

Workplace Prevention Opportunities with the Affordable Care Act and WorkHealthy AmericaSM

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NC PREVENTION
PARTNERS™

How does Affordable Care Act influence workplace wellness?

Participatory
Wellness Programs

Reasonable Break Time
for Nursing Mothers

Nondiscriminatory
Health-Contingent
Wellness Programs

DHHS, Labor & Treasury jointly
release proposed rules
~January 1, 2014

\$ Wellness Grants
to Small Businesses

\$ Individual
Incentives
for outcomes



NC PREVENTION
PARTNERS™

About NC Prevention Partners



- 15 year old non-profit
- Focus on preventing leading causes of ill health, early death & high cost of health care
 - Tobacco use
 - Poor nutrition
 - Physical inactivity
 - Culture of Wellness



WorkHealthy AmericaSM: Wellness Done Right



Grades

Tailored Tools

On-Going Assistance

Healthier workplace policies, environments and benefits

Detailed Assessment

- 120-questions on Culture of Wellness, Nutrition, Physical Activity and Tobacco
- Weighted by science and reviewed by national experts
- Tested by real businesses



Culture of Wellness

	Number Meeting Standard	% Meeting Standard
CEO participation	118	88%
Active wellness committee	107	80%
Measure impact on healthcare expenses	79	62%
Perform Health Risk Assessment with Feedback	97	72%
Measure impact on employee productivity	33	26%
Include wellness in the strategic plan	97	72%



Nutrition

	Number Meeting Standard	% Meeting Standard
Provide space and time for lactating employees	152	84%
Provide nutrition counseling as covered benefit	141	76%
Foods prepared in-house are labeled with nutrition information	107	58%
Pricing used to encourage purchase of healthy options	106	57%
Contracts with vendors address healthy options	97	54%

Special Focus on Breastfeeding



Physical Activity

	Number Meeting Standard	% Meeting Standard
Employees have access to exercise facilities/equipment near worksite	125	73%
Policy for providing flexible hours for physical activity	28	17%
Policy for paid time to exercise	19	11%
Point-of-decision prompts to encourage physical activity	88	54%

Tobacco-Free

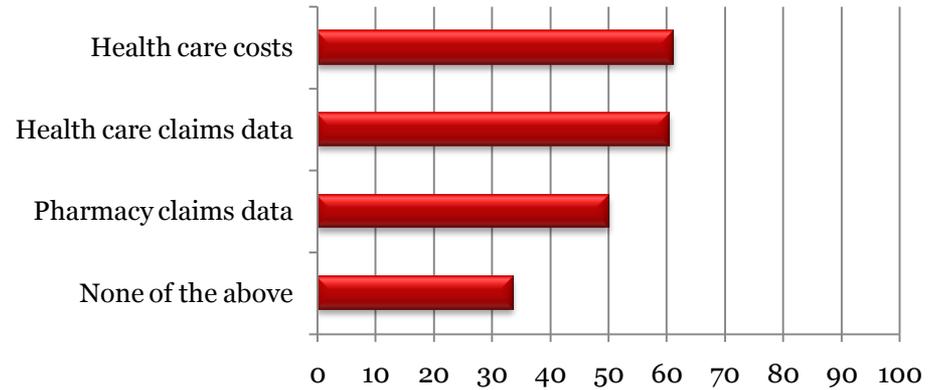
	Number Meeting Standard	% Meeting Standard
Incentives and discounts for participating in tobacco cessation program	120	69%
FDA-approved medications on formulary	154	88%
Identified tobacco users receive follow up	98	54%
All tobacco users offered multiple quit resources, including medication and counseling	147	83%
Worksite is a Smoke-free or tobacco-free property	174	98%



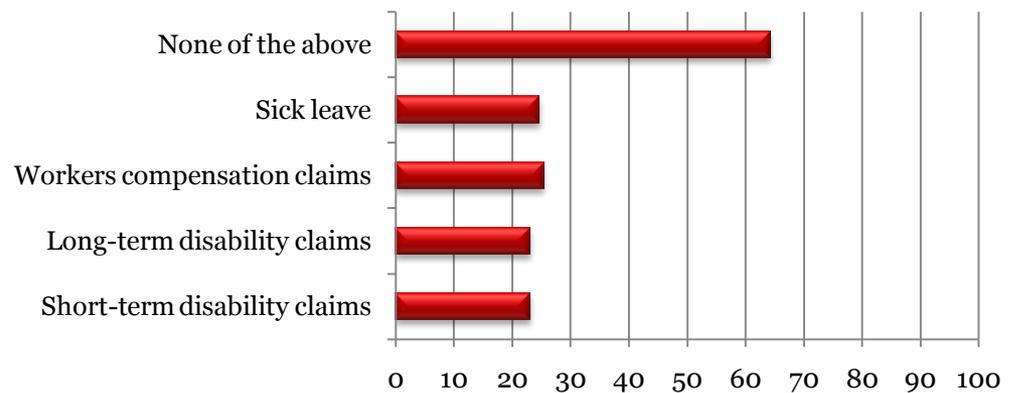
Evaluation



Evaluation: Health Care Expenses



Evaluation: Employee Productivity

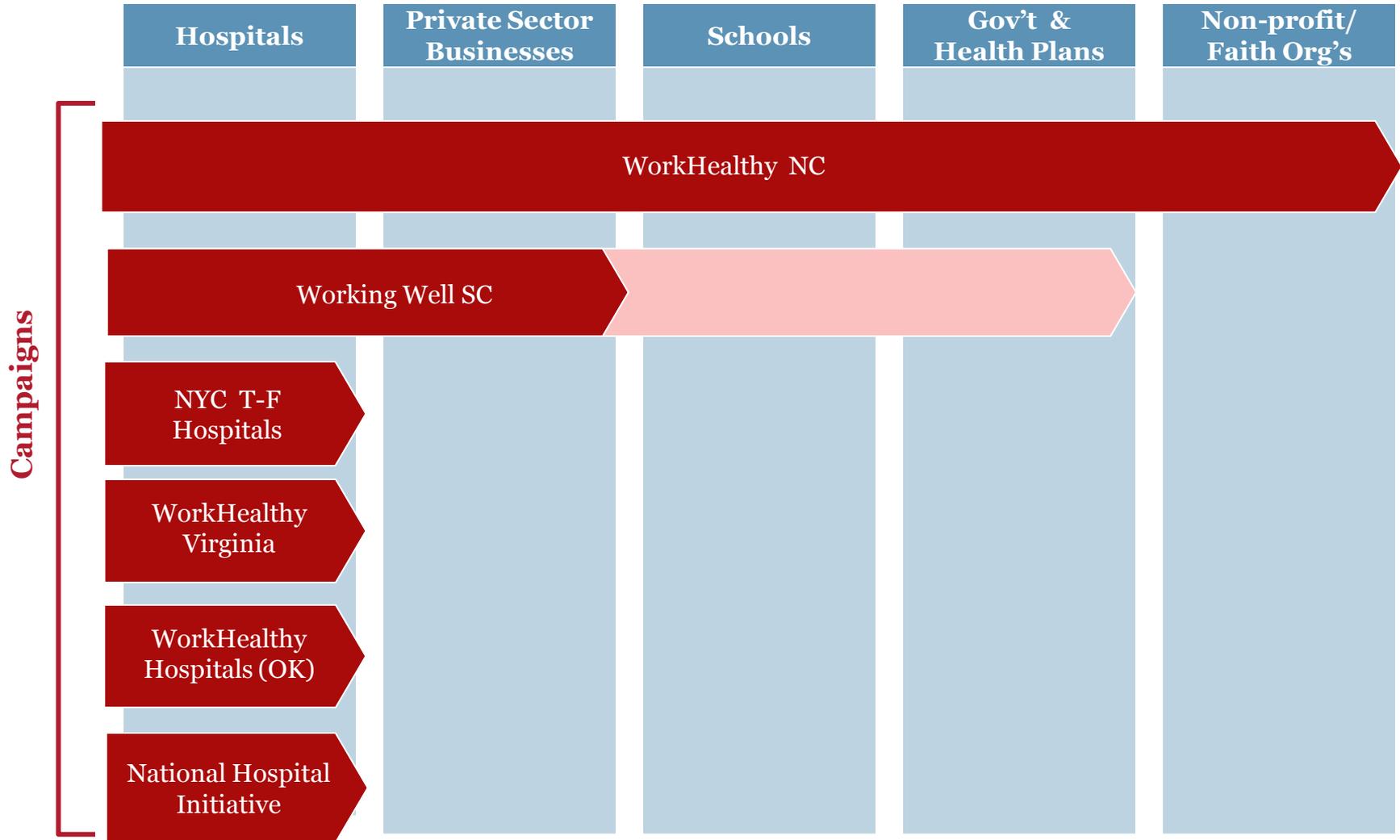


Who Uses WorkHealthy AmericaSM

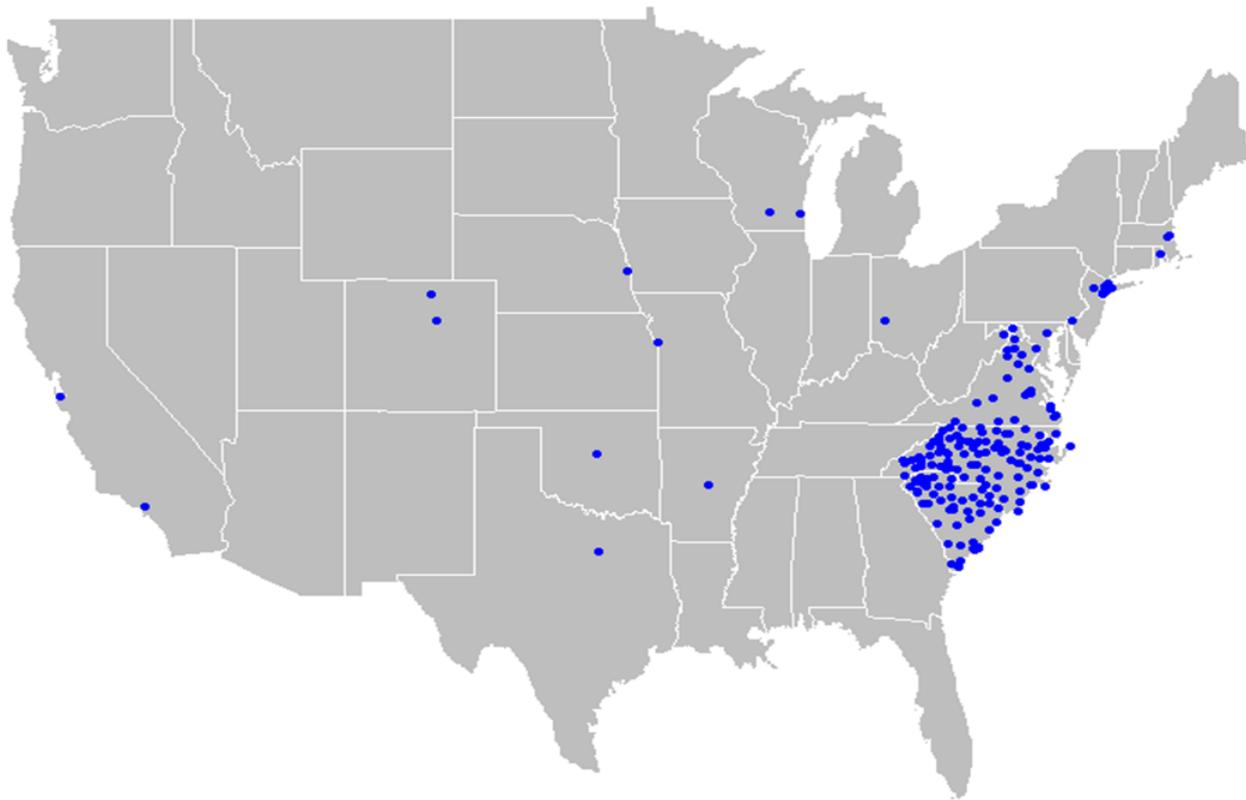
- 500 Organizations
 - Across sectors
 - National reach
- 1000 Decision-Makers
 - Executives / Leaders
 - Human Resources / Operations
 - Wellness
- 700,000+ Employees



WorkHealthy AmericaSM Campaigns



Hospitals in WorkHealthy AmericaSM



203 Participating
161 Fully Engaged

WorkHealthy America guides hospitals to effectively change & measure population health

- Fills strategic gap in community & population health improvement.
- **Guides** hospital itself + community organizations to establish prevention and health policies, benefits & environmental supports
- **Measures** organizational and community impact with prevention report cards.
- **Extends leadership** to voluntary and public policy change at community level.



WorkHealthy America supports Health Departments in community & state campaigns

- Leveraging CTG dollars
- NYC Health Department:
NYC Tobacco-Free Hospital Campaign
- SC DHEC/ESMMSC: Working Well Campaign
brought private businesses, state and local
government and schools to hospital campaign



Search

Topic

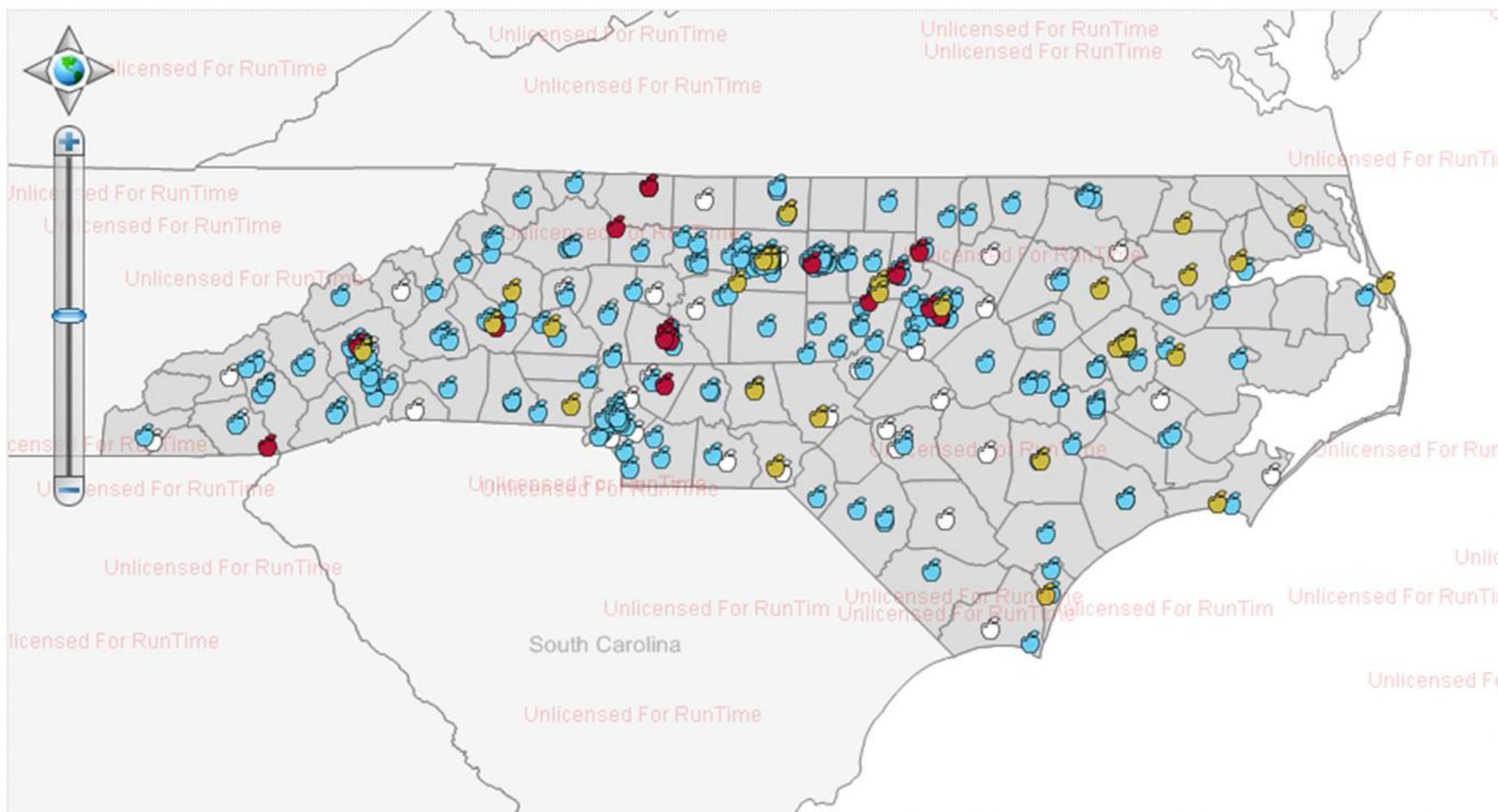
Location

Sector

Structure

Size

Data

[Return to National Map](#)[Raw Data \[TESTING\]](#)[Reset Map](#)[Print](#)

Search Criteria

Topic: Nutrition

Location: North Carolina

Size: All

Sector: All

Structure: All

Total: 361 organizations

WorkHealthy AmericaSM Recognitions



31 Met Gold Apple Standard



15 Showed improvement after reassessment



269 Completed initial WorkHealthy America assessment



46 Are not yet involved

State Information

State: North Carolina

Participating worksites: 329

Topic: Nutrition

Question: Do you use any pricing methods to encourage the purchase of healthy options?

	North Carolina	All States
Yes	31%	34%
No	67%	65%
Don't know	1%	0%
N/A	1%	1%

*Percentage of organizations who participate in the WorkHealthy AmericaSM within given search criteria.

Close

Search Criteria

Topic: Nutrition

Question: Do you use any pricing methods to encourage the purchase of healthy options?

Location: United States

Size: All

Sector: All

Structure: All

Total: 471 organizations

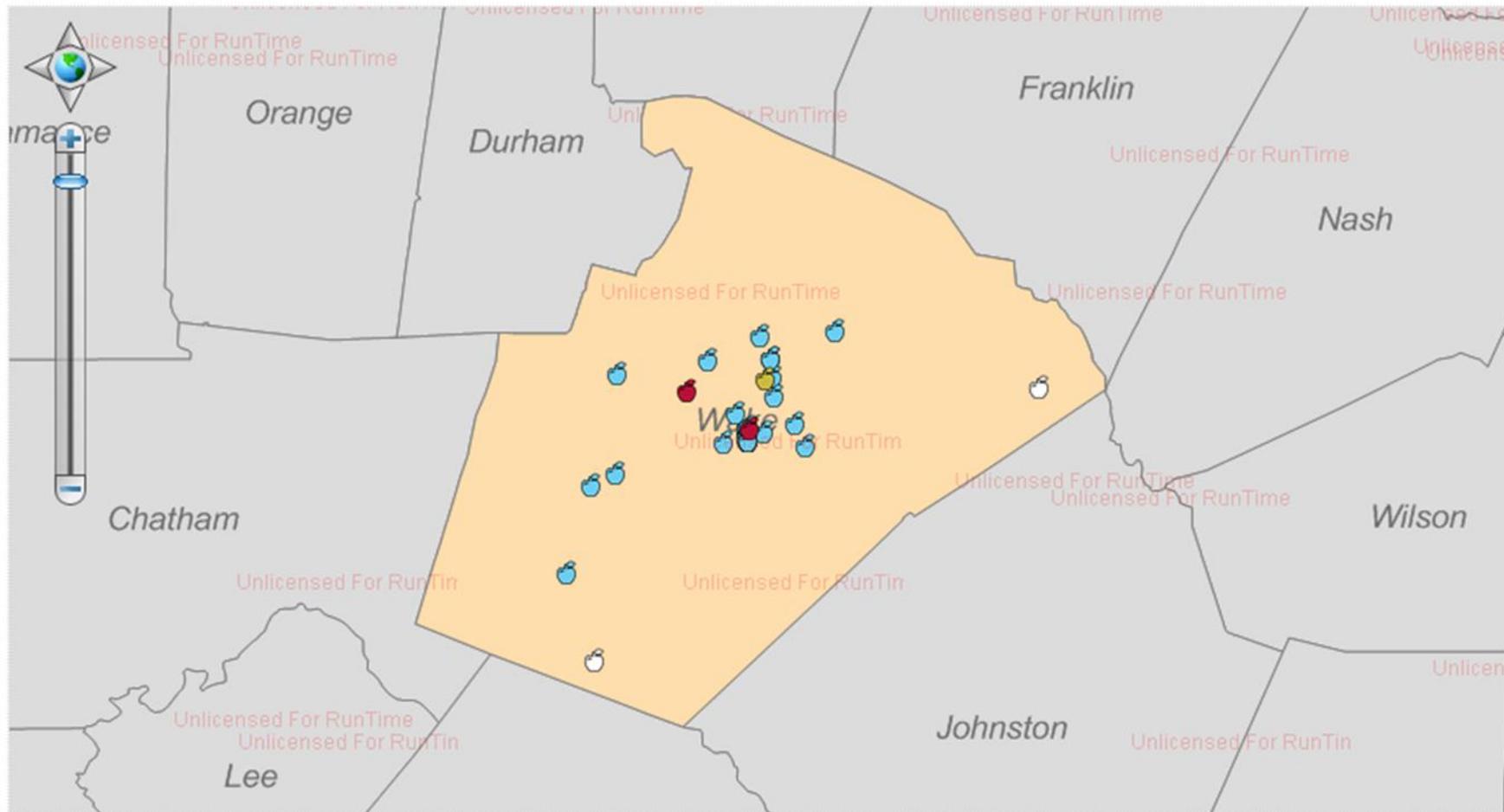
Date up to: 7/22/2013

WorkHealthy AmericaSM Scorecard

0-20%
21-40%
41-60%
61-80%
81-100%
Insufficient data*

Percents are based on total number of organizations who are participating in WorkHealthy AmericaSM within search criteria.

* Insufficient data is defined as less than 10 organizations in a given geography participating in WorkHealthy AmericaSM

[Return to State Map](#)[Raw Data \[TESTING\]](#)[Reset Map](#)[Print](#)

Search Criteria

Topic: Nutrition

Location: Wake, NC

Size: All

Sector: All

Structure: All

Total: 35 organizations

Date up to: 7/22/2013

WorkHealthy AmericaSM Recognitions



1 Met Gold Apple Standard



2 Showed improvement after reassessment



30 Completed initial WorkHealthy America assessment



2 Are not yet involved

What's working?

- Leadership engagement drives dissemination
- Partnerships are how this work gets done
- WHA helps organizations use time & dime well
- Common measurement platform & mapping sustains and drives work

What's not?

- Rules not written, funding not in place, political interests are not on same page
- While money has not been a significant driver or barrier to date, incentives will likely help in uptake

Clear alignment of ACA & WHA in workplace wellness & population health improvement

- NCPP will focus on four scale goals:
 - Expand in NC through strategic partnerships
 - Expand nationally
 - Continue to invest & build technology
 - Strengthen impact through research partnerships



For More Information

www.ncpreventionpartners.org

Visit our website to:

- Watch a recorded demonstration

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