

Workplace Wellness Reference: Health Promotion & Education

Introduction

For many employees, demands of their job and a fast-paced lifestyle pose a significant challenge to maintaining individual health. Since individuals spend much of their day at work, the workplace is an ideal setting to promote health and educate employees about healthy behaviors and disease management. By providing health education information, classes and resources to employees at the worksite, employers have an opportunity to positively impact healthcare costs, absenteeism and productivity.

Recommended Strategies

- Provide health education information through newsletters, publications, websites, email, and other company communications.
- Offer regular health education presentations on various physical activity, nutrition, and wellness-related topics, such as lunch and learn sessions.
 - Ask voluntary health associations, healthcare providers, your employee assistance program (EAP) and other agencies to offer these presentations onsite.
- Offer onsite weight, diabetes, or other disease management programs at a convenient time for employees.
 - Note: these are different from one time presentations on a specific subject and typically last 1-2 times per week for several weeks.
- Provide onsite support for nursing mothers, such as allowing sufficient time to pump in a private room with a sink and refrigerator to store breast milk.
- Integrate health education and promotion with health insurance benefits, such as offering a:
 - Healthy pregnancy program.
 - Chronic disease management program.
- Provide information and resources to employees regarding seasonal health issues, such as flu, and emergency preparedness.

Healthy Workplace Recognition Program Criteria

Bronze Level

- Health and wellness information communicated monthly
- 1 additional activity

Silver Level

- Bronze criteria, plus
 - Offer Health Promotion programs, services or classes
 - 2 additional activities

Gold Level

- Silver criteria, plus
 - 4 additional activities

Refer to the [HWRP application](#) for additional examples of health education activities or initiatives.

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Resources for recommended strategies

- Provide health education information through newsletters, publications, websites, email, libraries, and other company communications:
 - Download the free newsletter template from the Fit City SA - Worksites home page and create a customizable newsletter for your employees
<http://www.fitcitysa.com/en-us/worksites.aspx>
 - See the listing of voluntary health associations in the Additional Resources section for free resources and to sign up for free newsletters
<http://www.fitcitysa.com/en-us/worksites/resources.aspx>
- Offer onsite health education presentations on various health and wellness topics:
 - See the listing of voluntary health associations in the Additional Resources section
<http://www.fitcitysa.com/en-us/worksites/resources.aspx>
- Offer onsite disease management programs:
 - See the listing of voluntary health associations for more information on worksite wellness programs offered by these organizations
<http://www.fitcitysa.com/en-us/worksites/resources.aspx>
- Provide onsite support for nursing mothers:
 - CDC's Healthier Worksite Initiative, Lactation Support Program
<http://www.cdc.gov/nccdphp/dnpao/hwi/toolkits/lactation/index.htm>
 - Texas Department of State Health Services' Texas Mother-Friendly Worksite Program
<http://www.texasmotherfriendly.org/about-the-program>
- iPad Apps:
 - CDC's iPad application has Disease of the Week feature and includes: facts, prevention tips, images, videos, and quizzes <http://bit.ly/wb5HL3>
 - WebMD's iPad application includes: a symptom checker, first aid information, and local health listings
<http://itunes.apple.com/us/app/webmd/id295076329?mt=8>
- Emergency preparedness resource:
 - FEMA's Ready.gov website has emergency preparedness information for individuals and businesses
<http://www.ready.gov/>
- Seasonal flu information:
 - <http://www.flu.gov/>
- Vaccines and immunizations across the lifespan:
 - City of San Antonio Metropolitan Health District's Immunization Program
<http://www.sanantonio.gov/health/immunizations.html>