

Worksites – Pillar Workgroup Discussion - SOS 2017 – Atlanta, GA
15 attendees



GROUP I

What is working in your state or community?

- Becoming normalized
- See it as economic imperative
- Institutionalization
- Culture of wellness
- SHRs taking on wellness
- Payers participating
- Expected from a talent perspective
- Employers are stepping up in rural GA and are working with hospital systems

What's working?

- Retention
- Recognition
- Cohorts of shared learning opportunity
- Employee transparency around programs
- State agency leagues for sports
 - Making it social
- Non-traditional well-being
- Financial well-being to address disparities, driven by stress
- Healthy happy Hour

WHAT WE NEED

- (8) Change in framing from avoiding bad and instead focusing on what is good
- (6) Unrestricted \$\$ For Gov entities & funding sources
- (6) Health benefits info in plain language
- (5) More tools for how to engage people who seem to not care
- (4) US chamber of commerce at SOS
- (4) More on social determinants of health
- (4) Align sessions with FDH areas
- (3) A way to identify businesses where we can have greater impact on disparities
- (3) Reasonable expectations from funders
- (3) More metrics and strategies for true small employers in rural areas
- (3) Insurance co-incentives
- (2) More health in all policies tools/info
- (1) Labels/standardize info across plans

Change framing is connected to how do we engage people who seem not to care

- HBM Theory
- Victor Strucker (SP) on aligning purpose
- Life on purpose
 - Purpose alignment

GROUP II

Positive impacts in worksite wellness

- Becoming a trend
- Using wearable devices
- Increase in normalization
- In break rooms now
- Economic imperative
- Employers are seeing a return on investment
- Institutionalization of wellness
- Culture of wellness within companies
- Insurance co expanding their approaches
- Used as a recruitment ploy for potential employees
- Benefits, incentives to boost moral

What's working?

- Retention
- Recognition
- Competitions
- Shared successes and failures
- Customizing to employers
- Transparency to employees to inform and increase participation
- Agency leagues for sports
- Social element
- Reframing messages to positive
- Including financial literacy, mindfulness
- Home mailings, phone options, face to face
- Healthy happy hour

Wishes for Better...

- Money \$\$\$ funding source
- Budget authority or unrestricted
- Statement of work with other entities
- Resources to reach vulnerable populations
- Make certain there is a Health in all Policy
- Move realistic time frames for results
- Align participant's purpose with positive messages
- Getting people to care – more ideas to engage people
- Insurance and Health Ed – plain language

Request use social determinants of health to link sessions

Request "Health Means Business" Chamber of Commerce as speaker at 2018 SOS

Vote Tally

- +Framing of messages
- Health benefit info in plain language
- Financial resources – unrestricted
- Engagement strategies