



# Advancing Cultures of Health with a Structured Methodology: First Year Project Findings

● GPBCH 2023 Annual Wellness Summit  
September 14, 2023  
1 p.m. – 1:45 p.m. ET



# Disclosure

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# Presentation Team



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# Learning Objectives

1. Demonstrate the benefits of using a structured methodology to advance employer cultures of health and wellbeing.
2. Describe the value of collective learning to create systems change in a community.
3. Learn at least three actions to take for advancing an employer culture of health and wellbeing.





# Working with the CDC Foundation

Where Private Resources Join World-Class Science to Save and Improve More Lives





# Together Our Impact Is Greater

We **unleash the power of collaboration** between CDC and philanthropies, organizations, corporations, governments and individuals in order to protect the health, safety and security of America and the world.

We believe that by aligning diverse interests and leveraging all parties' unique strengths, these collaborations create **greater impact** than any one entity could alone.

# Advancing Major Health Priorities

Our work, and our partners' and donors' involvement, generally falls into these categories:

**1. Safeguarding Americans' health**

**2. Fighting global threats**

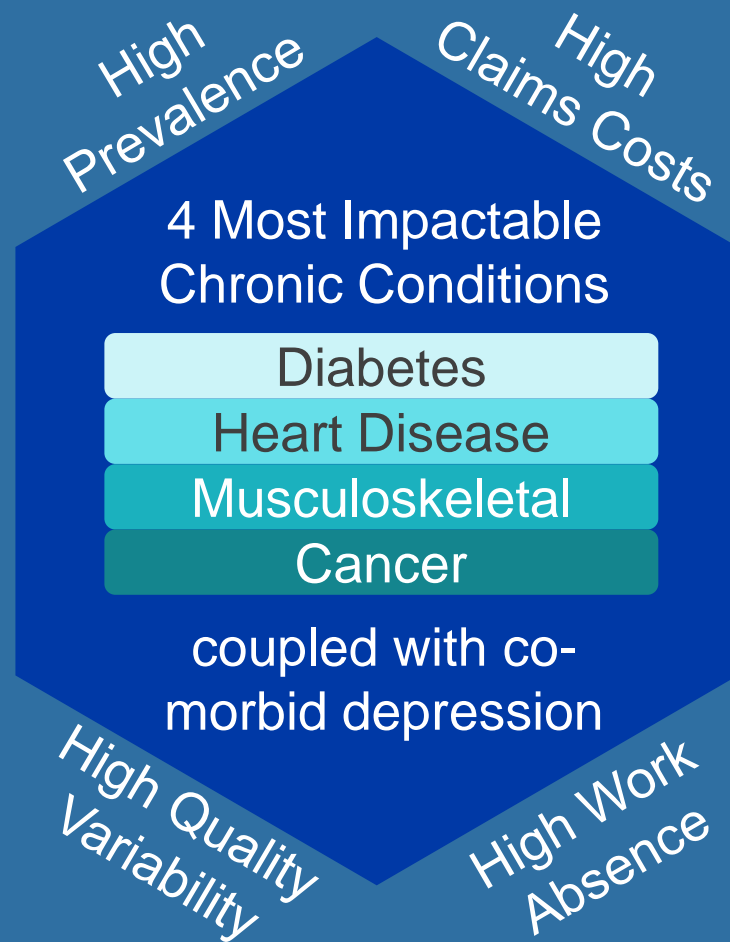
**3. Responding to emergencies**

**4. Developing disease fighters**

**5. Supporting a specific fund or cause**

**6. Giving for greatest need**

# The Persistent Burden of Complex Chronic Conditions



## Unparalleled Risk Burden



1 out of 2 adults have a chronic disease

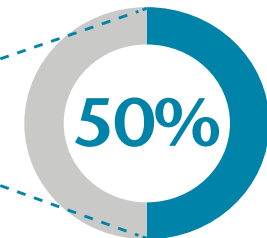


1 out of 4 adults have 2 or more chronic diseases



1 out of 3 adults with a chronic disease is at-risk for depression

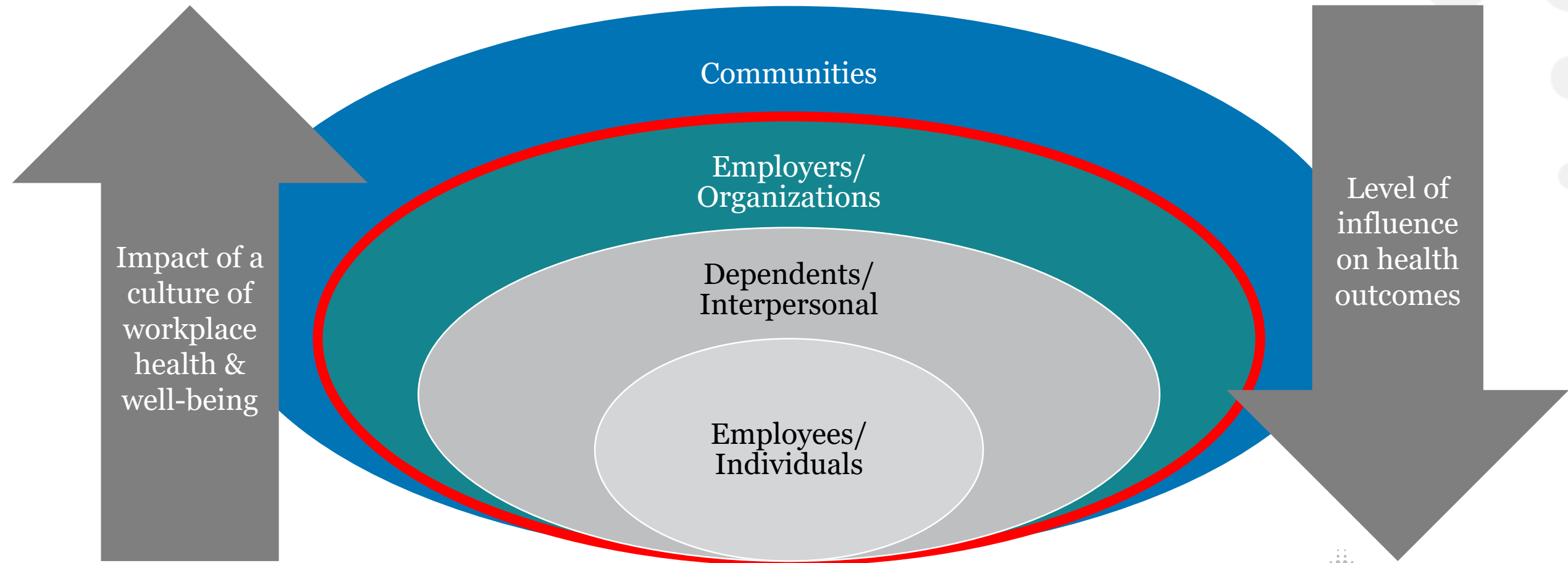
Complex Chronic



Total Spend

# How Workplace Health Promotion Impacts Communities

**Healthy + Well + Resilient + Vital Workforces are a piece of the puzzle for  
Healthy + Vibrant + Productive Communities**



# A Holistic Approach

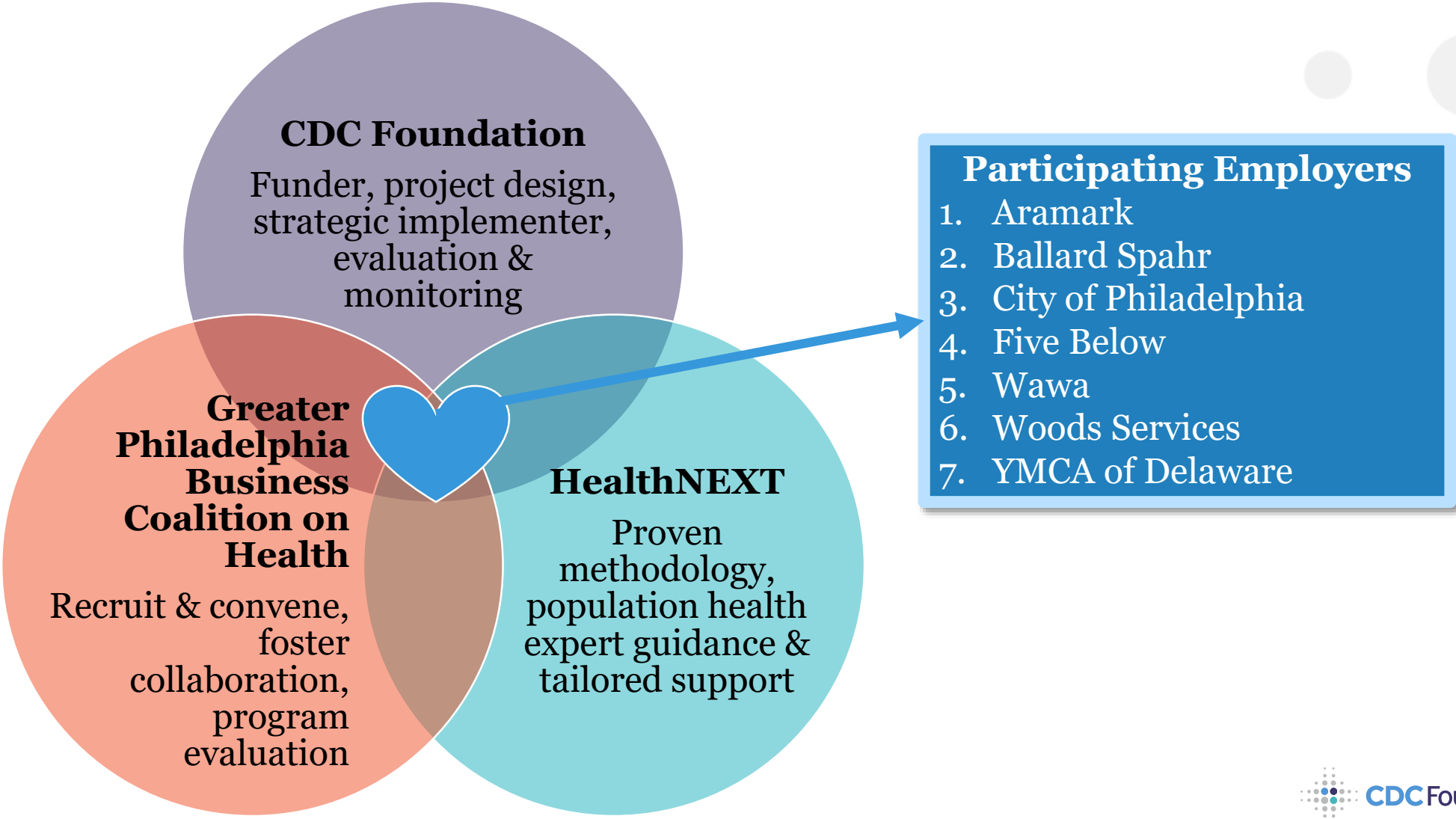
Improving the *culture of workforce health and wellbeing* is intended to lead to:

- Improved health and well-being
- Improved workplace productivity
- Increased work engagement, satisfaction, and retention
- Decreased or stabilized medical cost trend
- Improved community health and goodwill



**Employers have the power to drive the culture they want to see reflected in their workforces.**

# A Community of Employers Pursuing a Culture of Health and Well-being



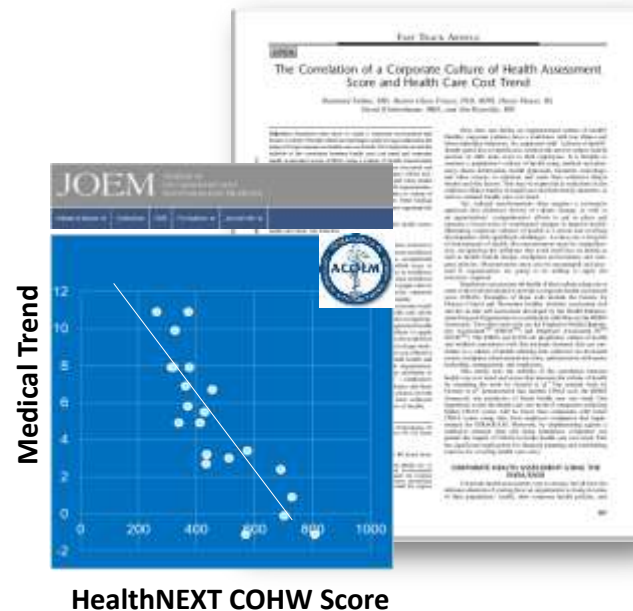
# The Benefits of Building a Culture of Health and Wellbeing leads to

## Improved:

- Workforce performance
- Engagement & loyalty
- Employee Wellbeing

## Reduced:

- Turnover
- Business risk
- Rate of healthcare cost inflation

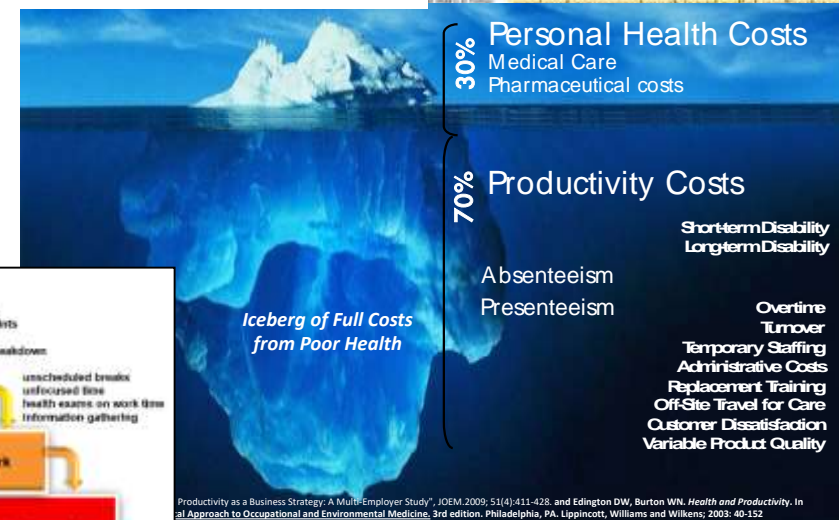


**WELLNESS**

By Robert M. Hertz, Ron Z. Geraci, James McHugh, and Fitz Ryan

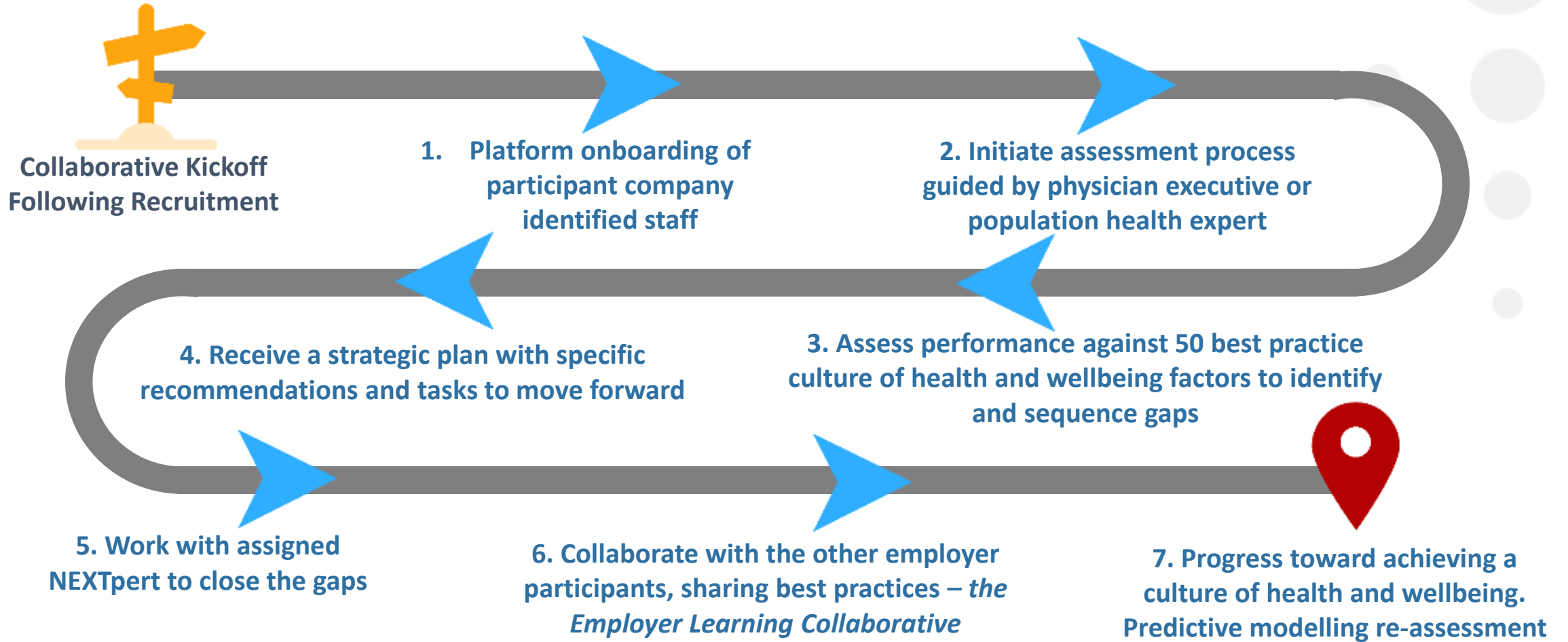
### Recent Experience In Health Promotion At Johnson & Johnson: Lower Health Spending, Strong Return On Investment

**ABSTRACT** Johnson & Johnson Family of Companies introduced its workplace health promotion program in 1979. The program evolved and is still in place after more than thirty years. We evaluated the program's effect on employees' health risks and health care costs for the period 2002-08. Measured against similar large companies, Johnson & Johnson



Productivity as a Business Strategy: A Multi-Employer Study, JOEM 2009; 51(4):311-328, and Edington DW, Burton WH. Health and Productivity. In: Occupational and Environmental Medicine, 3rd edition. Philadelphia, PA: Lippincott, Williams and Wilkins; 2003. 40-152.

# Our Journey Map



# Blocks of Work



- **Define:** goals & processes
- **Measure:** initial EA50 assessment, follow-up
- **Analyze:** NEXTpert assisted planning
- **Improve:** NEXTpert assisted gap closing
- **Control:** track & troubleshoot

## Employer Assessment (EA50)

- 10 pillars and 50 factors
- Scored and sequenced

Based on a decade of research identifying attributes and capabilities of best practice employer programs

### Culture of Health and Well-being Pillars

Leadership Support / Management Alignment

Well-being Strategic Plan

Workplace Environment

On-site Well-being Activities

Health and Well-being Programs and Activities

Data-Driven Approach: Warehousing/Analytics

Marketing and Communications

Incentive and Benefit Design

Engagement and Navigation

Vendor Management- Oversight and Integration

# Employer Learning Collaborative

Collaborative processes benefit from inclusive viewpoints

This can establish a virtuous continuous improvement process for as long as the collaborative exists



# Characteristics of the 7 Participating Employers

<b>Total number of employees</b>	<b>185,000</b>
<b>% of population that is female (range):</b>	<b>53% - 65%</b>
<b>% of population that is non-white (range):</b>	<b>22% - 70%</b>
<b>Health Risks:</b>	
<b>% with obesity (range)</b>	<b>2% - 14% (3 don't know)</b>
<b>% with a mental health issue (range)</b>	<b>4% - 31%</b>
<b>% with tobacco use (range)</b>	<b>5% - 32% (4 don't know)</b>
<b>E.D. visits per 1,000 (range)</b>	<b>147 - 324</b>
<b>Total PEPY cost (medical and Rx, range)</b>	<b>\$9,411- \$16,500</b>



# Common actions taken – strategic roadmaps

- Creation of **health and wellbeing vision and mission**
- **Business cases** were presented
- **Dedicated budgeted** were constructed including staff requirements
- Increased **focus on health equity**
- **Governance Committees** were planned or organized
- **Annual Marketing & Communication Calendars** were developed or refined
- **Silos within companies were connected** – benefits, wellness, benefits, risk
- Coordination of **vendor summits**

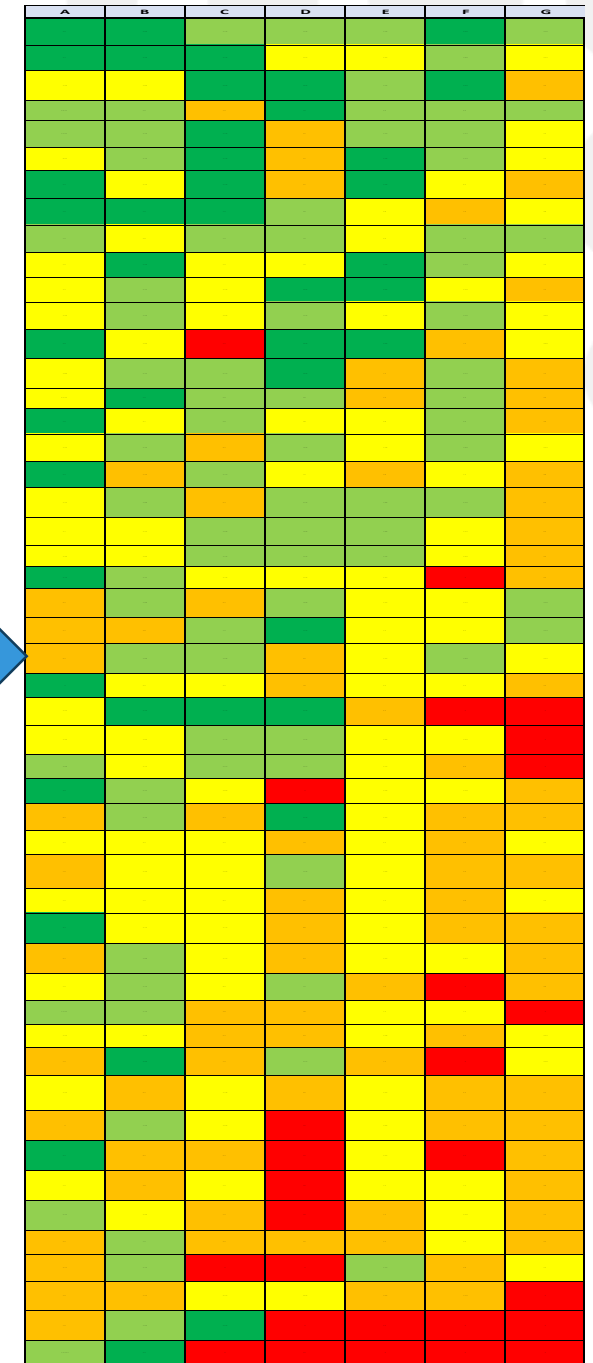
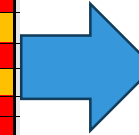
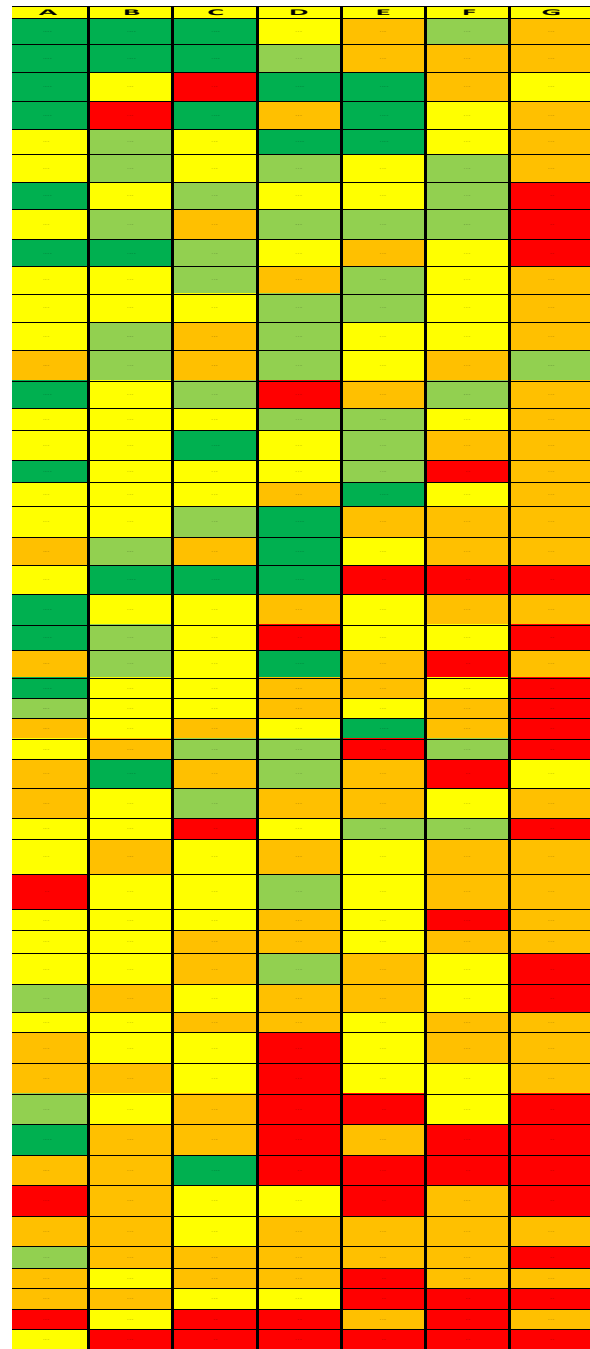
# Predictive assessment

Predicted modelling shows a significant narrowing of the gaps from benchmark in many if not most factors

Average improvement of score from baseline to predicted year-end score was 80 points (450 to 530) moving from 60% to 71% of benchmark

Range of scores at baseline and after predicted modeling went from 187-580 to 313-663

Lowest scoring enterprise improved the most – over 125 points



# Joining the project

Why now?

What did you hope to gain?

Who also needed to buy-in, if anyone, for you to participate?

# Learning from the project

What was the most difficult aspect? The easiest? Most surprising?

What strengths emerged?

What opportunities surfaced?

# Strategic implementation resulting from the project

What actions have you taken? Why?

What actions will you sustain? How?

What actions would you like to take? When?

# Questions & Answers



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