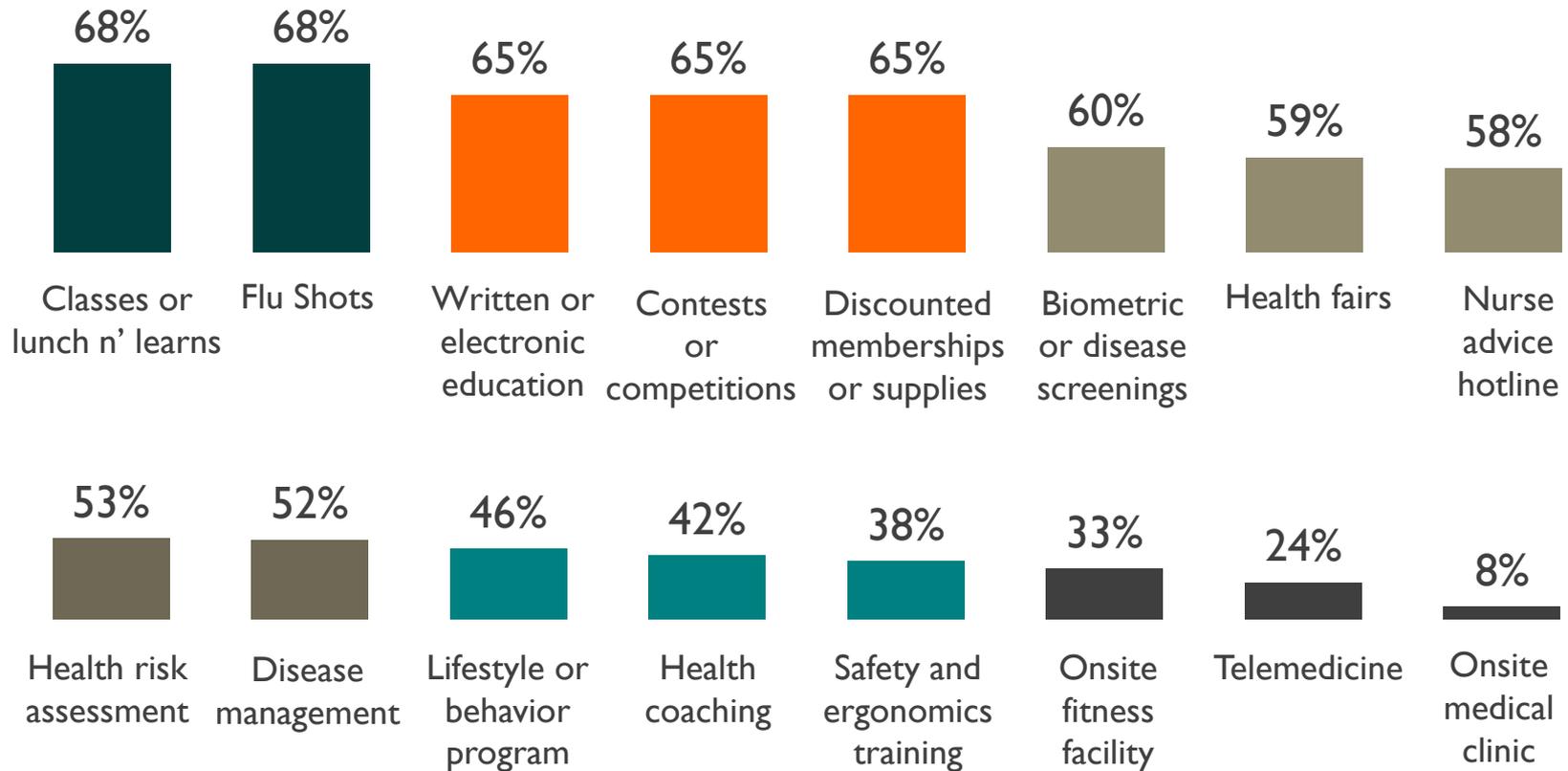
▶ Health-Related Policies¹⁶



Workplace Well-being

▶ Wellness Activities¹⁶

6% offered none of these activities



Workplace Well-being

▶ Wellness Incentives¹⁶

28% offered none of these incentives



51%

Cash or gift cards



34%

Health insurance
premium discounts



29%

Merchandise



14%

Company contribution
HSA, HRA, FSA



12%

Paid time off



6%

Other



Workplace Well-being

▶ **Federal Regulations**

- ▶ Affordable Care Act (ACA)
- ▶ Health Insurance Portability and Accountability Act (HIPAA)
- ▶ Equal Employment Opportunity Commission (EEOC)
- ▶ Genetic Information Nondiscrimination Act (GINA)
- ▶ Americans with Disabilities Act (ADA)
- ▶ Preserving Employee Wellness Programs Act (H.R. 1313)



How Do We Get There?



Questions?

▶ **Contact Information**

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