

## How A Staff Wellness Program Can Benefit Your Agency

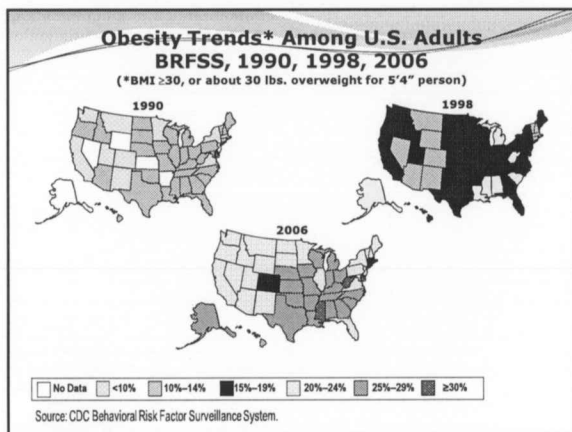
PACE Early Childhood Education Program

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### Outline

- Discuss the need for a staff wellness program
- History, philosophy, and evolution of the program
- Target audience
- Marketing
- Budget
- Sample activities
- Next Steps
- Questions
- Contact Information



### The Need for a Staff Wellness Program

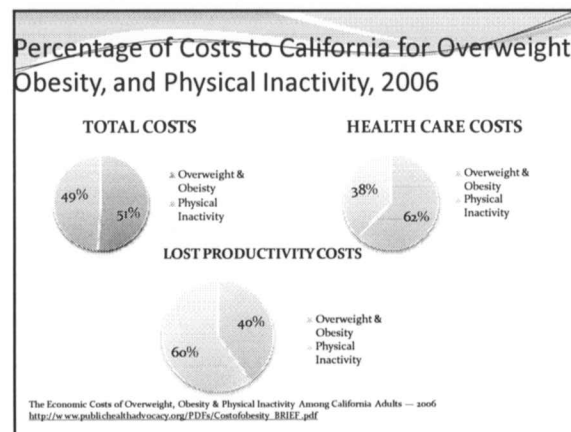
- High sense of stress level among staff
- No existing employee assistance programs
- Clients are provided with nutrition, health, and mental health specialists
  - Important to recognize the well-being of staff in order to better serve our clients

### Health Care and Lost Productivity Costs from Overweight, Obesity, and Physical Inactivity, California, 2006

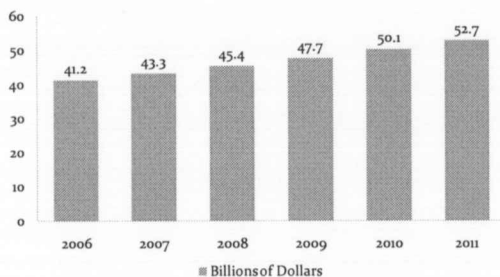
	Overweight & Obesity	Physical Inactivity	TOTALS
Health Care Costs	\$12.8 billion	\$7.9 billion	\$20.7 billion
Lost Productivity Costs	\$8.2 billion	\$12.3 billion	\$20.4 billion
<b>TOTALS</b>	<b>\$21.0 billion</b>	<b>\$20.2 billion</b>	<b>\$41.2 billion*</b>

\*Figures may not add to total due to rounding

The Economic Costs of Overweight, Obesity & Physical Inactivity Among California Adults — 2006  
[http://www.publichealththatocacy.org/PDFs/Costofobesity\\_BRIEF.pdf](http://www.publichealththatocacy.org/PDFs/Costofobesity_BRIEF.pdf)



### Actual (2006) and Projected (2007-2011) Costs from Overweight, Obesity, & Physical Inactivity



### Potential Benefits for Employers

- Enhanced recruitment and retention of healthy employees
- Reduced Health Care costs
- Decreased rates of illness and injuries
- Reduced employee absenteeism
- Improved employee relations and morale
- Increased productivity

### Potential Benefits for Employees

- Weight Reduction
- Improved physical fitness
- Increased stamina
- Lower levels of stress
- Increased well being and self image

### History and Philosophy

- The staff wellness program was established in 2004 and we are completing our sixth year of operation
- Participants are asked to provide feedback and complete evaluations in order to improve the program
- The purpose of the program is to ensure staff behaviors and well-being are in line with that of PACE Early Childhood Education's mission
  - Provide a sense of community within the workplace
  - Promote dignity and self-worth among employees

### Evolution of the Program

- Initially events were provided or held once or twice a year
- Currently, events, wellness presentations, or activities are held at most meetings and throughout the year

### Target Audience

- All PACE ECE staff, including administrative, support, kitchen, and teaching staff
- Staff wellness events, wellness presentations, or programs are provided:
  - Staff meetings
  - Special events
  - Cluster trainings
  - Offered evenings, weekends, and during work hours

## Marketing

- Strategies to increase and maintain high participation are:
  - Combining the wellness events with other trainings
  - Offering wellness events during work time
  - All events are free of charge for participants
  - Providing healthful snacks during meetings
  - Making certain events optional
    - Relaxation room
    - Saturday hikes
    - Cooking demonstrations

## Budget and Buy-In from Management

- There was no budget during the first year of program existence
- By the second year, a budget was secured and continues
- Events range from \$100 to \$1000 per event.

## Growth and Feedback

- Level of attendance can be as high as 25% of PACE ECE staff
- Types of feedback include
  - "Thank you so very much for organizing the relaxation day...you always go above and beyond to acknowledge the teachers and the hard work we do."
  - "The facilitators were well prepared. They were very knowledgeable and nice."
  - "Very informative. Have more of these..."

## Sample Activities

- Cooking demonstrations
- Massage and relaxation days
- Yoga/Tai Chi/Self Defense Classes
- Weight Watchers' classes
- Breathing exercises
- Saturday Hikes
- Wellness Presentations
- Healthy Food @ Meetings/Events
- "10,000 PACE's to a Healthier You" Pedometer Give-Away
- Physical Activities around the office
- Employee Assistance Program

## Cooking Demonstrations

- Healthy Mid-Morning Meals
  - Presented by VA Dietetic Interns
  - Allotted budget \$300 → Spent \$97
    - Healthy Breakfast Burritos
    - Fruit & Yogurt Parfaits

## Cooking Demonstrations



- Nutrifit™
  - Presented by Jackie Keller, founding director of Nutrifit™
    - Nutrifit™ has been used by many celebrities and has been featured in USA Today, "The Biggest Loser," The Today Show, and In Touch Magazine
  - ~ \$500 per 50 participants
  - Cooking Well 101, Body After Baby, Sensual Foods, Ethnic LA Foods & Foodlore, Meals That Heal, and many more
  - <http://www.nutrifitonline.com/index.html>




## Massage & Relaxation Days

- Three times a Year
- Budget ~\$1,400/event
- U Knead Massage®
  - <http://www.ukneadmassage.com/>
- On-Site Services
  - Chair Massages (back)
  - Foot Reflexology & Massage
- Snacks & Refreshments provided
- Raffles & Prizes

## Yoga/Pilates Classes

- During Relaxation Days
- Yoga Stop: <http://yogastopstudios.com/>
- Integrated Wellness Concepts: <http://www.integratedwellnessconcepts.com/>
- Budgeted Amount ~\$100/class
- Trained PACE Staff also utilized to teach classes
- Supplies provided



## Weight Watchers® @ Work

- 12-week course
- 18 participants
- Weekly meetings held in Conference Room during work hours
- Contributed ~30% of registration fee for each participant
- <http://www.weightwatchers.com/about/cpp/index.asp>

## Biggest Loser Challenge

- Started in January
- Goes until end of May
- Rules of the Game
  - Each participant "buys in" for \$10
  - If you LOSE weight, you don't pay anything
  - If you GAIN weight, you pay \$2
  - If you stay the same, you pay \$1
- The person with the highest percentage of weight loss at the end of the challenge wins the entire pot
- Current pot = \$175.00

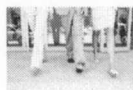
## Wellness Presentations

- Body Fat Testing
- Eating Out Healthy
- Weight Management Strategies to Use at Work
- Diabetes Prevention & Screening
- Label Reading
- Healthy Check-Ups
- Cancer Prevention & Awareness
- Presented by PACE Head Start Staff, Outside Organizations and/or Dietetic Interns

## Healthy Food @ Meetings/Events

- Food can be purchased or donated from central kitchens/food vendors
- Emphasis on low calorie/low fat foods, fruits & vegetables, low sugar drinks, whole wheat products, etc.
- Food Safety Practices utilized

## Physical Activities to do Around the Office



- Walking during breaks
  - Walking Groups
- Sitting/Standing without using hands
- "Seated" Crunches
  - @ the start of every hour for 5 minutes, while reading emails, etc.
- Walking instead of calling/emailing co
- Stretching
- Use the stairs instead of the elevator



## Lifeworks Employee Assistance Program

-LifeWorks Online  
the comprehensive source to help you face life's everyday challenges.

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| <ul style="list-style-type: none"> <li>• Health</li> <li>• Emotional Well-Being</li> <li>• Addiction &amp; Recovery</li> <li>• Children &amp; Parenting</li> <li>• Midlife &amp; Retirement</li> <li>• Helping Aging Parents</li> <li>• Financial</li> <li>• Legal</li> <li>• Work</li> <li>• Managing People</li> <li>• International</li> </ul> | <ul style="list-style-type: none"> <li>• Health Library</li> <li>• Counselor Search</li> <li>• Financial Calculators</li> <li>• Child Care Locator</li> <li>• Health Calculators</li> <li>• Weight Loss Toolkit</li> <li>• Retirement Planner</li> <li>• Backup Care Locator</li> <li>• Summer Camp Locator</li> <li>• Medicare Interactive</li> <li>• Distance Learning Locator</li> <li>• Elder Care Resources</li> <li>• Divorce Toolkit</li> </ul> |
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## Resources

- Los Angeles Department of Public Health
  - <http://www.lapublichealth.org/>
  - Physical Activity Program
- Network for a Health California – LA Region
  - <http://championsforchange.lacounty.gov/be.asp>
  - Worksite Program
- Nutrition Action Newsletter
- Independence Blue Cross
  - [http://www.ibx.com/worksite\\_wellness](http://www.ibx.com/worksite_wellness)
- Teampedia: Tools for Team
  - [http://www.teampedia.net/wiki/index.php?title=Main\\_Page](http://www.teampedia.net/wiki/index.php?title=Main_Page)
  - Ice breakers/Warmups, Team Strategy, Trust Activities, etc.



## Contact List

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