

















# Worksite Wellness Program Design Options


Program Component	Description	Resources	Ease of Use Time	Effectiveness	Cost
<b>FREE Employee Wellness Campaigns</b>	Programs and policies that facilitate groups of employees working together towards a common goal of healthy eating and/ or physical fitness	American Heart Association: <i>Choose to Move Program</i> American Cancer Society: <i>Active for Life Program</i> The Network for a Healthy CA: <i>Worksite Kit</i>			<b>0-\$</b>
<b>Kick off your Wellness Program</b>	Hold a wellness kick off session with your employees. Use this to explain the new program and provide promotional materials to the employees.	Center for Well-Being Kaiser Permanente (>500 employees)			<b>0-\$</b>
<b>Brown Bag Lunch seminars</b>	45 minute presentations offered on healthy eating; strength training; weight management; and more.	Center for Well-Being Kaiser Permanente			<b>\$</b>
<b>Coaching session</b> with health professionals help your employees put their wellness plan into action and get results.	Each employee can schedule coaching sessions, in person or over the phone, with a health professional to review their wellness profile and develop personal wellness goals and an action plan	Center for Well-Being Sutter Connect Kaiser Permanente			<b>\$\$</b>
<b>Customized Health Education Programs</b>	Weight Management, Emotional Eating, Stress Management, Diabetes Self-Care, Pain Management/ Back Care, Smoking Cessation, Diabetes Prevention, and more.	Center for Well-Being Kaiser Permanente (>500 employees)			<b>\$\$</b>
<b>Personal Fitness Assessments</b>	30-45 minute comprehensive personal fitness assessment by an Exercise Specialist (Measures resting heart rate and blood pressure; Endurance performance; Flexibility; Strength; Body Mass Index; and Balance). Results are given to each individual confidentially.	Center for Well-Being YMCA			<b>\$\$</b>


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<b>Exercise programs on and off site</b> to get your employees moving	Employee membership to Fitness or Health Education Centers	CWB HeartWorks site YMCA Fusion Fitness Other fitness centers	👍		\$\$- \$\$\$\$
<b>Confidential Personal Wellness Profile</b> with individually tailored recommendations to improve health and lifestyle	Employees complete the wellness profile and mail to the Wellness Provider. A written, comprehensive and individualized report is provided to each employee, detailing his or her health risks and suggesting steps to take to improve health. Business can receive a summary with overall %ages but not individual results.	Center for Well-Being Well Source Kaiser Permanente (>500 empl)	👍		\$\$\$
<b>Nutritional Counseling</b> with registered dietitians helps employees with weight loss and special dietary needs.	Each employee can schedule one 30 minute in person nutritional counseling session with a registered dietitian. If the employee has significant health problems, physician records may be requested prior to the session.	Center for Well-Being Sutter Connect Kaiser Permanente	👍		\$\$\$
<b>Clinical Screening</b>	Blood Pressure; Total Cholesterol; Body Composition; Blood Glucose	Kaiser Permanente Well Source	👍👍		\$\$\$\$


## Key

👍 = Easy to implement, but time needed

👍👍 = Increased scheduling and personnel time needed

 = Good for promotion and to increase awareness

 = Short-term benefits that will promote healthy behavior. Linked to decrease in healthcare costs.

 = Long-term benefits have been linked to such programs/ greatest opportunity for permanent healthy changes. Linked to decrease in healthcare costs.

\$ = Free to inexpensive

\$\$ = Moderately priced or one-time fee

\$\$\$ = Per employee costs often run higher; On-going group fee

\$\$\$\$ = Per employee costs and medical supplies fee