Montana Worksite Health Promotion Coalition

Excellence Awards
MWHPC History

- **2003** – formed under executive order as a Governor’s Council on Worklife Wellness

- **2006**
  - no longer under executive order and become the Montana Worklife Wellness Coalition
  - **Excellence in Worksite Health Promotion Awards created**
  - First Worksite Health Promotion Conference

- **2008** – renamed as Montana Worksite Health Promotion Coalition

- **2009** – montanaworksitewellness.org website launched

- **2011** – First Worksite Health Promotion Workshop

- For more information, see http://montanaworksitewellness.org

Stay informed by visiting our website: http://montanaworksitewellness.org
About Us

Mission
“a resource for Montana employers regarding the art and science of health promotion and wellness at work.”

Vision
“education, encourage, recognize, and create a standard of excellence by Worksite Health Promotion programs in Montana and we do that by:
• Conference
• Excellence in Worksite Health Promotion Criteria and Awards
• Reliable resources via our website
Work Groups

• **Awards**
  – Tabatha Elsberry, Chair
    HealthFitness *Energize Your Life* Program Manager, NorthWestern Energy
  – Lindsay Fischer, Co-Chair
    Health Strategist, Western States Insurance

• **Conference**
  – Linda Krantz, Chair
    Health Education Specialist, Montana Cardiovascular Health Program

• **Membership & Marketing**
  – Chelsea Bond, Chair
    Clinical Services Manager, Montana Association of Health Care Purchasers

• **Resource**
  – Teri Palmer, Chair
    Health Management Consultant, Payne Financial Group, Inc.

• **Executive**
  – Linda Krantz, Chair
    Health Education Specialist, Montana Cardiovascular Health Program
Excellence Awards

• Criteria:
  – Three distinct models: Bronze, Silver, Gold
  – 9 quality standards that create a framework and standard of excellence
  – Education tool to recognize organizations

• All worksites, large and small, for profit and non-profit, are encouraged to apply for the awards

• All applications are reviewed by a selection committee comprised of Council members

• Awards are presented at the Worksite Health Promotion Conference
Bronze Award

Basic Worksite Wellness Program

– Minimal or introductory services
– Focus on information dissemination and some activities
– Voluntary participation
– No targeted interventions or documented return on investment (ROI)
Silver Award

Enhanced Worksite Wellness Program
– HRA ~ voluntary participation (30%)
– Education focused on skill-building
– Medical self-care
– One-on-one consultations
– Some targeted high-risk interventions
Gold Award

Comprehensive Worksite Wellness Program

– Many corporate policies supporting wellness
– HRA ~ incentivized participation (40%)
– Focus on targeted interventions
– Telephonic health coaching for high risk
– Must demonstrate an ROI
– Population Health Management
Criteria - Standards

1. Management Commitment
2. Program Leadership
3. Strategic Plan and Mission Statement
4. Assessment Tools
5. Interventions
6. Tracking System
7. Measure Outcomes
8. Communicate Results
9. Internal Marketing

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1. Management Commitment

- Commitment from senior management that supports organizational policies and dedicates sufficient resources
- Corporate Policies, Practices or Procedures

All Award levels:
- Operating program for more than one year
- CEO letter or other internal document demonstrating support
- Company newsletter or marketing materials

- Bronze - 3
- Silver - 6
- Gold - 9
2. Program Leadership

- Leadership from well-qualified health promotion or worksite wellness professionals in the program’s design, implementation and ongoing operations.

- Bronze - wellness champion, recommended committee

- Silver & Gold – health promotion professional/consultant and required committee with supporting documents
3. Strategic Plan & Mission Statement

• Strategic plan with specific goals, measurable objectives, and implementation timeline for the next 1-5 years and a clear statement of the Wellness program’s mission and purpose as well as target audience

• Mission Statement for wellness program

• Target Audience
  - Bronze – healthy
  - Silver – High Risk
  - Gold – High Risk (HRA)

• Strategic
  - Bronze – 1-year
  - Silver – 3-year
  - Gold – 5-year

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4. Assessment Tool

• Process or tool for assessing organizational and individual needs, risks and costs to ensure appropriate interventions are offered to that employee population

• Assessment Tools:
  – Employee Interest Survey
  – Health Screenings
  – HRA
  – Medical Claims
  – Culture Assessment

Bronze – 1
Silver – 2 (min HRA)
Gold – 3 (min HRA)
5. Interventions

- High quality and convenient programs (interventions) that motivate participants to achieve lasting behavioral changes

- ALL awards – SIX from **BASIC**:  
  - Advertise community  
  - Educational/Information sessions  
  - Wellness Classes  
  - Health Education Resources  
  - Product Sales/Give-a-ways  
  - Fitness Activities  
  - Annual Health Fair  
  - Ergonomic Assessments  
  - EAP  
  - Relaxation/Massage  
  - Healthy Eating Promotion  
  - Lending Library
5. Interventions

**Moderate**
- SILVER – 4
- GOLD – 5
  - Physician Referral program
  - Internal wellness website
  - Fitness facility/gym discounts
  - Medical self-care
  - 1-on-1 consults
  - Diabetes Prevention Program (DPP)
  - Disease Prevention
  - Disease Management
  - Short-term Incentive

**Comprehensive**
- GOLD – 2
  - Health Coaching
  - Comprehensive Annual Incentive Program
6. Tracking System

- Efficient systems for tracking program operations, utilization and administration of wellness program

- Choose from list:
  - HRA
  - HRA Cohort (if >2 years)
  - Screening
  - Website
  - Classes
  - Programs

Bronze – 1
Silver – 2 (min HRA)
Gold – 3 (min HRA)
7. Measure Outcomes

- Procedures and reporting mechanisms for evaluating or measuring program quality and outcomes

  **Bronze** –
  + Class/program evaluation

  **Silver**
  + Class/program evaluation
  + Summary of class evals
  + HRA participation at 30%

  **Gold**
  + Class/program evaluation
  + Summary of class evals
  + HRA participation at 40%
  + Cost/benefit analysis
8. Communicate Results

- System and annual reporting for communicating the program results to employees, senior management, and other key stakeholders
- Annual Report

ALL levels:
+ Accomplishments
+ Challenges
+ Next year’s goals

Silver and Gold add:
+ Participant Utilization
+ Participant Satisfaction
+ HRA Aggregate

Gold add:
+ Coaching Aggregate

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9. Internal Marketing

• Effective internal marketing to employees to achieve and maintain high participation and engagement

Bronze – 4
Silver – 5
Gold - 6

• Choose from:
  – Flyers/brochures
  – Newsletters
  – Emails/faxes
  – Internal wellness website
  – Paycheck stuffers
  – Mass/personal invites
  – Home mailings
  – New Employee/Staff meetings
  – Bulletin boards
  – Table tents

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Resources

- Website: [montananworksitewellness.org](http://montananworksitewellness.org)
- Resource page worksite tools:
  - Links to local and nations resources
  - “Train and Takes”
    - Provide resources for training your workforce
      - Blood Pressure
      - Breastfeeding (under construction)
      - Cancer
      - Cholesterol
      - Diabetes (under construction)
      - Diabetes Prevention (under construction)
      - Tobacco Cessation
      - more to come
- Calendar
  - Lists webinars, conferences and workshops
Questions

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To contact a coalition member, see our membership page at http://montanaworksitewellness.org