



# Worksite Wellness

Past, Present and Future

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# UWWC History

- The Utah Worksite Wellness Council is actually an outgrowth of a national movement to proactively promote health and fitness throughout the population that began 60 years ago.
- 1956 -- President Eisenhower creates the President's Council on Youth Fitness to be a "catalytic agent" concentrating on creating public awareness. A President's Citizens Advisory Committee on Fitness of American Youth, is established to advise the Council.
- 1961 – President Kennedy changes the name to the President's Council on Physical Fitness to address all age groups and enlist the aid of citizens civic groups.
- 1976 – President Nixon charges the Council with informing the general public of the importance of exercise and assisting business and industry in establishing sound physical fitness programs. Executive Director of the Council, C. Carson Conrad, spearheads an initiative to establish state councils to promote physical fitness and health.

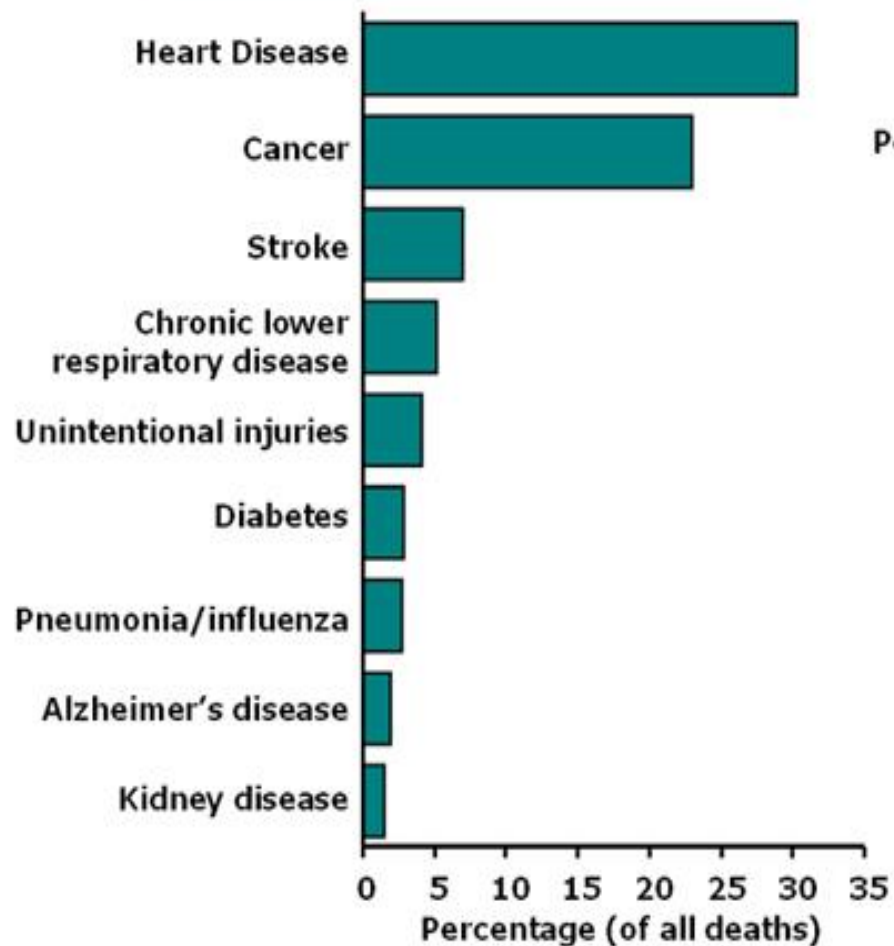
# UWWC History

- 1976 – With the support of the President's Council on Physical Fitness and local community leaders, Utah Governor Calvin L. Rampton establishes the Utah Governor's Council on Health and Fitness.
- 1998 – A state wide survey is conducted and established the value of focusing on the workplace to most effectively promote health and fitness in the population. The council is renamed The Utah Council for Worksite Health Promotion (UCWHP).
- 2008 – After functioning from its inception under the auspices of the Utah Department of Health's Bureau of Health Promotion and Protection the Utah Council for Worksite Health Promotion becomes an independent, community based, volunteer, non-profit organization.
- 2015 – The council is renamed the Utah Worksite Wellness Council to underscore its more holistic approach to employee, family and community health.

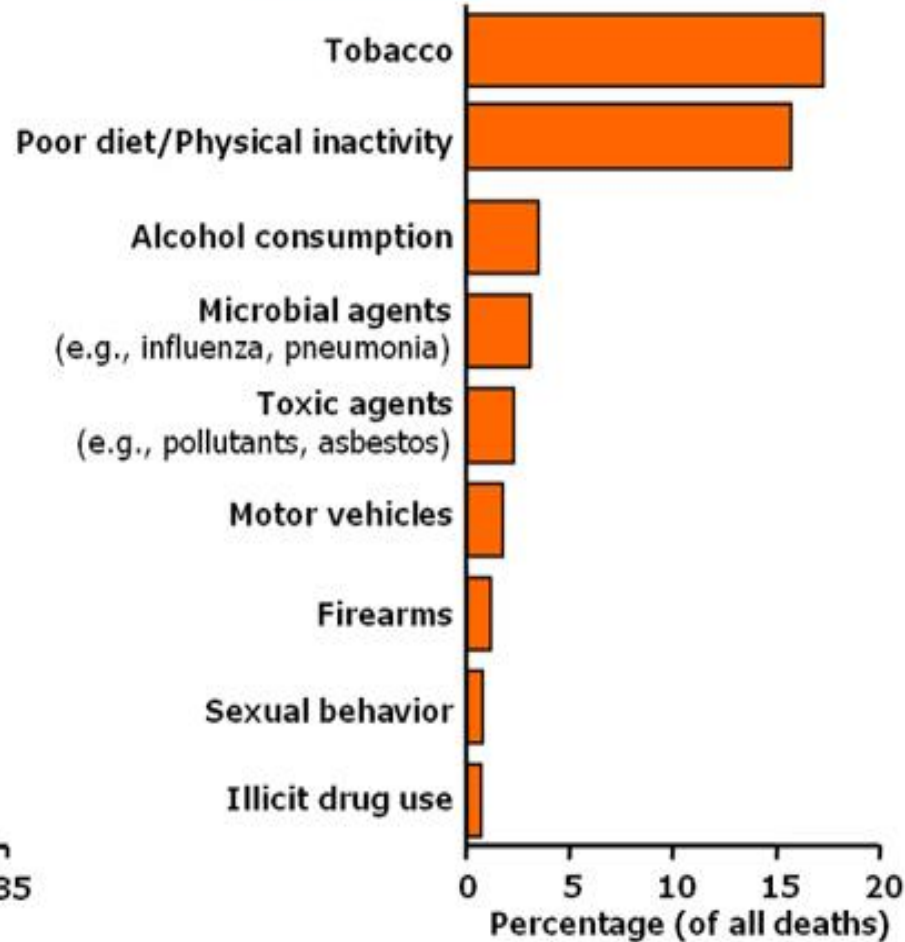
## Worksite Wellness Past

- Fueled by concerns over rising CVD risks and medical expense
- Focus on the biomedical model
- Emphasis on the individual, “getting” people to shape up
- Wellness in organizational silos
- Health Behavior change science poorly developed
- Inadequate tools for measurement, evaluation and planning

### Leading Causes of Death\* United States, 2000



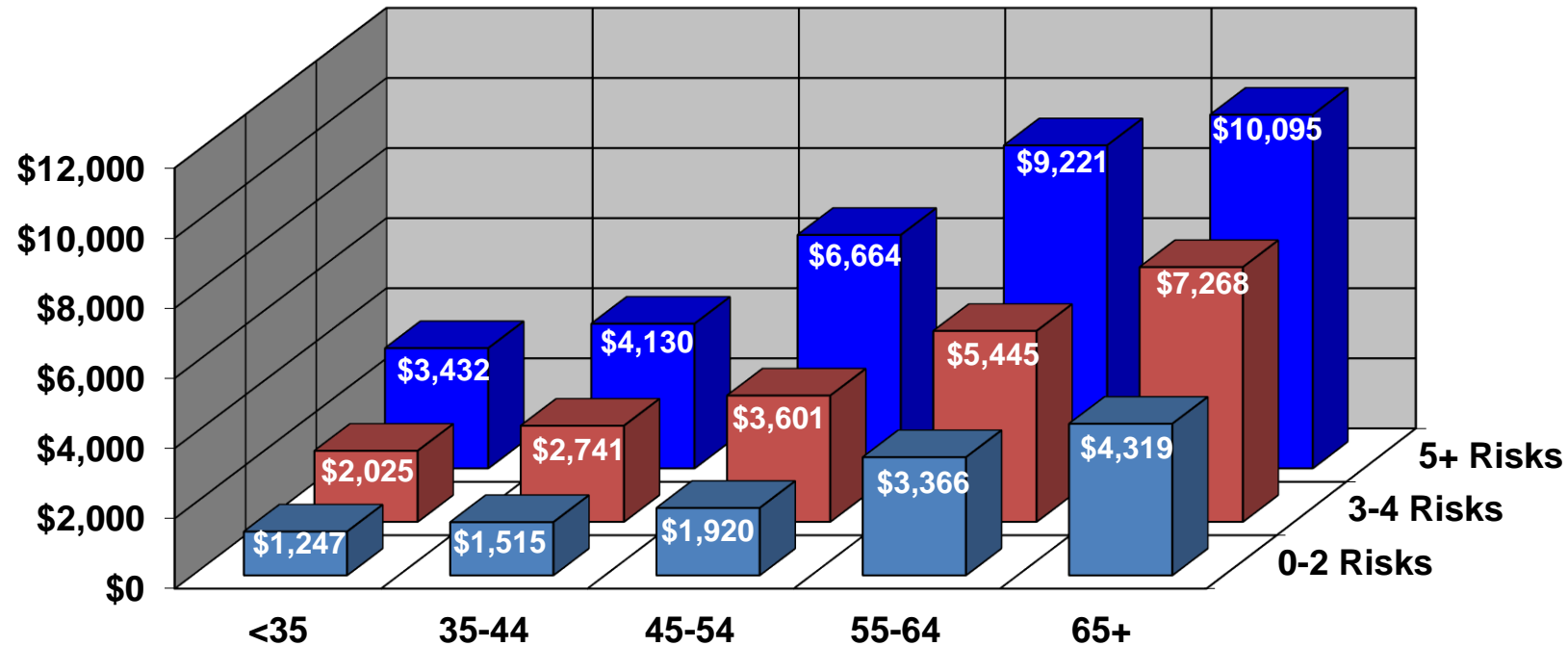
### Actual Causes of Death† United States, 2000



\* Miniño AM, Arias E, Kochanek KD, Murphy SL, Smith BL. Deaths: final data for 2000. National Vital Statistics Reports 2002; 50(15):1-120.

† Mokdad AH, Marks JS, Stroup DF, Gerberding JL. Actual causes of death in the United States, 2000. JAMA. 2004;291(10):1238-1246.

# Medical Costs by Health Risk Levels and Age 1997-1999 Average Annual Paid Amounts

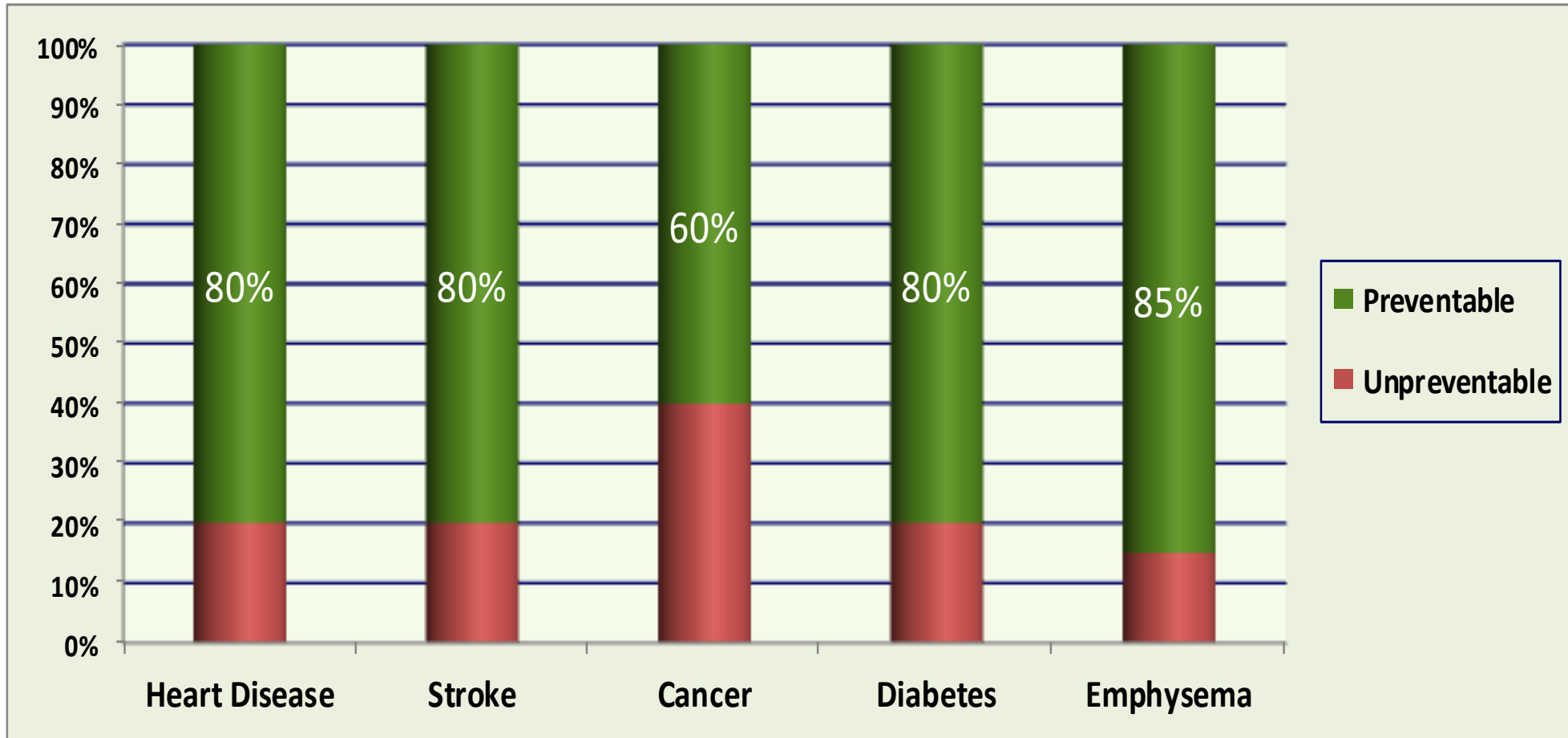


Costs of high-risk group average 271% higher than low-risk group.

Costs of 65+ age group average 346% higher than <35 age group.

Source: StayWell data analyzed by U of Michigan (N = 43,687)

**“Healthy lifestyle”: (1) physical activity, (2) healthy diet, (3) healthy weight, (4) good sleep, (5) eliminate tobacco (6) clinical preventive care.**



# We can change health behaviors



**DRUNK DRIVING DEATHS**



**Cut 50% since 1982**



**SEATBELT USE**



**14% in 1985  
85% in 2012**



**TEEN PREGNANCY**



**Cut 50% since 1991**



**TEEN ALCOHOL, DRUG, TOBACCO**



**Trending down since 2002**



**HIGH LDL CHOLESTEROL**



**59% in 1976  
27% in 2010**



**ADULT SMOKING**



**45% of all adults in 1965  
15% in 2014**



# In Pursuit of Healthy Lifestyle

- The CDC tracked the percentage of Americans who
  - Eat at least five servings of fruits and vegetables daily and
  - Engage in moderately intense exercise for at least 30 minutes five days per week or vigorous exercise for at least 20 minutes three days per week
- 356,112 Americans provided self-reported data during a 2005 telephone survey
- Only 14.6%, one in seven Americans, exercises enough and eats enough fruits and vegetables, and men are worse than women report.
- 12.4% of men and 16.6 % of women.

# In Pursuit of Healthy Lifestyle

Less than 3 percent of Americans meet the basic qualifications for a “healthy lifestyle,” according to a [new study](#) published in Mayo Clinic Proceedings.

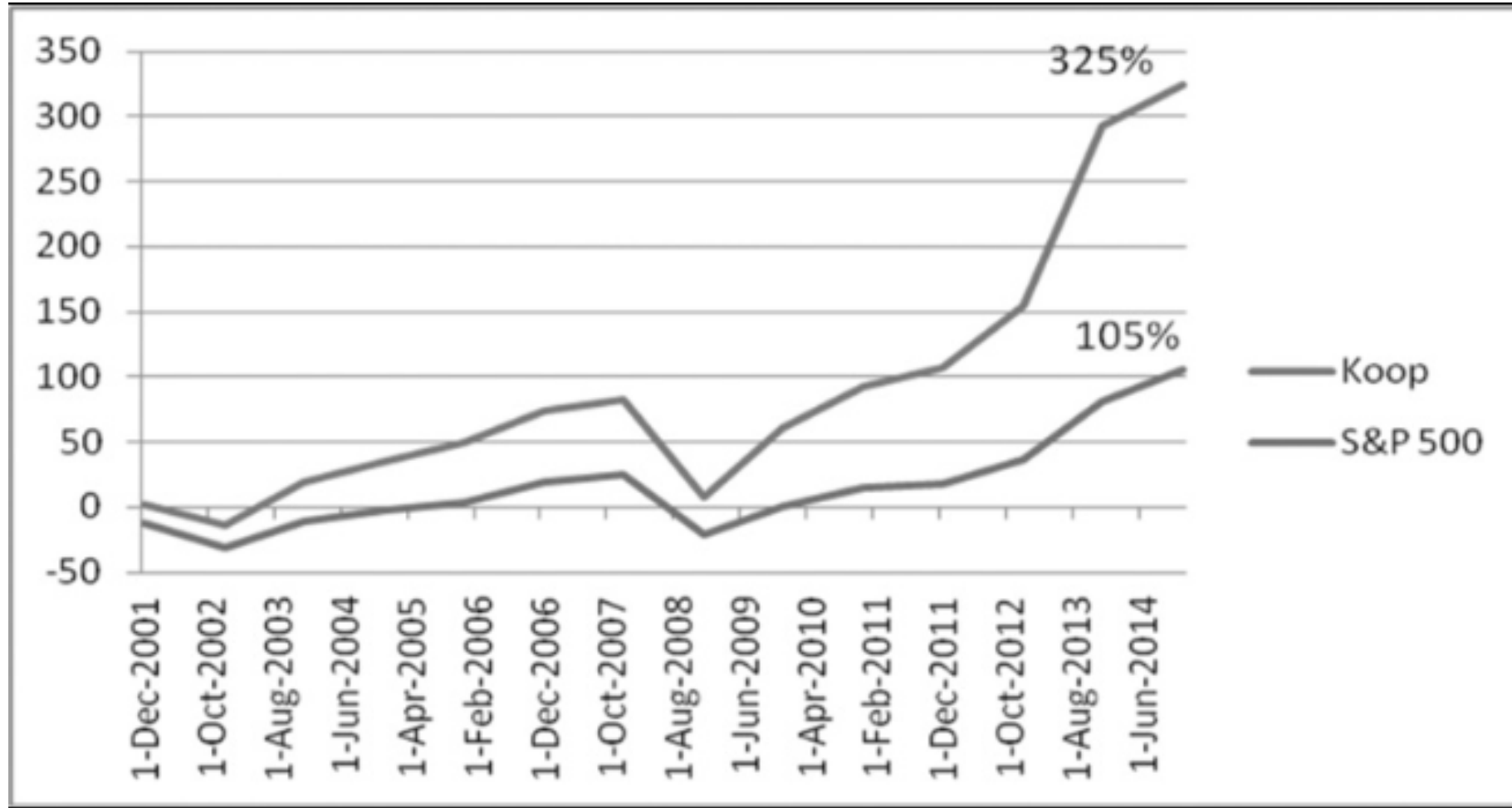
- The study authors defined a “healthy lifestyle” as one that met four qualifications:
- Moderate or vigorous exercise for at least 150 minutes a week
- A diet score in the top 40 percent on the [Healthy Eating Index](#)
- A body fat percentage under 20 percent (for men) or 30 percent (for women)

More than half of what Americans eat is “[ultra-processed.](#)” The [average American man](#) has a body mass index just barely under the medical definition of obese. In a 2013 ranking of affluent countries’ health, the United States [came in last.](#)

# Worksite Wellness Present

- Comprehensive wholistic programming
- Emphasis on creating a “culture of health”
- Attention to the physical environment
- Stronger emphasis mental/emotional health
- Much better tools for measurement evaluation and planning
- Broader recognition of the total value proposition for worksite wellness

# Best Practice Worksite Wellness and Financial Performance



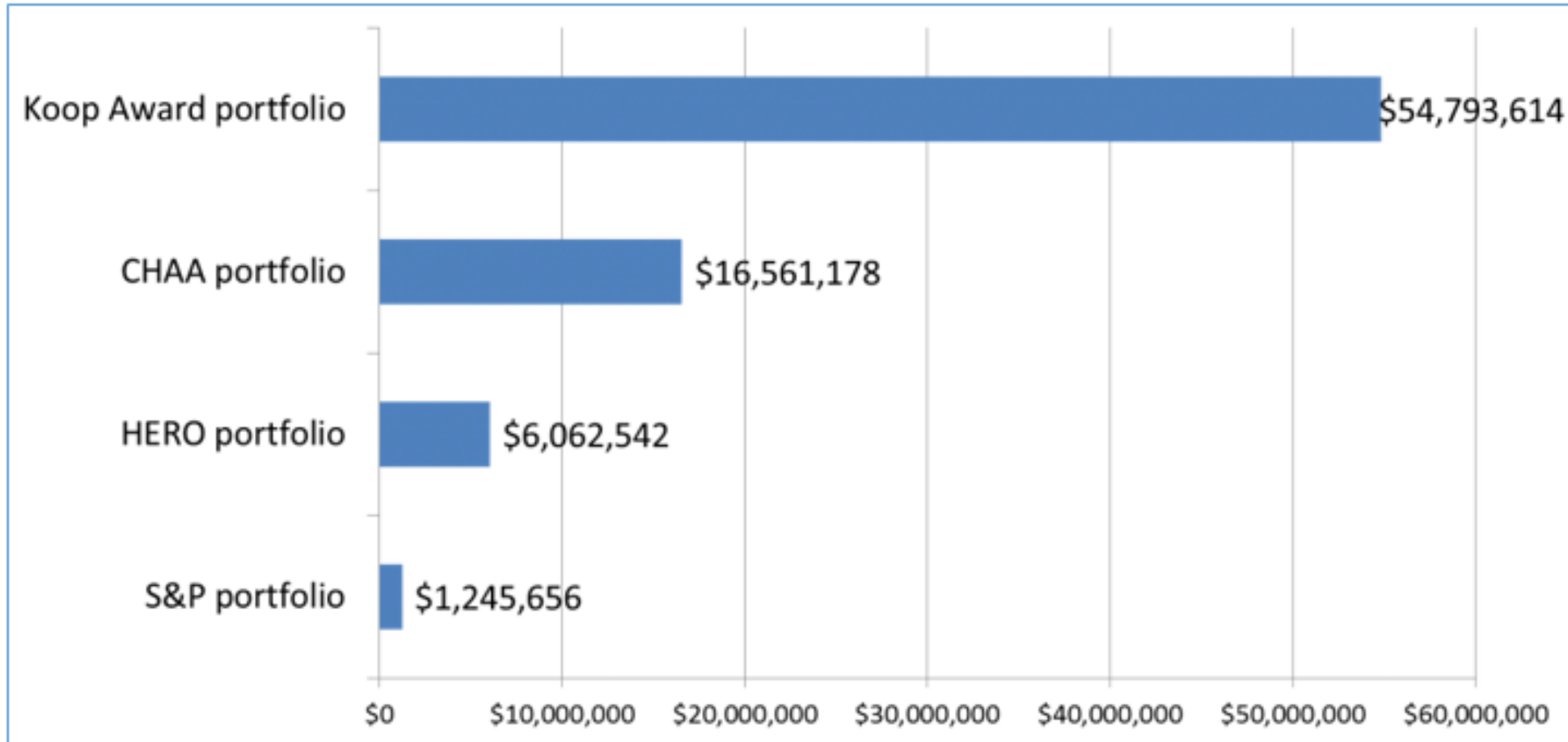
Cumulative stock performance (in %) of Koop Award Winners compared with the S&P 500 Index (2001–2014).

#### Source

The Stock Performance of C. Everett Koop Award Winners Compared With the Standard & Poor's 500 Index

Journal of Occupational and Environmental Medicine 58(1):9-15, January 2016.

# Best Practice Worksite Wellness and Financial Performance

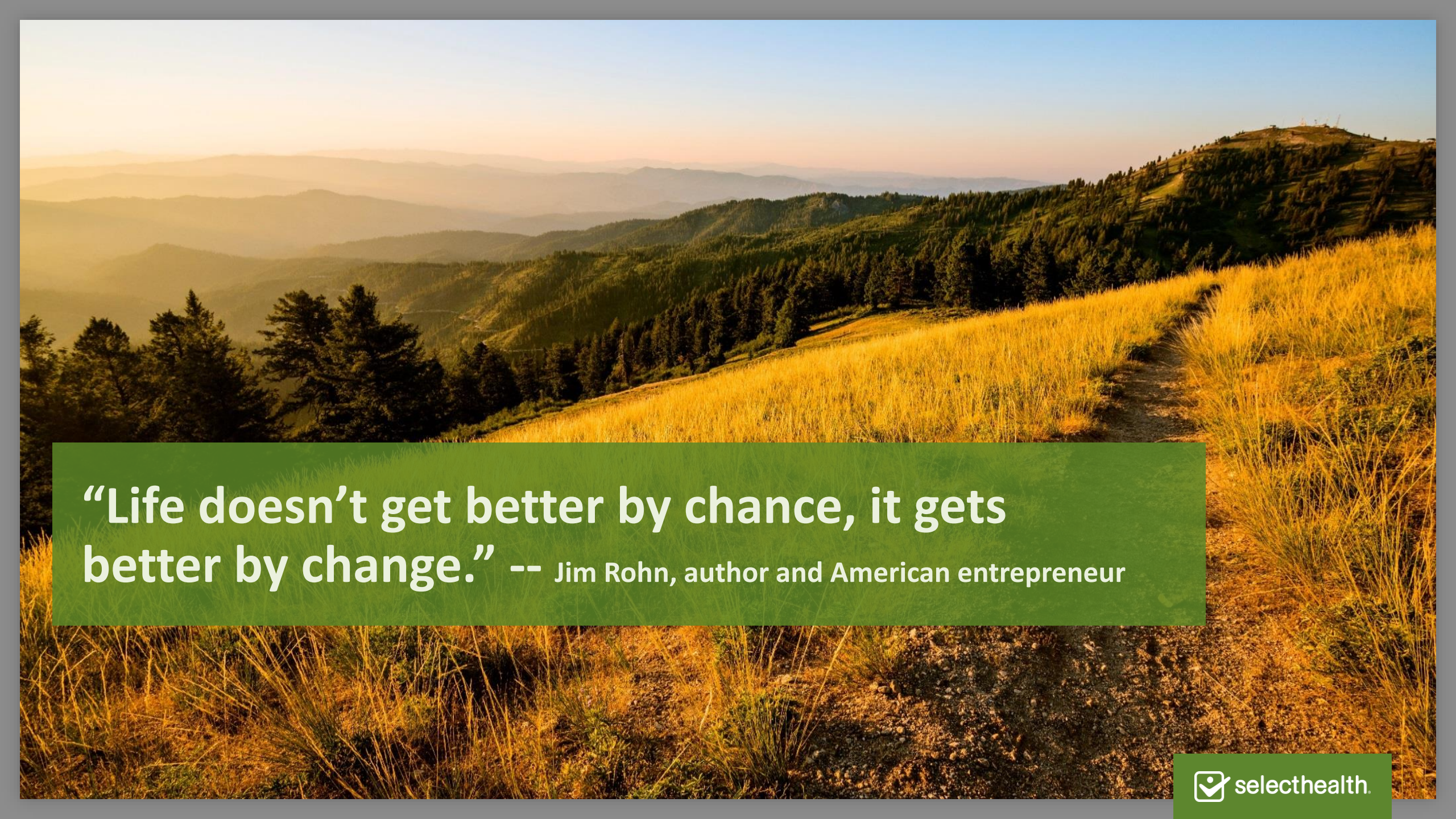


# Worksite Wellness Future

- Impact on human and economic performance
- Extend our influence to the family unit
- Leverage technology for scalability, reach, engagement, retention and sustainability
- Move toward a total systemic approach
- Comprehensive integration with:
  - All parts of the organization
  - Healthcare
  - Community and Government
  - Address the need and interest of an aging workforce
- Develop a long term strategy to address both local and national health needs and impacts

# Closing Remarks

- Together we can create a new, healthier future for our companies , families, communities and nation.
- Keys to success:
  - Get clear on your personal and organizational “Why”
  - Collaborate
  - Integrate
  - Experiment and learn
  - Stay focused, stay passionate
  - Be creative, adaptive and flexible and carry on



**“Life doesn’t get better by chance, it gets better by change.”** -- Jim Rohn, author and American entrepreneur