

*working well together:
aligning national best practices with statewide
strategies to impact local, community initiatives*



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Working Well

Healthy Worksites, Healthy Communities

Affiliated with the South Carolina Hospital Association

background

- *South Carolina Hospital Association is a private, not-for-profit trade association made up of 100 member hospitals and health systems*
- *Working Well was born out of population health arm of SCHA in 2011, starting in hospitals and expanding to businesses and state agencies*
- *Working Well has partnered with national, state, and local partners to provide best practice strategies, tools, and resources*

working well

- *effective cross-sector strategy implementing key components of healthy living in worksites, establishing cultures of wellbeing where the healthy choice is the easy choice*
 - organizational commitment to integrate wellness into strategic plan, changing the employee experience
 - investment in human capital; most valuable asset
 - seamless integration with programming and chronic condition management
 - aligns policy and environment with desired health behaviors, creating support for and likelihood of healthy choices
 - PSE implementation impacts all employees whereas programming only impacts those who choose to participate, often missing those who need it most
 - creates consistent message throughout the organization that healthy behaviors are supported and expected

working well's journey

- *2010*
 - initiated with member hospitals
- *2011*
 - team and services launched
- *2012*
 - expanded to multi-sector businesses
- *2014*
 - expanded to state agencies
- *2015*
 - Working Well integrated into the SC Obesity Action Plan, SScaleDown
- *2017*
 - strategy for wellbeing platform launch
 - community collaborative partnerships
 - initiated out-of-state partnerships
- *to date we have worked with 150+ multi-sector employers impacting over 152,000 employees in SC*

currently engaged worksites

Industry	# of Worksites
Advertising/Communications	1
Education	1
Energy/Utilities	2
Engineering	1
Financial Services	4
Government - Local	8
Government - State	11
Health Care	22
Insurance Services	6
Manufacturing	3
Professional, Scientific, Tech	3
Retail/Wholesale Trade	8
Social Services	1
Trade Association	2
Other	4
Total	94

**impacting 85,532 employees*

core elements of working well

- executive leadership
- strategic partnerships
- local resources
- tailored technical assistance
- celebration & recognition



STRATEGY FOR WELLBEING

Working Well's Strategy for Wellbeing online platform is an interactive tool that helps employers assess and implement best practices for effective workplace wellbeing initiatives. Strategy for Wellbeing includes an evidence-based organizational assessment, a scorecard with ratings from bronze to platinum, a detailed report with customized improvement opportunities, and a library of online resources including sample policies, case studies, sample signage, implementation guides, and planning timelines.

Organizations will earn recognition after demonstrating they have achieved the platinum-level standards in the following dimensions.



goals of working well

- help worksites to assess, implement, and maintain evidence-based strategies around nine dimensions of an effective worksite culture of wellbeing:
 1. wellness culture
 2. risk assessment & outreach
 3. nutrition & food environment
 4. physical activity
 5. tobacco free
 6. financial wellbeing
 7. emotional & mental wellbeing
 8. incentives & communications
 9. evaluation
- implement low-or-no cost, effective wellness policies, systems, environments and benefits that help ALL employees live healthier lives
 - identify missing wellness opportunities
 - align current efforts
 - connect with local resources
 - identify collaborative opportunities
 - evaluate progress
 - sustain wellness culture over time

strategy for wellbeing web platform

- *owned by SCHA and built by University of South Carolina*
- *worksite wellbeing consultant developed evidence-based content*
- *customizable and affordable for any employer*
- *opportunity for recognition*
- *collaboration with national, state, and local partners*
- *includes nine dimensions of worksite wellbeing:*
 1. wellness culture
 2. risk assessment & outreach
 3. nutrition & food environment
 4. physical activity
 5. tobacco free
 6. financial wellbeing
 7. emotional & mental wellbeing
 8. incentives & communications
 9. evaluation

strategy for wellbeing web platform

- helps employers assess implementation of best practices for effective wellness programs
- based on content in validated wellness program assessments and findings from relevant research
- weight and scoring of responses is based on scientific evidence
- the instrument and scorecard have been field-tested for validity and reliability
- the tool is continuously reviewed and revised as new evidence emerges



1 2 3 4 5 6 7 8 9

1. Wellness Culture

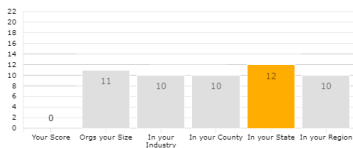
- 1) Is employee wellness included as a key business strategy in your worksite's strategic plan?
 Yes
 No
- 2) Does your worksite have a formal multi-year wellness program strategic plan that includes goals and measurable objectives?
 Yes
 No
- 3) Is your wellness program funded through an annual budget provided by your worksite?
 Yes
 No
- 4) Does your worksite have a written policy which is communicated to employees that provides flexibility in their work hours to permit their participation in wellness activities?
 Yes
 No
- 5) Does your worksite have a written policy which is
 Yes

scorecard

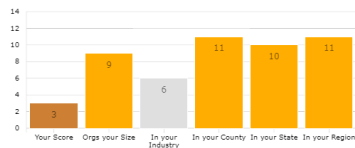
Strategy for wellbeing scorecard

Worksite Wellbeing Dimension	Maximum Points	Your Worksite's Score	Your Worksite's Rating	Average Scores of Other Worksites				
				Of Your Size:	In Your Industry:	In Your County:	In Your State:	In Your Region:
Wellness Culture	22	0	--	11	10	10	12	10
Risk Assessment/Outreach	14	3	Bronze	9	6	11	10	11
Nutrition/Food Environment	18	5	Bronze	10	7	11	10	10
Physical Activity	16	4	Bronze	10	8	11	10	11
Tobacco Free	15	3	Bronze	11	6	11	10	11
Emotional/Mental Wellbeing	12	2	Bronze	8	1	8	9	8
Financial Wellbeing	8	1	Bronze	6	1	5	6	5
Incentives/Communications	30	25	Platinum	17	13	14	18	16
Evaluation	15	1	Bronze	6	4	5	7	5

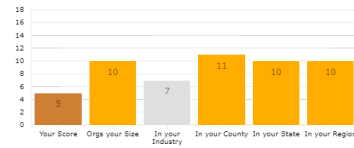
Wellness Culture



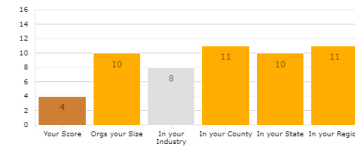
Risk Assessment/Outreach



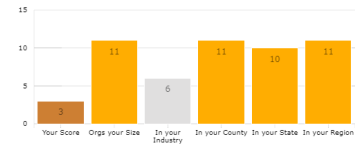
Nutrition/Food Environment



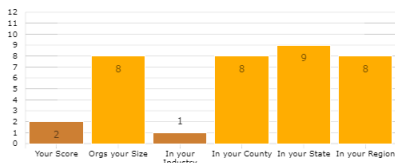
Physical Activity



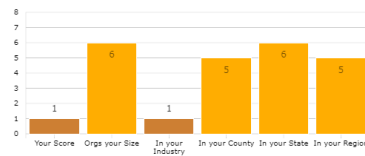
Tobacco Free



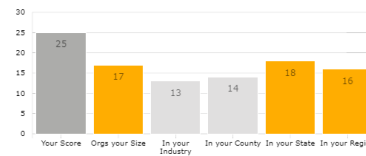
Emotional/Mental Wellbeing



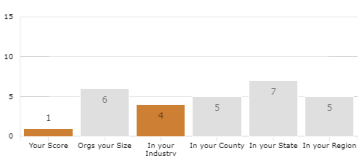
Financial Wellbeing



Incentives/Communications



Evaluation



improvement opportunities

Strategy for wellbeing improvement opportunities

Organization: Working Well
 Worksite: Working Well 1
 Date Completed: 06-29-2017

Areas of Opportunity		Points to Be Earned	
Wellness Culture	Maximum Points: 22	Your Score: 0	22 points
			Resources
1) Is employee wellness included as a key business strategy in your worksite's written strategic plan?		3.00	Changing your office environment ABC company annual wellness work plan BJWSA wellness strategy Creating a Culture of Health-AHA Workplace Health Playbook- American Heart Association Starting your Worksite Wellness program Valir Health Well Aware Program Mission and Strategic Plan
2) Does your worksite have a formal multi-year wellness program strategic plan that includes goals and measurable objectives?		3.00	Changing your office environment ABC company annual wellness work plan BJWSA wellness strategy Creating a Culture of Health-AHA Workplace Health Playbook- American Heart Association Starting your Worksite Wellness program Sample Wellness Operating Plan Valir Health Well Aware Program Mission and Strategic Plan
3) Is your wellness program funded through an annual budget		3.00	Sample Compensation Statement

working well resources

- *evidence-based assessment*
- *scorecard and benchmarking*
- *improvement plan*
- *online resources*
- *organizational coaching and technical assistance*
- *webinars and in-person trainings*
- *opportunity for recognition*
- *sharing/learning network*
- *eNewsletter*
- *community collaborative support and resources*

To learn more about Working Well, visit www.workingwellsc.org and www.strategyforwellbeing.com.