

# **Workplace Well-being:** Missouri and Nationally

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# Defining Well-being

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

*: the state of being happy, healthy, or successful*




# Defining Well-being

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“ 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*

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# Defining Well-being

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- ▶ **2016 Gallup-Healthways Well-being Index<sup>7</sup>**
  - ▶ 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

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## ▶ How does our state stack up?<sup>7</sup>



# Why Worksites?

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- ▶ In 2012, U.S. employers spent **\$578.6 billion** on group health care coverage, 72% increase since the year 2000.<sup>19</sup>



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

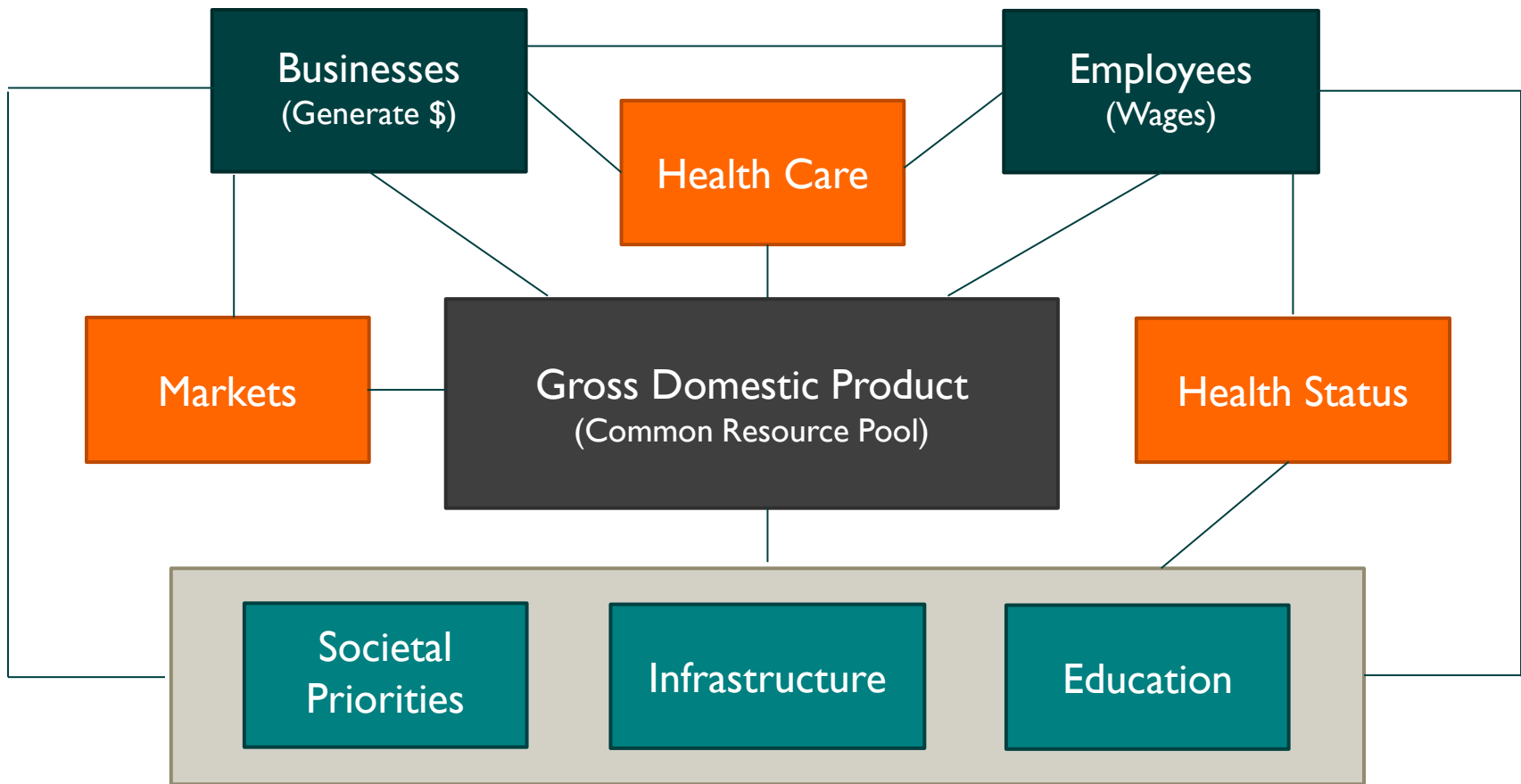


Similarly, **General Motors, Ford, and Chrysler** spent more on employee health care than on the steel they use to make cars.<sup>19</sup>



# Why Worksites?

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# Why Worksites?

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

Transportation/  
Warehousing



**Increased risk** for smoking, CVD death

Retail Trade



**Increased risk** for smoking, physical inactivity, diabetes

Manufacturing



**Increased risk** for obesity, physical inactivity

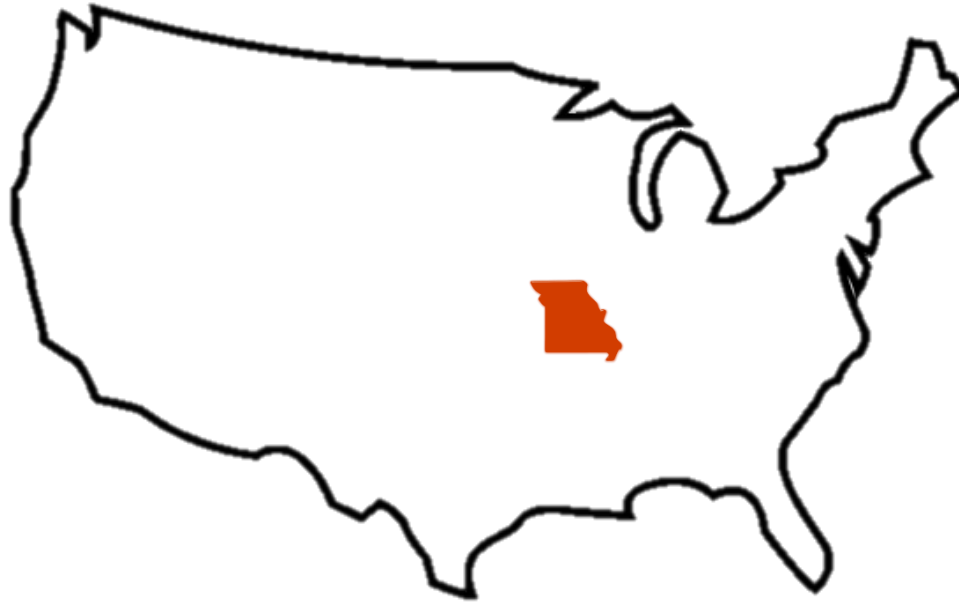
Public/Gov't  
Administration



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







# **The Business Case**

Benefits of Workplace Wellness



# The Business Case

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## ▶ 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

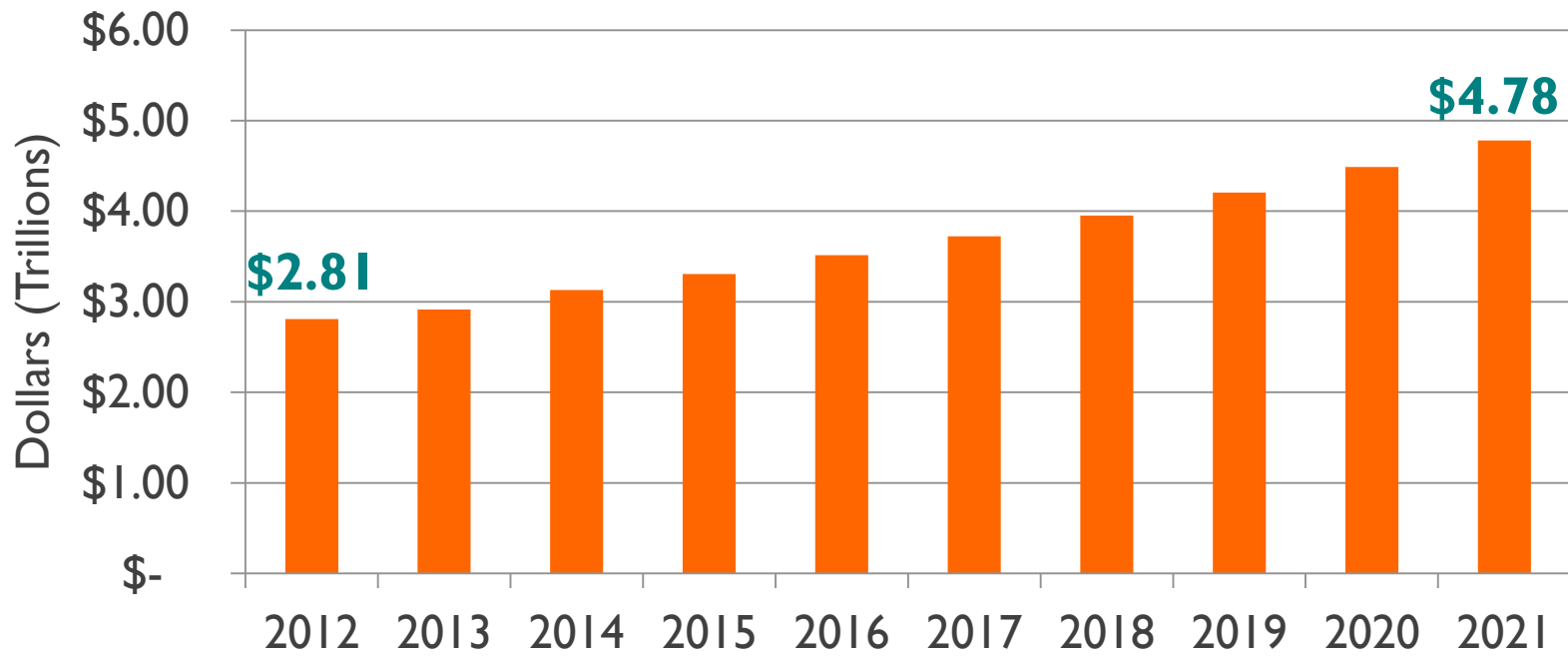


# The Business Case

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## ▶ Health Cost Management<sup>4</sup>

*Projections of National Health Expenditures and Share of Gross Domestic Product*



# The Business Case

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## ▶ Health Cost Management<sup>4</sup>

*Health Care Costs as a Percentage of Company Profits*



# The Business Case

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## ▶ Chronic Diseases<sup>3</sup>

- ▶ 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

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## ▶ Ten Modifiable Health Risk Factors<sup>8</sup>

Blood Pressure

Physical Inactivity

Blood Glucose

Nutrition

Body Weight

Tobacco Use

Cholesterol

Depression

Stress

Alcohol Use

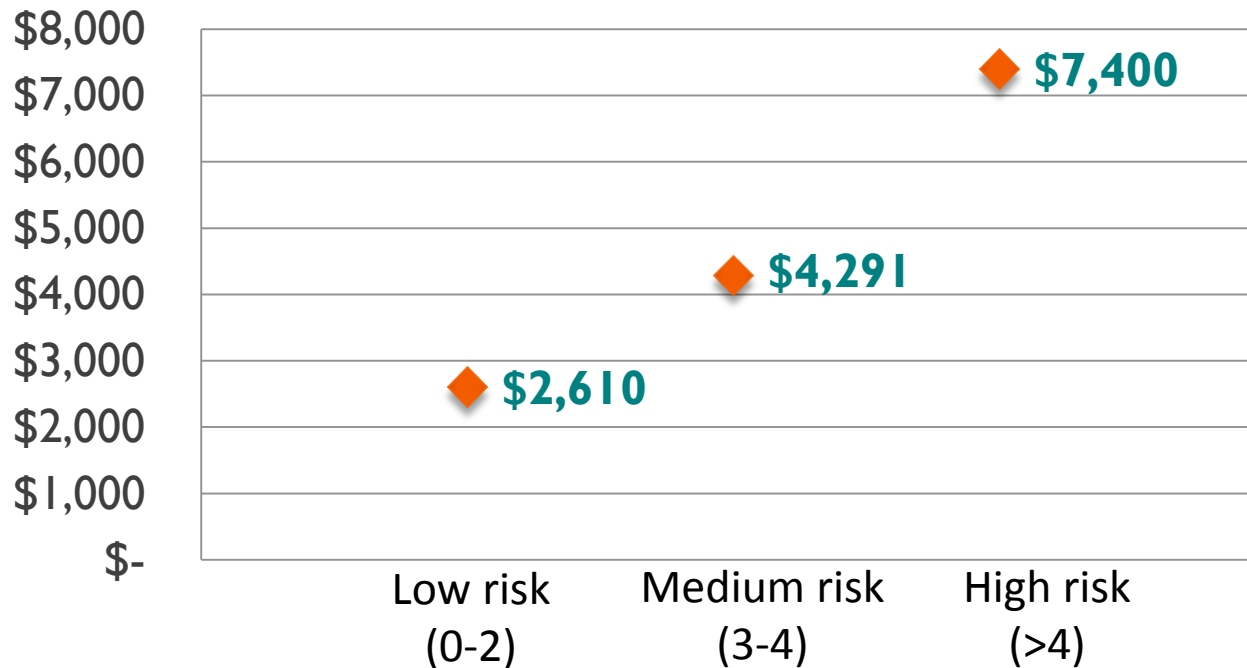


# The Business Case

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## ▶ Health Cost Management<sup>4</sup>

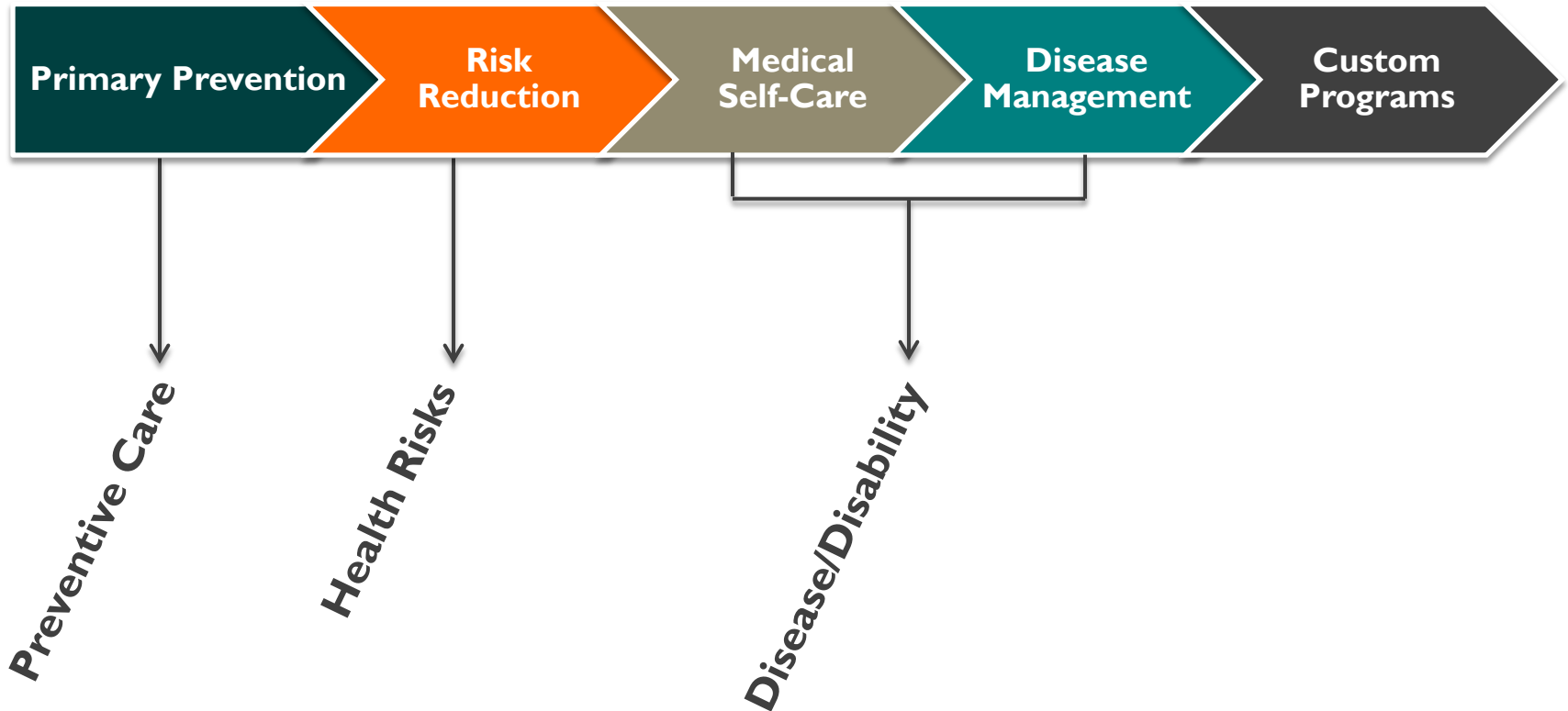
*Health Care Cost by Employee Health Risk Level*



# The Business Case

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## ▶ CDC Health Continuum Model<sup>4</sup>



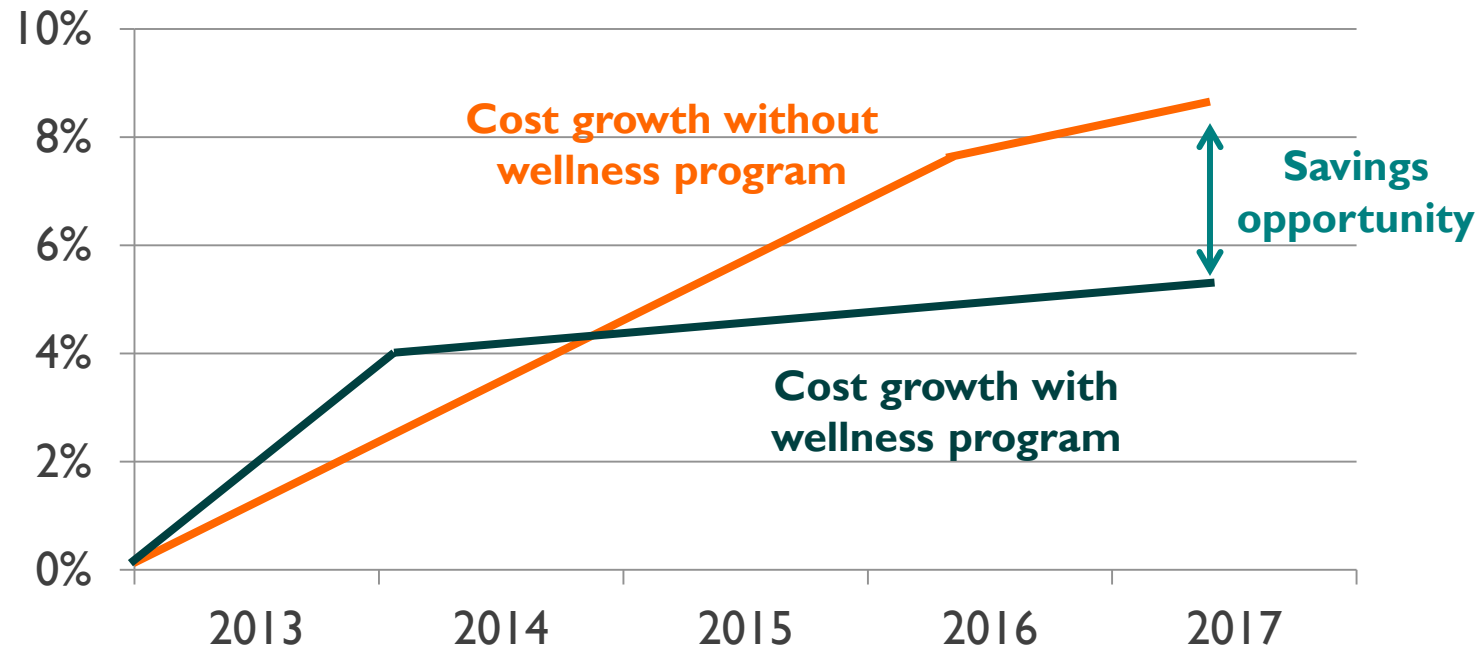


# The Business Case

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## ▶ Health Cost Management<sup>4</sup>

*Wellness Program Impact on Employer Health Care Cost Curve*



# The Business Case

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## ▶ Employee Productivity

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

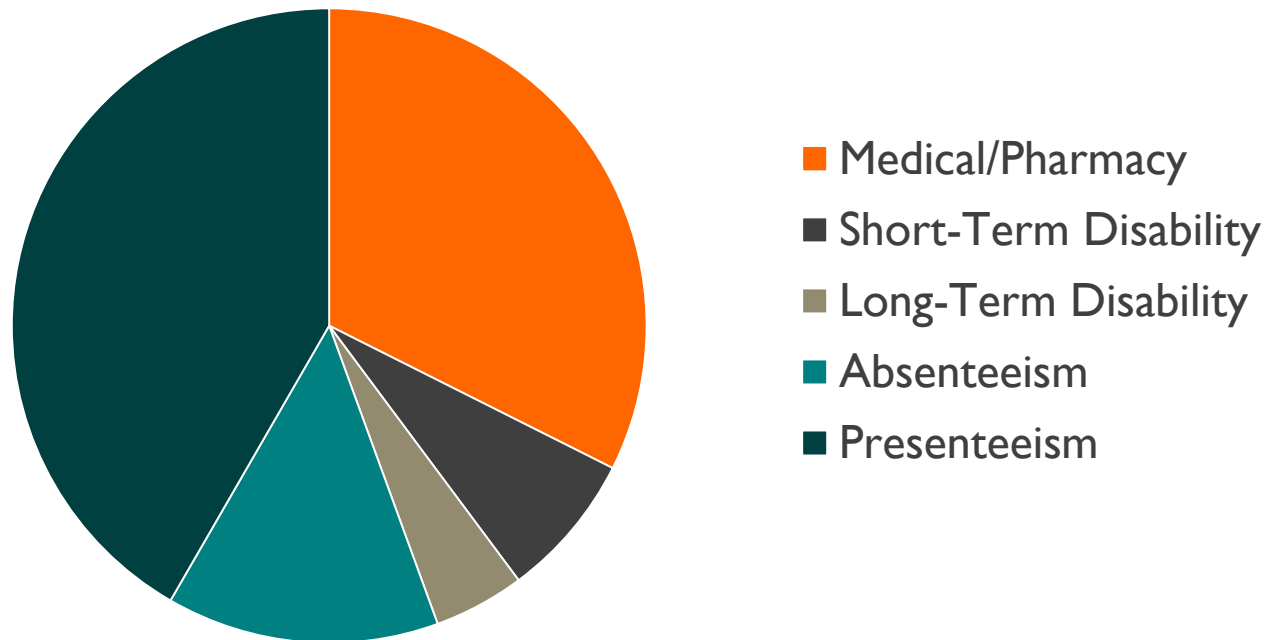


# The Business Case

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## ▶ Employee Productivity<sup>4</sup>

*Total Employer Cost Burden of Poor Employee Health*



# The Business Case

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## ▶ **Company Financial Performance**<sup>9</sup>

- ▶ **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.

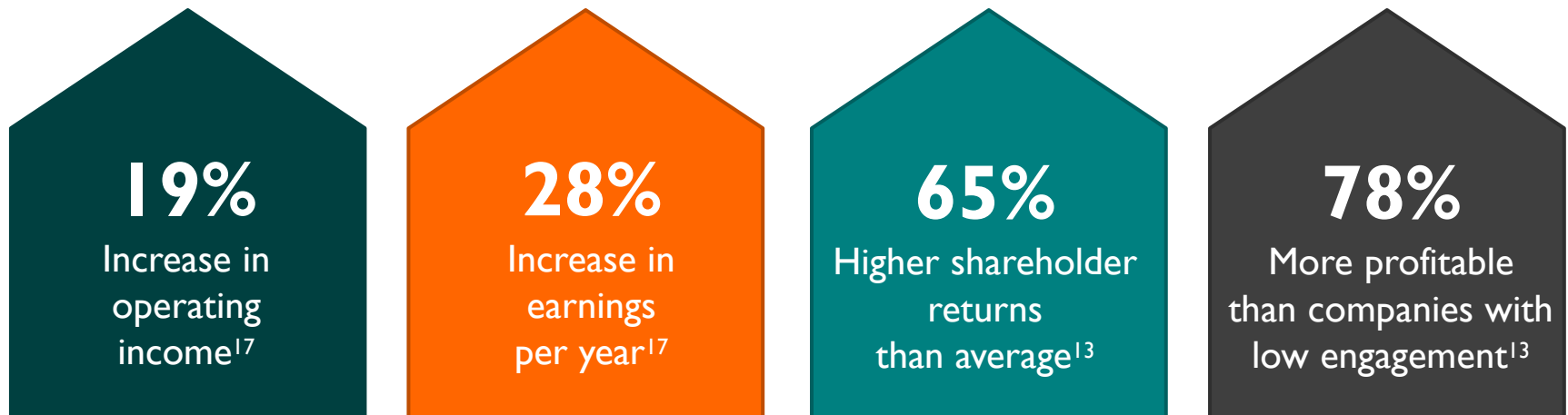


# The Business Case

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

*Companies with high employee engagement had:*



# The Business Case

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## ▶ Talent Acquisition and Retention

- ▶ Wellness is becoming key benefit to attract top talent.
- ▶ Workforce demographics are changing:<sup>18</sup>
  - ▶ 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

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

*Employees with high well-being and engagement had:*

**70%**

Fewer missed workdays due to poor health<sup>6</sup>

**59%**

Less likely to look for different job in next 12 months<sup>6</sup>


**28%**

More likely to recommend their workplace<sup>6</sup>

**19%**

More likely to volunteer in past month<sup>6</sup>

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# The Business Case

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## ▶ Workplace Culture

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

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



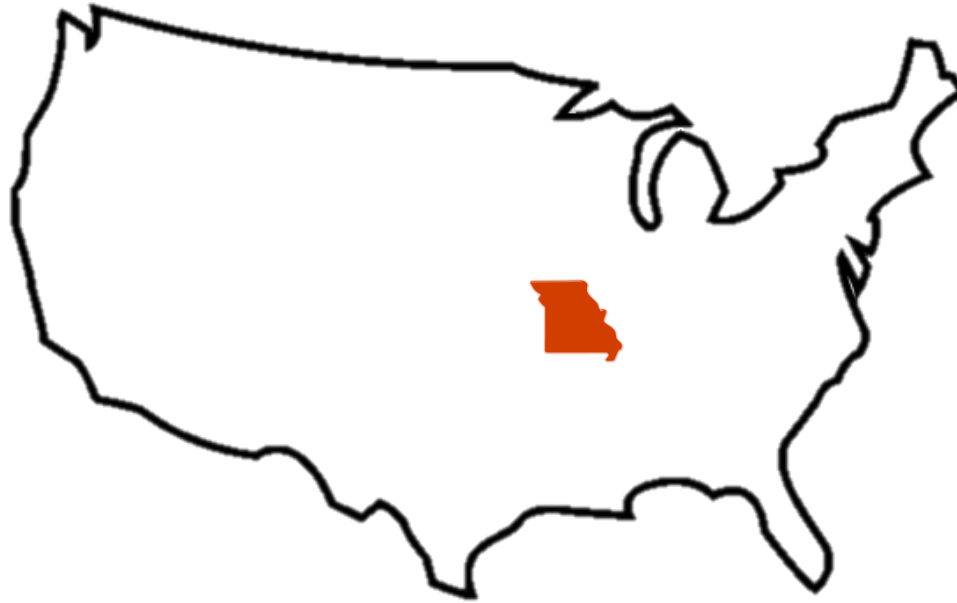


# The Business Case

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- ▶ 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.





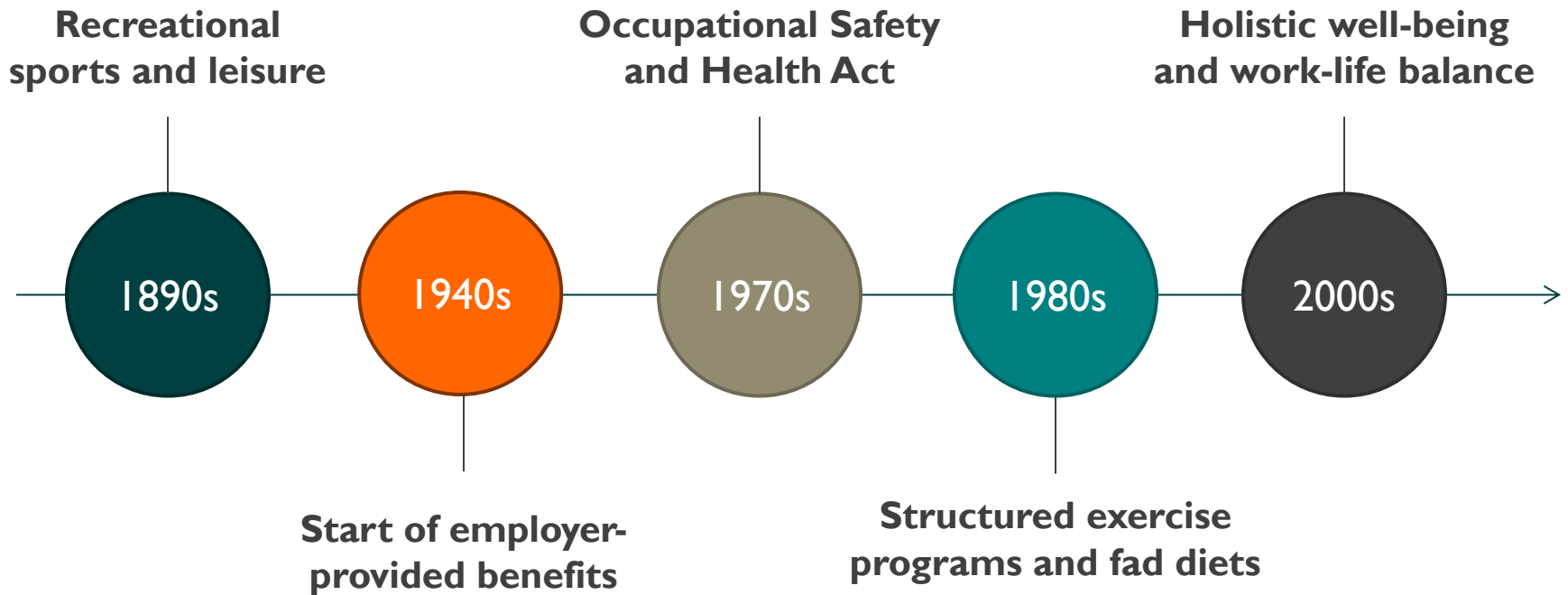
# **Workplace Well-being Trends**

Emerging Research and Strategies

# Workplace Well-being

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## ▶ Evolution of wellness and well-being:



# Workplace Well-being

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## ▶ 2016 National Benefits and Wellness Survey<sup>11</sup>

- ▶ 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

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- ▶ **2015 STL Health Benefits and Wellness Survey<sup>16</sup>**
  - ▶ 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**

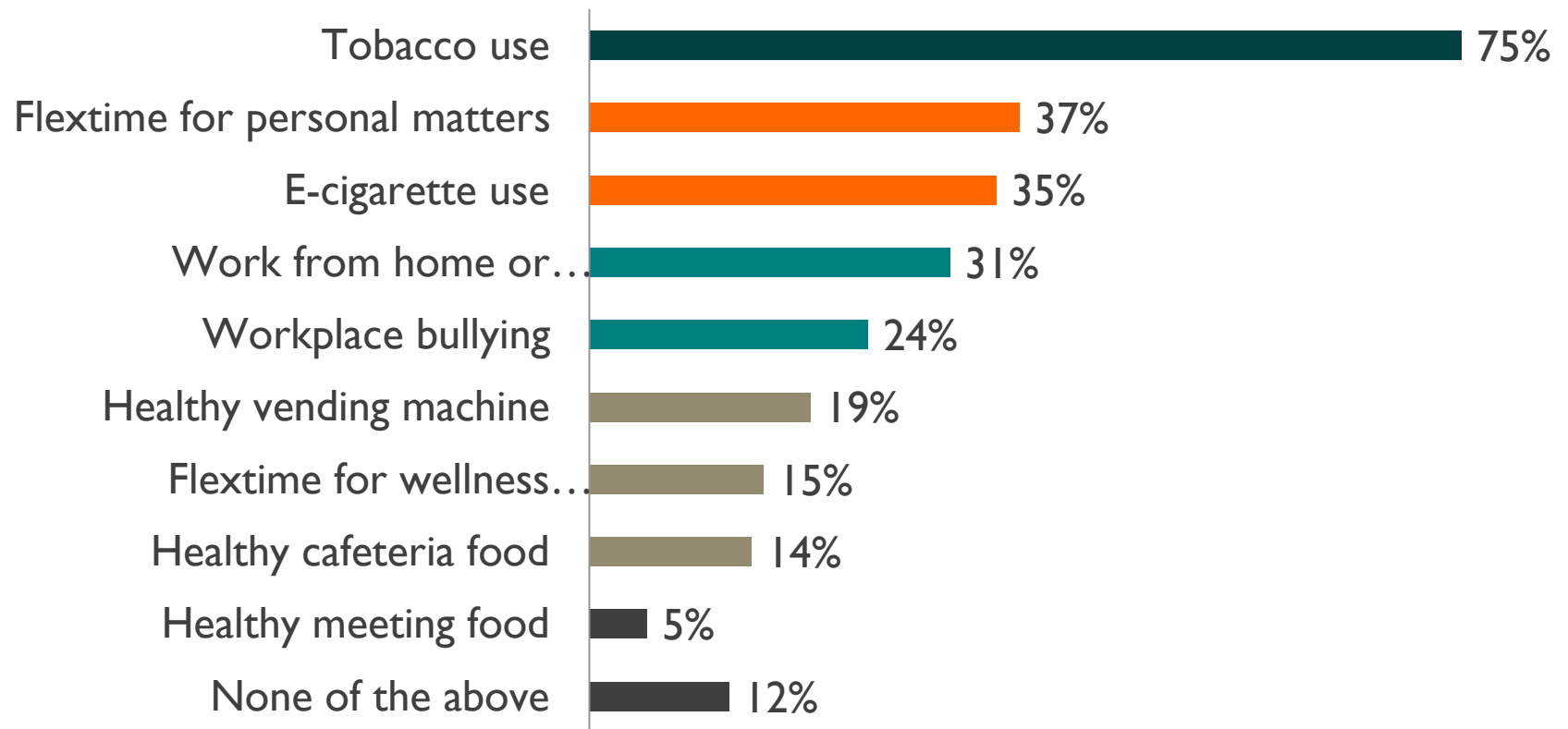
**Challenges**



# Workplace Well-being

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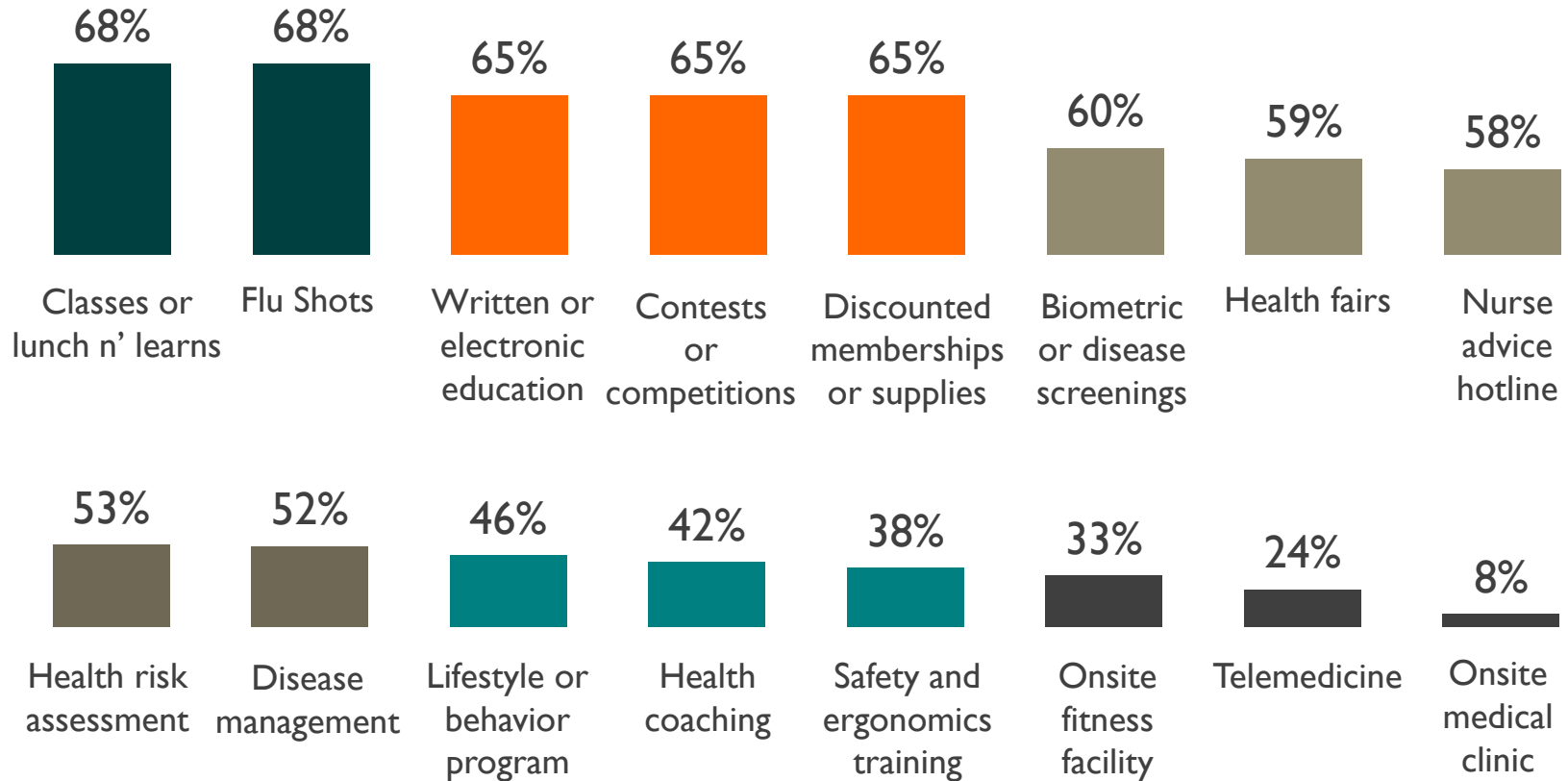
## ▶ Health-Related Policies<sup>16</sup>



# Workplace Well-being

## ▶ Wellness Activities<sup>16</sup>

6% offered none of these activities



# Workplace Well-being

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## ▶ Wellness Incentives<sup>16</sup>

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

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# Workplace Well-being

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## ▶ 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?

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# Questions?

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## ▶ Contact Information

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