

FLOYD COUNTY EMPLOYEE WELLNESS TOOLKIT



Extension - Floyd County

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WHY FOCUS ON EMPLOYEE WELLNESS?



Effects of poor health on the workplace:

- **Presenteeism:** Employees may come to work despite illness or stress they are feeling. (Technically present, NOT performing optimally.)
- **Absenteeism:** Employees with chronic conditions claim more sick time for healthcare appointments, treatments, and recovery. Employees with poor mental health also have higher rates of absenteeism.
- **Low Productivity:** an employee with poor physical/mental health can't perform optimally at any time.

- Poor nutrition and lack of physical activity can lead to obesity, which has been found to raise the likelihood of high healthcare costs, health-related absenteeism and disability costs. (1)
- Employees with difficulty exercising during the day are **96% more likely to have productivity loss.** (2)
- Employees who rarely eat fruits/vegetables are **93% more likely to have productivity loss.** (2)
- Cardiovascular disease (CVD) accounts for more health care expenditures than all other diagnostic groups. By 2035, 45% of the U.S. population is projected to have some form of CVD, and **lost productivity costs are estimated to be \$368 billion.** (3)
- **One in five adults experience mental health issues in any given year.** The pandemic has made the problem even more pronounced with one in ten adults experiencing depression. (4)

How can you, as an employer, help?

- The World Health Organization found optimal nutrition to **raise workplace productivity by 20%.** (5)
- A Harvard University study found that for every dollar spent on corporate wellness programs, direct medical costs fall by \$3.27 and absenteeism costs fall by \$2.73. In other words there will be a **nearly 230% return on investment concerning medical costs and a nearly 175% return concerning absenteeism costs.** (6)
- Another study shows employers who invest in worksite health promotion programs can see a return of **\$3-\$6 for every dollar invested over a 2-5 year period.** Documented savings are observed in medical costs, absenteeism, workers comp claims, short-term disability and presenteeism. (7)

HOW TO USE THIS TOOLKIT



Based on these startling statistics, we want to empower YOU to make a change for your employees, even if you have limited resources to do so. You can start small and build on your success with this **FREE Employee Wellness Toolkit** provided to Floyd County Employers by Baptist Health Floyd's Nutrition and Physical Activity Coalition.

The ideas found in this toolkit are free or low-cost, require as little effort from you as the employer as possible, and are a great first step toward bettering the health of your employees. We have compiled resources that we have either used ourselves, or have found to be useful for various groups in the community.

On each page, you will find a topic, ideas to get you started, and local resources that you may find helpful along the way. There are many links to worksheets for your employees, tip sheets, assessment tools, marketing materials, and more. We encourage you to pick a topic area, try out an idea or two, and reach out to a local resource provided for more information. **Give it a try, and see how impactful even a small change can be.**

You will also find an "Employee Resources" page at the end of this toolkit, that can be printed and distributed to employees as you see fit.

If you are working through the toolkit and find you need assistance implementing a strategy that you feel your employees would benefit from, we hope you will reach out to us. **Throughout the toolkit, you will find contact info for specialists in various areas who are willing to provide free assistance** to you in your endeavors. Please don't hesitate to reach out.

Thanks,

Floyd Memorial Foundation Nutrition and Physical Activity Coalition

NUTRITION IDEAS

- Help employees understand good eating patterns using the free USDA MyPlate quiz as a discussion starter. (myplate.gov)
- Offer healthy options in vending machines, nutrition bars, unsalted nuts, fruit, yogurt, or unsweetened beverages. For advice on how to talk to your vendors about healthy options, see [this tip sheet](#) from IDOH's Healthy Worksite Toolkit. (8)
- Provide fresh fruit or veggie trays with low fat dip in break areas.
- Choose snacks for meetings that are low in sugar, salt, and fat to help keep healthy eating patterns on track.
- Provide refrigerators where employees can keep lunches and snacks.
- Display posters with examples of healthy food like fruit, vegetables, lean meat, whole grains, and unsweetened beverages.
- Make water available and provide insulated cups with tops and straws so employees can stay hydrated.
- Start an Employee Wellness Committee to generate ideas for your specific workforce and help with promoting changes.
- Provide a survey to employees to determine their nutrition needs.
- For company-sponsored lunches, choose a catering option with healthy choices. View [this tip sheet](#) from IDOH's Healthy Worksite Toolkit for more ideas related to catering and events.
- Start a sharing table for employees to trade garden produce.
- Consider hosting a farmers market at your business location.
- Share low-cost, easy recipes from www.eatgathergo.org



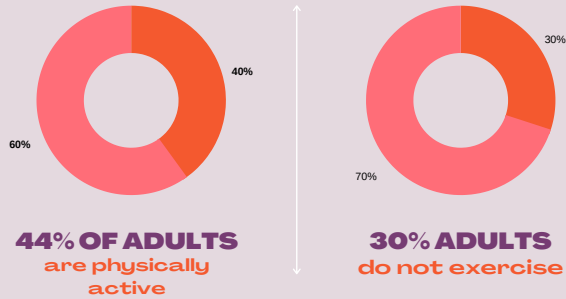
LOCAL RESOURCES

- Offer onsite Purdue Extension programs: Dining with Diabetes, Be Heart Smart, and Planning Healthy Meals programs, call (812) 948-5470 and ask for HHS Educator Janet Steffens for schedule and costs.
- Community garden raised beds are available at the Floyd Co. 4-H Fairgrounds for a small donation. Contact Gina Anderson, Purdue Extension Educator at (812) 948-5470.
- New Albany Farmers Market: www.facebook.com/NAINFarmersMarket/
- Floyd County Farmers Market: www.facebook.com/Floydcfmarket

PHYSICAL ACTIVITY

GET MOVING

BENEFITS OF PHYSICAL ACTIVITY



Without physical exercise, people lose strength, stamina, flexibility, and cardiovascular function. Many experience decreased mental health and weight gain. Those who rarely exercise have a 50 percent increased risk of low productivity (Population Health Management, 2014). Fitness is a relatively low-cost category with high rewards. Wellness strategies focus on education, physical activity in the workplace, interior and exterior activities, and ongoing support. Payoffs include increased productivity, reduced absenteeism, less turnover, fewer accidents and lower costs (Heart and Stroke Foundation, 2015).

IDEAS

- Encourage walking during breaks by having a supportive environment - sidewalks, walking paths, clean grounds, flexible scheduling.
 - Provide secure bicycle parking to encourage an active commute.
 - Offer discount gym memberships to employees and families.
 - Encourage staff to use the stairs. Visit [this tip sheet](#) from IDOH's Healthy Worksite Toolkit for ideas.
 - Start an employee activity club. This could be a walking club, bicycling club, or team sport. [This tip sheet](#) from Pacers & Racers Family Footwear has ideas for starting a walking club.
 - Encourage daily activity by providing standing desks or under-desk bicycles.
- Hold a physical activity challenge to encourage team or individual activity. The phone app "[Stridekick](#)" provides free activity challenges for teams of up to 10.
 - Encourage employees to keep walking shoes at their desks or modify the dress code to include comfortable walking shoes.
 - Start a company garden space to encourage both physical activity and healthy eating at the same time. IDOH has a tip sheet [here](#).
 - View [this tip sheet](#) from IDOH's Healthy Worksites Toolkit for more ideas on physical activity promotion.

LOCAL RESOURCES

- Local Parks:
 - [City of New Albany Parks & Recreation](#)
 - [Floyd County Parks & Recreation](#)
- [Floyd County Family YMCA](#)
- Ohio River Greenway [Map](#)
- [Pacers & Racers Family Footwear](#)
- Get WalkIN - for a free 12 week email-based walking program for employees, call (812) 948-5470 and ask for HHS Educator Janet Steffens.



MENTAL HEALTH IDEAS

- Wellness Wheel Tool - Staff can use this tool to rank their areas of wellness and determine what areas they would like to improve. Click [this link](#) for worksheets from theblissfulmind.com
- Mini Meeting Breaks- During staff meetings plan a mindfulness break. These activities can include things like: Chair Yoga, Walking Meeting, Meditation, stretching exercises, etc. See [this link](#) for healthy break ideas from Canada Life.
- Environmental Stress Hazards in the Workplace- Evaluate the environment for things like excessive noise, extreme temperatures, lack of space, poor lighting, and poor air quality. Limiting these stressors can immediately improve stress.
- Health/Mental Health Newsletter-Newsletters can be purchased, found online or created within your company. Meaningful tips and ideas included in the newsletter help the employee make the healthiest choices with new strategies to try. Topics include positive self-talk, stress management, self-care, financial wellness, etc.
- Establish a Central Mental Health Contact. This person can provide resources and help schedule appointments so employees understand how to get care.
- Hold a training to inform employees on your Employee Assistance Program (EAP).
- Train managers to have face to face contact when feasible. Look for signs of emotional distress-anxiety, depression, stress, etc.
- Use a ready-made email-based toolkit like Kaiser-Permanente's "[Finding Balance](#)" to encourage employees to consider their mental health together over several weeks of programming.



LOCAL RESOURCE

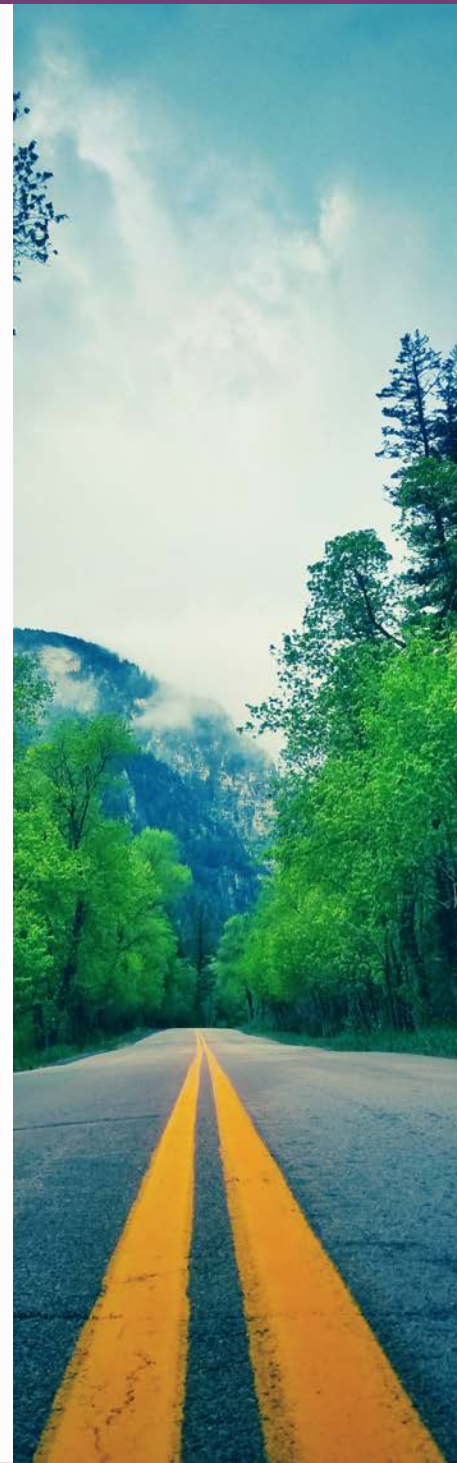
LifeSpring will provide up to 6 free counseling sessions for employees
(812) 981-2594 (New Albany) 280-2080 (Jeffersonville)

ADDITIONAL RESOURCES

- Suicide Prevention Hotline 1-800-273-TALK
- For weekly encouragement and new tips on how to change your mental frequency—text MENTALHEALTH to 474747
- Call "211" for local resources and referrals
- [Easy Wellness Activities to Incorporate Into Your Meeting](#)
- [Mental Health America Screening Tools](#)
- National Alliance on Mental Illness: www.nami.org
- www.samhsa.gov
- www.nimh.nih.gov
- <https://www.apa.org/monitor/2021/01/trends-employers-support>
- <https://www.changethefrequency.today/>

SUBSTANCE MISUSE IDEAS

- Provide education to employees about health and productivity issues related to substance misuse as well as safe storage of medications, proper disposal and risks of sharing prescription drugs. Education also helps to reduce stigma about substance use disorder.
- Encourage employees to be informed patients. Encourage them to ask questions at the doctor and know more about the medications they are being prescribed and to ask about alternative treatments and/or evidence-based therapies to help avoid prescription drug misuse and dependency.
- Revise your Drug-Free Workplace Policy to protect your employees and reduce liability (Or implement one if you don't have it already). Drug testing is not for all employers; a formal, written policy against employee substance misuse is. Every employer in the United States can and should have a policy. Learn more here: <https://www.samhsa.gov/workplace>
- Publicize drug-free workplace policies and incorporate guidelines regarding prescription drugs. Be clear about policies - they protect both you and the employee. Know your policies, and make sure employees do too.
- Train managers to recognize and respond to substance misuse issues so problems can be addressed in uniform, cost-effective and business-sensitive ways.
- Expand drug testing. Periodic, random, pre-employment, after a workplace incident, and reasonable suspicion drug testing policies can all be effective policies.



LOCAL TREATMENT & RECOVERY RESOURCES

Find more resources at

<https://ourplaceinc.org/resources>

- Early Intervention & Outpatient Programs: <http://www.ourplaceinc.org>
- Detox & 12 Step Recovery treatment: <http://www.lifespringhealthsystems.org>
- Healing Place: Detox & 12 Step Recovery treatment
 - Men's Campus: 502.585.4848
 - Women & Childrens Campus: 502.568.6680)
- Local Alcoholics Anonymous meeting locations: www.louisvilleaa.org
- Floyd County Token Club: local AA, Al-Anon, & NA meetings:
 - 812.725.1009 / 506 Pearl St, New Albany
- Local Al-Anon/Al-Ateen meeting locations, and support groups for friends & family members: www.al-anon.org

TOBACCO / VAPING

IDEAS

- Encourage your employees to quit using tobacco in all its forms. Tobacco use is the leading cause of preventable death in the United States, killing more than 480,000 Americans in a year. The benefits to quitting begin as early as 20 minutes later and last throughout a lifetime.
- Current data shows it takes many attempts to stop smoking before one quits for good, so encourage employees to not give up. There is also not a “one size approach” that works for everyone. Have them talk with their healthcare provider about what method may work best for them.
- Offer a cessation clinic at your workplace.
- Encourage your employees to focus on the positive reasons they have for quitting: their family and friends, their quality of life and their wallet are all great reasons to quit.
- Offer an employee incentive to kick the habit (gym passes, gift cards etc.).
- Adopt a smoke free policy for your business. Most people do not smoke and enjoy a smoke free workplace. This has positive implications for all that are employed. A healthy workplace is a win for everyone.
- Although vaping has been marketed as a healthier replacement for smoking, research shows it is not. Make sure you include vaping in your policies and cessation services offered.
- Make available healthy alternatives to the traditional “smoke break”. Instead, have a walk or stretch break.
- Designate the old smoking area for a different purpose that is still break-related, like a physical activity space.
- Provide [this flyer](#) to employees to connect them with Baptist Health Floyd's tobacco cessation clinic, which can help cover cost of cessation medications.



LOCAL RESOURCES

Prevention Resources:

<http://www.ourplaceinc.org>

Tobacco Cessation

- QuitNowIndiana.com
- 1-800-QUIT-NOW
- www.eQuitNow.com

Vaping Cessation

- in.gov/vapefreeindiana



After trying some of these ideas, you might be ready to take the next step to cultivate a culture of wellness within your business. You may decide it is time to:

- Write wellness policies for your company to increase sustainability
- Create an employee wellness committee to plan activities
- Assess your facility's accessibility for health
- Apply for grant funds to update your facility's amenities or provide wellness programs

If you are interested in any of the above and would like **free** assistance in planning to reach your goals, please reach out to Floyd County's Purdue Extension Community Wellness Coordinator:

Katie Davidson, MS, RD

(334)412-8981

davidskm@purdue.edu



EMPLOYEE RESOURCES

*For printing and distribution
to employees*

NUTRITION

- Visit

<https://extension.purdue.edu/county/floyd/> to learn about Purdue Extension Floyd County events related to health and wellness.

- Contact Gina Anderson, Purdue Extension Educator at (812) 948-5470 to learn about community garden raised beds that are available at the Floyd Co. 4-H Fairgrounds for a small donation.

- New Albany Farmers Market:
www.facebook.com/NAINFarmersMarket/

- Floyd County Farmers Market:
www.facebook.com/Floydcfmarket

- EatGatherGo.org is a great source for low-cost recipes

PHYSICAL ACTIVITY

- Local Parks:
 - www.cityofnewalbany.com/parks
 - www.floydcountyparks.org
- www.ymcaindiana.org/locations/floyd-county-family
- Ohio River Greenway Map:
<https://www.gosoin.com/things-to-do/recreation/ohio-river-greenway>
- Pacers & Racers Family Footwear:
www.pacersandraces.com

TOBACCO/VAPING CESSATION

- QuitNowIndiana.com
- 1-800-QUIT-NOW
- www.eQuitNow.com
- in.gov/vapefreeindiana

MENTAL HEALTH

- Suicide Prevention Hotline 1-800-273-TALK
- For weekly encouragement and new tips on how to change your mental frequency –text MENTALHEALTH to 474747
- Call "211" for local resources/referrals
- Mental Health America Screening Tools
- National Alliance on Mental Illness:
www.nami.org
- www.samhsa.gov
- www.nimh.nih.gov
- <https://www.apa.org/monitor/2021/01/trends-employers-support>
- <https://www.changethefrequency.today/>

SUBSTANCE MISUSE

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