

# 7<sup>th</sup> Annual Maine Harvard Prevention Research Center Workshop—November 27<sup>th</sup>, 2007

## What's New? Putting recent obesity research to work in Maine!

Recap of Table Discussion Questions  
Presentation by Robert Ross PhD—"The Vermont Worksite Wellness Project"

Question 1—From your perspective, how can this research enhance or support your work?

Wellness Committees	Specific Actions	Other
<ul style="list-style-type: none"> <li>• It will help examine ways that (health) wellness committee tries to influence healthy lifestyle changes in the workplace. Look at ways to be cost effective – to spend limit funds in making resources available. Tools to measure outcome – develop a way to measure that is working for employees.</li> <li>• Can help with program development for employee health. Help you set up a realistic program with realistic outcomes. It supports how the workplace environment has an effect on health.</li> <li>• Research cited, info presented incorporate into plan for worksite wellness initiatives of our HMP service area. For every one "yes" there are four "no's" – good to keep in mind when doing this work – keep at it!!</li> <li>• Things to consider when implementing a workplace wellness program.</li> <li>• Give our work credibility. Give direction for programming. Hold employee accountable. My organization is self-insured so we have more control over rates and premiums, we are less sensitive to individual risks. At the same time, we want to reward for healthy behavior and reward need for utilization.</li> <li>• Backs up what I already know, but not useful with my clients.</li> <li>• It helps to once again confirm that an integrated approach is the most beneficial for influencing behavior change.</li> <li>• It supports the importance of organization-wide participation in worksite wellness efforts, i.e., the environmental approach.</li> <li>• In a school setting, this research will be good support for enhancing the wellness opportunities offered to our staff. Teachers are to some extend role models and when they exhibit healthy behaviors and are themselves healthy, it is easier to convince students to pursue healthy options in their lives.</li> <li>• Implement programs that interest employees to participate. Incentives...see what employees will consider from surveys or wellness team by meeting with employees. Funding.</li> </ul>	<ul style="list-style-type: none"> <li>• Buddy system approach to use with students on a sustained basis. If our school system could afford to use one approach – Policy A, environmental change. Affects all employees/students.</li> <li>• Fascinating! "What you want is all the capacities around the table." Breathe! Stats on elevated risks. Sold on combination of iHRA and eHRA. Would have liked these categories better delineated. Remembering: Keep burden as low as possible needs to have <u>observable</u> results. Like to know more about WLQ-8.</li> <li>• As an employer with 135 employees in MSAD 68, I now have a more clear picture of what to talk to staff about. It's better to focus on a few specific interventions rather than to try to do too much...focus on diet and exercise.</li> <li>• The facility where I am employed has active wellness programs. Weight Watchers, discounts on exercise facilities, etc. employee run. The data supports continuing and look at other options/programs for employees. Heart healthy meals are served daily. Posting carb/fat/calorie content of our food served. All food groups are available at each meal. Bring info back to departmental team to create a level of interest – initiate dedicated bulletin</li> </ul>	<ul style="list-style-type: none"> <li>• Illustrates need to have better ways to maintain motivation, so positive trends can continue with time. For example, train folks in motivational interviewing. More <u>during</u> the workday support.</li> <li>• Work (EPS) shows environmental practice – supports our effort to get awareness on our BMI info out to families, even if schools have only environmental interventions.</li> <li>• It will take a combined effort to make a difference – we cannot work in silos; each type of group, community, worksite, school, etc. needs to support efforts of others.</li> <li>• This research allows me to become more aware of the particular factors which influence BMI with our employees. It will be very interesting to see which interventions were successful.</li> <li>• Research to date reinforces difficulty of intervention sustainability – would like to hear more about longer term</li> </ul>

<ul style="list-style-type: none"> <li>• Wellness – interesting on how environment can change an outcome.</li> <li>• Using the integrated model in our worksite wellness program. We currently use the ScoreHealth program with counseling and a goal setting approach with rewards for goals met. I want to add an environmental HRA too.</li> <li>• Encourage the implementation of additional worksite wellness programs in the community. Provides research-based knowledge to back up our claims that worksite wellness works.</li> <li>• I think it is important for wellness to be promoted and supported within my workplace (school) because it makes a statement to our youth that we are educating and, therefore, if we are promoting, teaching wellness to students, I think it's important that they see the role modeling, follow through, etc.</li> <li>• Employers are so much more open to individual participation – data will be helpful in demonstrating need for environmental supports.</li> <li>• I work in the field of worksite wellness. This study encourages me to pursue working in worksites on environmental HRA. Creating culture of wellness and improved health.</li> <li>• It begins to shed light on how workers in general can be influenced by the different approaches to improving health. I think a large factor will be how cost effective the programs and getting the point across that this could potentially save money in the long run. Like all investments, it's getting people to take this initial plunge.</li> <li>• Promote wellness program at both levels. Currently have activity-based activities. Look to bring in screening based at no-cost and minimal-cost.</li> <li>• Utilization of both individual and environmental health assessments to get the best outcome.</li> <li>• Greater focus needed on environment in wellness programs. Continued commitment of a core team to keep cues present.</li> <li>• Looking at those three perspectives of the worksite wellness program, I think will help us try new environmental strategies, new individual strategies, and finally it would be more helpful to our evaluation of each of these areas. Showing prospective worksite wellness consumers is the hardest way to sell these types of interventions.</li> <li>• It provides support for conducting HRAs and biometric screenings even if we can't provide fully comprehensive onsite wellness programming.</li> <li>• I work through a small hospital which has a very active wellness program. I already follow a healthy lifestyle, exercise, etc., so I didn't utilize a lot of the offerings, but do appreciate their availability.</li> <li>• Encourage grantee agencies to implement wellness programs with evidence-based strategies to promote healthy behaviors in</li> </ul>	<p>board, team events/projects with competitive spirit and outcome incentive. Raise awareness of “environmental” definition, conditions.</p> <ul style="list-style-type: none"> <li>• I will share this with my superintendent and HR director.</li> <li>• Encourage worksites to do baseline assessment of environment changes they could make. Incentives like reimbursement for gym membership might not be the answer!</li> <li>• I will take back to my place of employment (a hospital) the knowledge that environmental factors are critical in saving them money in long run in employee wellness cost savings.</li> <li>• Will be able to show employees that what we have been saying about a multi-prong approach works best. That the upfront investment will be worth the cost.</li> <li>• The double prong approach of individual and environmental having a high initial effect was not surprising. The second look that showed a greater effect from the environmental arm leads to the question of whether focusing on the individuals' success or failure impacts negatively on the sustained effort in the combined group. Also, does the environmental piece support the exercise part vs. diet piece leading to a better outcome? This research raises more questions than it answers at this point. I'd like to see the third set of results.</li> <li>• As a future employer, I will start with a comprehensive plan that is adaptable. Having a plan from the beginning reduces resistance to change. Show benefits to employees, keep them informed so they know what is happening and why. Also, encourage his/her responsibilities. It needs to be</li> </ul>	<p>results.</p> <ul style="list-style-type: none"> <li>• Focus on environmental intervention is key – funders do not always support this approach.</li> <li>• This research suggests that working to make environmental changes that encourage and support healthy lifestyles are quite effective, and may be undertaken without requiring (costly?) individual interventions and programs.</li> <li>• Helps identify how to prioritize work through the HMP work with worksites. Lack of response to program offered is striking – need to account for this in selling health promotion to worksite.</li> <li>• I found the fact that the environmental arm was so successful very encouraging to what I want in relation to the school environment. It seems easier than the individual approach to implement</li> <li>• Love the idea of synergy between individual and environmental strategy.</li> </ul>
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<p>employees. Information for our own employee wellness initiative to use as we go forward. This is a “shot in the arm” for our own worksite wellness group!</p> <ul style="list-style-type: none"> <li>• I am beginning to develop a wellness program at a hospital that constantly confronts financial barriers. Hopefully this data can help get more funding.</li> <li>• Need to replenish signs in office on a schedule. Need to get vending machine out of office. Timing is everything with creating change.</li> <li>• The preliminary results could be considered in the design of the worksite wellness programs being implemented at the local level through the HMPs. Consider: readiness, policy and environmental approaches, etc.</li> <li>• Good information to share with worksite wellness teams/people to emphasize importance of <u>environmental</u> change to support and encourage <u>individual</u> change.</li> <li>• Once complete, can be huge boost to our worksite wellness initiatives. Specific about Go To Teams would be great. Could tip balance re: individual and environmental initiatives.</li> <li>• Stresses importance of committee program delivery team. The weaker results at second measurement attest to the “fragile” nature of recent behavior change efforts. On-going support needed. For some, very little “nudge” is needed to begin.</li> <li>• Put this on website. Discuss with worksite wellness committee and with Chamber. Fourteen towns in Lake Region. Enhances worksite wellness efforts in local community.</li> <li>• Support the current wellness policies and possibly expand. Support for the value of environmental change. Support for the value of screening. Support for BMI gathering in schools as the individual intervention.</li> <li>• Enforces the belief of the importance of our wellness team. “It takes a village” approach.</li> </ul>	<p>an overall effort – individual, local, state – to see change.</p> <ul style="list-style-type: none"> <li>• Good data to help start conversation with workplaces about importance of environmental change as an intervention strategy.</li> <li>• Reinforces importance of environmental work. Supports a multi-faceted approach reaches the most individuals. Workplace is important even when focusing on youth – it’s directly where they go after school.</li> <li>• I would like to look at our office with fresh eyes – i.e. what can we do ourselves here? I liked the idea of environmental health assessment.</li> <li>• We need to make sure we are reaching <u>all</u> employees. As stated in Bob’s slides, environmental changes/interventions expose <u>all</u> employees, where-as employees can avoid participating in internet-based individual programming. With environmental interventions employees cannot ignore like internet-based interventions.</li> <li>• Help in establishing “best practices” for working with worksites. I coordinate a program called Move More in our area of Somerset County which involves pedometers and six week activity logs. We will be trying to bring this into more worksites during the upcoming year.</li> </ul>	
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Question 2: What specific actions do you plan to take? At the local level? At the state level?

Share Information	• Specific Actions	• Other
<ul style="list-style-type: none"> <li>• Our HMPs Work Healthy Committee can make these findings known to local worksites.</li> <li>• There's a lot to think about. Most of the information was beyond my scope of work duties. May visit with minimum wage employee to present a nutrition lesson.</li> <li>• I plan on taking this new data back to my employer. I would like to have a meeting with leadership to get their support.</li> <li>• Share with school health promotion program. Encourage schools and others to think of themselves as worksites and apply this type of research. Encourage schools to do HRAs.</li> <li>• Will continue to emphasize policy change and environmental change for sustainability of individual health behaviors in all settings – community, school, and worksites. Assess “readiness” for change.</li> <li>• May use some of the cost data and references when talking with employers. Will (and have already) suggested pedometer club and buddy club approach with specific, simple tasks of each.</li> <li>• Stay tuned for further results. Present to worksite wellness council.</li> <li>• Bring to next worksite wellness committee meeting in January. Interest in exploring Vermont research and/or doing a pilot at one or more worksites. (Most worksites are very small, hence, a Chamber worksite wellness committee.)</li> <li>• Provide worksite wellness info to key grantee agency staff when possible. Promote wellness activities at grantee agencies as well as own worksite. Stress importance of employees' own healthy behaviors in order for modeling to program participants.</li> <li>• To share the iHRA and eHRA concepts with the worksite committees I work with. Most are currently only doing iHRA. To share Bob's presentation with some employee health/HR people that I work with. I hope this presentation will</li> </ul>	<ul style="list-style-type: none"> <li>• Get vending machines out of office.</li> <li>• In design phase of project related to weight management utilizing similar clinical and process measures. Very helpful research!</li> <li>• Local – Implement a wellness program for my staff. Serve as a role model (program participants). State – Realization, communicate, cost effectiveness.</li> <li>• Continue focus on environmental change at worksites and integrate all seven settings.</li> <li>• Local – Move More Somerset. Pedometers. Take Time activities into staff meetings and workshops. Calendar for 2008-2009 wellness team. Wellness bulletin boards changing monthly. Weight room and recreational path at junior high. Electronic newsletter.</li> <li>• Implement CHEW assessment at worksite pre/post intervention(s).</li> <li>• Look at how to conduct the CHEW assessments. Work the assessment into a grant proposal. Gather their baseline information prior to other environmental interventions.</li> <li>• Look for and attend the programs. Share the message (AM local level programs). What is going on at my own office? Join my own wellness team.</li> <li>• We're at the beginning of designing a worksite program. My position as staff wellness coordinator is newly created. I will keep my focus on addressing environmental and developing programs that fit this category. I will also do iHRAs and follow-ups, but more for biometric support to indicate change. Best indication of success for environmental? Participation?</li> <li>• Local – Look at what is available for wellness committee within the workplace. How active is it? Check what is the availability in the local area that support (funding/resources) for businesses</li> <li>• Bring information/data to nutrition services for both patient and staff regarding carb/fat/calorie content info availability. Smoking cessation programs – smoke-free environment. EAP programs available.</li> <li>• Promote more walking trails around school area.</li> <li>• Encourage worksites to start, any steps, small, add up and</li> </ul>	<ul style="list-style-type: none"> <li>• Be sure Bob is connected to state wellness council. Utilize Bob's expertise to help grade our local work.</li> <li>• The second follow-up data suggests that long term follow-up is necessary in maintaining most risk factor improvements and we will need to work that into our program. Clearly process will need to be carefully planned.</li> <li>• Consider the CHEW when designing environmental indicator survey design for the worksite setting. Also consider how the results of the research itself may inform the development of environmental indicators for the worksite.</li> <li>• I think employees need to be surveyed/conduct focus groups to find out why it isn't sustainable over time. Is it just “holiday season”? If so, how can we tailor interventions to combat this? Importance of environmental/policy change in addition to the individual support. Motivational interviewing.</li> <li>• Don't work in worksite setting, but my raised awareness of necessary combined environmental and individual arms for success could be directed</li> </ul>

<p>be available online. Who was the superintendent (MSAD 61) who spoke? He seems like he'd be a great speaker for another meeting! Hearing what their district is doing and how they got there would be great!</p> <ul style="list-style-type: none"> <li>• Local – Bring the research outcome specific to eHRA to my organization. Although we implement bits and pieces of the environmental component we never made it a focus – this will hopefully change.</li> <li>• I intend to share this research with the wellness committee in MSAD 68 in order to spread “the word” to all staff. I will also seek new, more interesting ways to inform the committee of the inherent benefits of healthy lifestyle. I feel that I must be relentless in my approach.</li> <li>• Share cost-saving info with superintendent and school board for wellness promotion at school (with all budget cuts needed). State – Encourage this at state employees first (State Department levels, ex., schools, DOC, DOT, etc.) – get out how it works and to save money to other worksites. Encourage the worksites in my communities to employ the HRA, EPS, and IPS approaches.</li> <li>• Look, listen, dig, and talk about a wellness program at the worksite.</li> <li>• Encourage local HMP director to meet with Chamber of Commerce to encourage/advocate for and coordinate worksite wellness programs. Continue to coordinate school-wide worksite wellness programs. Use empty space on Main Street to create a small gym to downtown small business employees to use on breaks.</li> <li>• Stress importance of environmental changes within the workplace. Take a deep breath.</li> <li>• Promote employer awareness environmental supports.</li> <li>• I will explain to the worksite wellness team the results of this research project.</li> <li>• More faculty/staff goals that must be achieved for incentives.</li> <li>• I can take this research back to the leaders of my worksite wellness team.</li> <li>• I will bring the info back to try to get more support</li> </ul>	<p>continue to add. Healthy snacks, catering, local foods.</p> <ul style="list-style-type: none"> <li>• Advocate/create: Junk food and tobacco free zones; sidewalks; bike lanes; walking areas; signage for stairways; FMNV free zones; More riders, pedestrians in the environment modeling healthy behavior. At all levels, everywhere support bike/ped!!</li> <li>• I will look to encourage environmental checklists and plan to attend the state’s pilot program (WP). The state needs to continue to support health policy and do continued research on these matters.</li> <li>• Add environmental HRA to our program at the hospital. Discuss working environment with patients I see for chronic disease management.</li> <li>• Local – Obtain articles, CHEW checklist. Strategize on how to include in worksite wellness initiative. State – Advocate for partners to seek funding success for Maine-based research, particularly in the smaller employers (under 50 employees) which is more common in Maine than Vermont under 500 employees. And/or for targeted industries with higher risks for chronic disease.</li> <li>• Encourage enforcement of no-smoking policy currently in place. Many employees smoke near entrance to radiation-cancer center. Ask employer to offer incentives (money, prizes, parking spaces) for those who quit smoking; lose a % of weight (if needed); commute to work by bicycle/walking, etc.</li> <li>• Will be working with very small business looking at the multi-prong approach. State – Would like to see employees reimbursed for participating in health programs.</li> <li>• Continue working with the area high school with children in determining what their nutritional needs are!</li> <li>• I plan to encourage worksites to evaluate and take action to create healthy environments. I would like to see more research and supplemental materials to create culture changes in worksites and at home. Reward worksites for healthy culture.</li> <li>• Try to implement wellness programs and committees. Incentives to join Weight Watchers, reward programs for walking the most steps each month; which would be monitored by pedometers.</li> <li>• Start wellness committees at specific worksites in our service area. Identify worksite locations that are open to</li> </ul>	<p>toward teachers/schools.</p> <ul style="list-style-type: none"> <li>• Will assist with education of family and child/children.</li> <li>• When are people going to be made responsible for their health and not depend on health insurance? Can we take health insurance out of the workplace?</li> <li>• It certainly appears that the EPS combined with IPS approach is most effective, therefore finding ways to integrate methods from both systems would be ideal. Also, supporting what systems are already in place, seeing what works best for location, and improving wherever possible.</li> <li>• Local – Could this model of research be used in schools? Has it been studied in this way or programs implemented in school?</li> <li>• Need to address the “resistance” on the part of worksites to programs being offered to them. HMP needs to recognize how they will need to approach worksites with “worksite assessment tool” that Maine CDC is developing.</li> <li>• Small business model for employers (&lt;50 employees). Take careful account of the cost of interventions to the employer and the probability that the outcomes can be sustained.</li> </ul>
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<p>from leadership to make changes in our environment to support worksite wellness efforts – better signage, more healthy food options in the cafeteria, better communication of health/prevention info, etc.</p> <ul style="list-style-type: none"> <li>• We are planning a county-wide worksite wellness forum, targeting small businesses.</li> <li>• Collaborate with others.</li> <li>• Look to partner with area hospital in providing education on health issues and support for screening. Work with clients (mentally ill adults) individually or in groups. Educate them on what works.</li> <li>• Work with company wellness team to get programs up and running.</li> <li>• Share PowerPoint with superintendent. Re-energize/evaluate our current worksite wellness work.</li> <li>• Local – Take the information and share with others. However, this is not something you can do all at once so it needs a specific timeline with certain expectations. Breaking down into doable sections, collaboration with other agencies for a more environmental change.</li> <li>• Electronic newsletter.</li> <li>• Re-examine my office, i.e., what can we do ourselves here?</li> <li>• I hope to increase signage in my school on healthy habits, etc. I also hope to bring this data to the local team meetings I am on to brainstorm ways of changing the school environment.</li> <li>• Make changes in wellness action plan. Electronic wellness messages.</li> <li>• Share results with my own employer, which has just initiated the “individual” wellness approach at work.</li> </ul>	<p>working with our HMP. Then develop programs – buddy (walking), bike to work incentives.</p> <ul style="list-style-type: none"> <li>• Promote intervention at the environmental level, not just the individual; use integrated approach (both). Support healthy food menu. Support and allow time off for de-stressing (walking, etc.). Provide opportunities for physical activity within the work environment. Involve administration/supervisors to support health promotion.</li> <li>• Focus more on environment change in the school setting vs. change in individual classrooms</li> <li>• We want to offer new programming around worksite wellness and this presentation will prompt us to try new approaches other than the SWW. However effective they are, they are not the only way to conduct worksite wellness programs. This will also prompt us to pay more attention to our evaluation of these groups.</li> <li>• Local – I will try to provide good options to colleagues for physical activity and healthy food choices.</li> <li>• Become member of the wellness team and get it done.</li> <li>• Local – Research low-cost HRA options for my worksite, and offerings available through Anthem, our health insurer. State – Stay abreast of Anthem wellness offerings.</li> </ul>	<ul style="list-style-type: none"> <li>• One thing I would like for a small hospital committee is a higher fitness reimbursement. We now get \$100 per year, but if it was higher it could help pay for more fitness classes. Perhaps more folks would stick with a program longer if there was more reimbursement.</li> </ul>
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