

# Workplace Wellness Programs Study Final Report

This report addresses the requirements of 2705(m)(1) of the Public Health Service Act and answers the following research questions:

- What are the characteristics and prevalence of current workplace wellness programs?
- What is the evidence for program impact?
- What is the role of incentives under wellness programs?
- What are key facilitators of successful wellness programs?

The project has four data collection and analysis streams:

- a review of the scientific and trade literature to identify the prevalence of wellness programs, their key components, their use of incentives, their effectiveness, their return on investment, and best practices.
- the RAND Employer Survey, a national survey of employers with at least 50 employees in the public and private sectors, including federal and state agencies, to assess program prevalence, type of wellness programs, information on incentives, and perceived program impacts.
- statistical analyses of medical claims and wellness program data from a convenience sample of large employers in the Care Continuum Alliance (CCA) database to assess the effects of wellness programs on health and cost outcomes and the effect of incentives on program participation.
- five case studies of existing wellness programs in a diverse set of employers to enhance our understanding of the effectiveness of wellness programs by providing specific examples and experiences of individual employers and employees.

## Characteristics and Prevalence of Workplace Wellness Programs

According to the RAND Employer Survey conducted for this study, approximately half of U.S. employers offer wellness promotion initiatives, and larger employers are more likely to have more complex wellness programs. Programs often include wellness screening activities to identify health risks and interventions to reduce risks and promote healthy lifestyles. Most employers (72 percent of those offering a wellness program) characterize their wellness programs as a combination of screening activities and interventions. Wellness benefits can be offered by employers or a vendor to all employees or through their group health plans to plan members.

Screening activities use Health Risk Assessments (HRAs), self-administered questionnaires on health-related behaviors (e.g., exercise patterns) and risk factors (e.g., body weight) and may include clinical screenings to collect biometric data—for instance, height, weight, blood pressure, and blood glucose

# Workplace Wellness Programs Study Final Report

**Marisa E. Hilliard, Kristin A.  
Riekert, Judith K. Ockene, Lori Pbert**

## **Workplace Wellness Programs Study Final Report:**

**Workplace Wellness Programs Study** Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2007 The report investigates the characteristics of workplace wellness programs their prevalence their impact on employee health and medical cost facilitators of their success and the role of incentives in such programs The authors employ four data collection and analysis streams a review of the scientific and trade literature a national survey of employers a longitudinal analysis of medical claims and wellness program data from a sample of employers and five case studies of existing wellness programs in a diverse set of employers to gauge the effectiveness of wellness programs and employees and employers experiences **Workplace Health Promotion, 2nd edition** Danijela Gasevic, Leah

Okenwa-Emegwa, 2023-01-09 Work related factors have implications for health and wellbeing Due to the amount of time spent at the workplace and the impact of work on health over an individual s life course the workplace has evolved as an important arena for population health promotion Risk factors within the physical and psychosocial working environment as well as inadequate organizational support are associated with increasing work related health problems which result in psychosocial and economic implications for the individual the family the organization and the society Recent estimates revealed an increasing level of sickness absence due to work related factors among others In recognition of the importance of worker health and a healthy working life but also in line with numerous occupational health goals many organisations set aside significant amounts of financial resources annually to promote work well being However studies have shown that despite this positive disposition among employers both employee participation and the impact of such programs remain minimal According to the Ottawa declaration for health promotion and the Luxembourg declaration for Workplace Health Promotion WHP WHP should be strategic It is recommended that WHP be conducted in a systematic and continuous process of needs analysis priority setting planning implementation and evaluation Unfortunately available studies show that many companies have policies currently in place but lack knowledge regarding proper implementation and evaluation The foregoing phenomenon raises questions regarding the level of knowledge of and attitudes towards WHP among people in management positions This Research Topic aims to address factors affecting workplace health promotion What does WHP mean for employers What forms of WHP packages exist Is there evaluation and follow up of such interventions What are the barriers and facilitators relating to the uptake of WHP interventions among employees Do people in relevant managerial positions possess adequate knowledge regarding WHP Manuscripts that explore factors crucial for WHP including individual and organizational level factors crucial for WHP are welcomed Manuscripts on barriers evidence based interventions best practices analysis of existing policy documents and those with a life course perspective etc are also welcomed Manuscripts can be of national international and global perspectives *Rationing and Resource Allocation in Healthcare* Ezekiel Emanuel, Harald Schmidt, Andrew Steinmetz, 2018-05-10 Rationing and Resource Allocation in Healthcare Essential Readings

provides key excerpts from seminal and pertinent texts and case studies about these topics contextualized by original introductions The volume is divided into three broad sections Conceptual Distinctions and Ethical Theory Rationing and Resource Allocation Containing the most important and classic articles surrounding the theoretical and practical issues related to rationing and how to allocate scarce medical resources this collection aims to assist and inform those who wish to be a part of bioethics 21st century shift including practitioners and policy makers and students and scholars in the health sciences philosophy law and medical ethics

The Handbook of Health Behavior Change, Fifth Edition Marisa E. Hilliard, Kristin A. Riekert, Judith K. Ockene, Lori Pbert, 2018-04-28 This revised and updated fifth edition of the highly acclaimed gold standard textbook continues to provide a foundational review of health behavior change theories research methodologies and intervention strategies across a range of populations age groups and health conditions It examines numerous complex and often co occurring factors that can both positively and negatively influence people's ability to change behaviors to enhance their health including intrapersonal interpersonal sociocultural environmental systems and policy factors in the context of leading theoretical frameworks Beyond understanding predictors and barriers to achieving meaningful health behavior change the Handbook provides an updated review of the evidence base for novel and well supported behavioral interventions and offers recommendations for future research New content includes chapters on Sun Protection Interventions With the Family System and the Role of Technology in Behavior Change Throughout the textbook updated reviews emphasize mobile health technologies and electronic health data capture and transmission and a focus on implementation science And the fifth edition like the previous edition provides learning objectives to facilitate use by course instructors in health psychology behavioral medicine and public health The Handbook of Health Behavior Change Fifth Edition is a valuable resource for students at the graduate and advanced undergraduate level in the fields of public or population health medicine behavioral science health communications medical sociology and anthropology preventive medicine and health psychology It also is a great reference for clinical investigators behavioral and social scientists and healthcare practitioners who grapple with the challenges of supporting individuals families and systems when trying to make impactful health behavior change

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## **Labour Law and Welfare Systems in an Era of Demographic, Technological, and Environmental Changes**

Anthony Forsyth, 2019-06-19 The book discusses how labour law and welfare systems will be affected by the ongoing transformation of work The first section considers demography from two different perspectives On the one hand it focuses on chronic diseases and their impact on work emphasising the role and the regulation of welfare systems On the other attention is given to youth unemployment and to those forms of employment which might have an impact on young people Section II touches upon the relationship between the environment and industrial relations while the third part broaches the topic of the impact of technology in the context of the Fourth Industrial Revolution also known as Industry 4.0 As such this volume provides an exhaustive picture of the changes currently underway considering all the aspects which will affect work now and in the future

**Chronic Health Conditions and Work** Alyssa K. McGonagle, 2025-04-15 People with chronic health conditions make up a large and integral part of the workforce While few would deny that chronic health conditions can create challenges for both workers and their employing organizations there are misperceptions about how best to support affected employees Typical supports that organizations have historically used including wellness programs and return to work programs are insufficient to meet the under recognized needs of employees with chronic health conditions This book translates research and provides practical solutions and steps for implementing a more proactive integrated approach to help leaders and frontline managers better support their employees and to help organizations gain a competitive advantage through attracting and retaining valued employees Chronic Health Conditions and Work provides background information on chronic health conditions disabilities the legal landscape and typical supports that organizations have used along with information on complex and common work health challenges faced by employees managers and organizations The book then provides proactive solutions that leaders frontline managers human resource professionals coaches consultants and other practitioners can enact at the levels of the organization culture benefits policies the job autonomy flexibility supervisor support job accommodations and the individual employee coaching mentoring group programs Readers will develop a comprehensive understanding of both the importance of and how to implement changes at all three of these levels to decrease stigma and promote employee well being inclusion and work ability and will gain tools to help them make a business case for taking a more proactive approach to supporting employees with chronic health conditions *Federal Register*, 2013-06

*With Obesity Becoming the New Normal, What Should We Do?* Katherine Samaras, Hendrik Tevaearai, Michel Goldman, Johannes le Coutre, Jeff M. P. Holly, 2019-08-30 Obesity is a global epidemic and an urgent health crisis impacting human health and health services with the economic consequences of loss of human capital It is a crisis for health professionals health economists and government officials managing finite resources and the economy with premature loss of life and economic productivity In this Frontiers Research Topic researchers from a breadth of disciplines internationally contributed reviews meta analyses and novel data on the challenges obesity presents in attempts to stimulate

debate on strategies and solutions for this crisis      Government Reports Annual Index ,1983      *Human Resources Report*  
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Association,1985      *Labor Relations Reporter* ,1976

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## **Table of Contents Workplace Wellness Programs Study Final Report**

1. Understanding the eBook Workplace Wellness Programs Study Final Report
  - The Rise of Digital Reading Workplace Wellness Programs Study Final Report
  - Advantages of eBooks Over Traditional Books
2. Identifying Workplace Wellness Programs Study Final Report
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Workplace Wellness Programs Study Final Report
  - User-Friendly Interface
4. Exploring eBook Recommendations from Workplace Wellness Programs Study Final Report
  - Personalized Recommendations
  - Workplace Wellness Programs Study Final Report User Reviews and Ratings
  - Workplace Wellness Programs Study Final Report and Bestseller Lists
5. Accessing Workplace Wellness Programs Study Final Report Free and Paid eBooks
  - Workplace Wellness Programs Study Final Report Public Domain eBooks
  - Workplace Wellness Programs Study Final Report eBook Subscription Services
  - Workplace Wellness Programs Study Final Report Budget-Friendly Options

6. Navigating Workplace Wellness Programs Study Final Report eBook Formats
  - ePub, PDF, MOBI, and More
  - Workplace Wellness Programs Study Final Report Compatibility with Devices
  - Workplace Wellness Programs Study Final Report Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Workplace Wellness Programs Study Final Report
  - Highlighting and Note-Taking Workplace Wellness Programs Study Final Report
  - Interactive Elements Workplace Wellness Programs Study Final Report
8. Staying Engaged with Workplace Wellness Programs Study Final Report
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Workplace Wellness Programs Study Final Report
9. Balancing eBooks and Physical Books Workplace Wellness Programs Study Final Report
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Workplace Wellness Programs Study Final Report
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Workplace Wellness Programs Study Final Report
  - Setting Reading Goals Workplace Wellness Programs Study Final Report
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Workplace Wellness Programs Study Final Report
  - Fact-Checking eBook Content of Workplace Wellness Programs Study Final Report
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements



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