Workplace Wellness Programs

MICROMANAGEMENT CAN BE GOOD

Some wellness programs provide disease management services that give workers ongoing, individualized support for issues related to chronic illness, such as medication adherence. How common are specific disease management initiatives among employers that offer a wellness program?

- 48% Coronary artery disease
- 34% Diabetes
- 33% Asthma
- 30% Heart failure
- 30% Depression
- 29% Cancer
- 26% COPD/emphysema
- 17% Back pain

*Includes bone density, general exam, and vision/hearing tests.

Screening activities identify health risks at an individual level, heightening employees’ awareness and helping them find appropriate resources. They also reveal the overall burden of health risk—information useful for planning, program evaluation, and risk management.

How common are specific clinical screening tests among employers that offer a wellness program?

- About 51% of U.S. employers offer wellness programs. Larger employers are more likely to have more-complex programs.

HALF AND HALF

On average, only 16% of employees take advantage of disease management services.

GETTING A (HEALTH) PROMOTION

Many employers—some that don’t offer a formal wellness program—provide a variety of health promotion activities meant to encourage healthy lifestyles. How common are specific health promotion initiatives among employers that offer a wellness program?

- 76% Onsite immunizations
- 55% Fitness benefits
- 44% Nurse advice lines
- 21% Healthy foods

Employee assessments and rewards

Randomized controlled trials have shown that interventions to reduce smoking, reduce body mass index, and reduce alcohol intake can lead to significant improvements in health outcomes. These effects can be especially large when combined with behavior change counseling.

**The Skinny on Workplace Wellness Programs**


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