PROVIDENCE
Health Plan
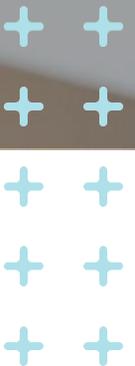
Well-being trends

2020

Important Note: This resource is designed for fully-insured groups with more than 50 employees enrolled in Providence Health Plan.

The state of well-being

Support the well-being of your population by creating a culture where employees experience vitality and are engaged physically, cognitively, and emotionally. Turn your wellness program's vision into action by implementing programs, policies, benefits, and environmental changes to support your employees in achieving true health. Here's what we'll be tracking this year:

1 Mental health

Mental health matters. Stress, anxiety, depression, and other mental illnesses can affect job productivity, engagement, and even daily functioning. They're also associated with higher rates of disability and unemployment. It's important for employees to bring their authentic selves to work and feel supported and respected. Creating workspaces that foster resilience and curiosity can help employees handle stress better, improve work happiness, and strengthen interpersonal relationships.

Here's what you can do: Support employees at all stages of their mental health journey. Address the stigma around mental illness by launching an anti-stigma campaign, offering manager trainings, and promoting the available modalities of coaching (Providence offers virtual and telephonic options). Consider implementing new benefits and policies that support emotional well-being, like mental health days, flexible schedules, commuter benefits, parental leave, and pet insurance. Make sure your environment includes safe spaces to talk or take a brain break.

Read more: **+** Mental health by the numbers
+ Mental health in the workplace

2 Caregiving

Many employees care for children, elderly parents or an ill or disabled spouse or family member. Trying to juggle work and caregiving takes a toll. Caregivers may need to rearrange their work schedules, decrease their hours, take leave, or pursue alternative employment opportunities to balance their responsibilities. Ensuring caregivers feel supported can affect recruitment and retention of talented employees seeking positions that provide flexibility and balance.

Here's what you can do: Family-friendly policies and benefits can help caregivers juggle their responsibilities. Adopting paid parental leave, flexible scheduling, or telecommuting policies contribute to a caregiver-friendly culture. Benefits such as onsite childcare, backup childcare, or access to referral services can help reduce the burden for caregivers. It's also important to create a culture where employees feel comfortable using these benefits.

Read more: **+** Why business should support employees who are caregivers

3 Social determinants of health

Social determinants of health, or SDOH, include individual factors (like education, income, and level of stress) as well as work-related dynamics (like job type, wages and the physical work environment). According to public health researchers, SDOH account for as much as 40 percent of an individual's health status – which could subsequently increase employer healthcare costs and decrease business performance.

Here's what you can do: Evaluate how to remove barriers to access when implementing new policies or programs. In addition to physical health, establish programs to support the mental and financial well-being of all employees. Allow employees to use paid time for wellness visits and other preventive care services. Provide resources to support employee needs outside of work, such as backup childcare or eldercare. Build a work environment that makes the healthy choice, the easy choice – consider offering healthy food options, filtered water, a quiet room, or walking paths.

Read more:
+ Social determinants of health – an employer priority
+ WHO healthy workplace: framework and model
+ Social determinants of health: know what affects health

4 Sustainability

Taking actionable steps towards sustainability in the workplace can affect the organization's bottom line and the employee experience. In addition to reducing the organization's carbon footprint, a sustainable environment can affect recruiting, company culture and productivity. We all want healthier employees and a healthier planet.

Here's what you can do: From offering more sustainable food options to active commuter benefits to no smoking policies, there are many ways to implement sustainable practices. You could also try curating workspaces to maximize the natural light, adding bottle filling options to water fountains, or installing recycling options on every floor. Or get on the indoor plant trend and add some greenery to common areas. Offer employee volunteer days - and promote opportunities that benefit your local surroundings.

Read more: + 7 reasons to go green at work
+ WELL v2 certification

5 Simplified tech experience

Wellness platforms and other technology solutions provide a simplified, streamlined experience that allows employees to engage in their health care and well-being activities from anywhere, at any time. This is hugely beneficial for remote employees or organizations with several locations. Wellness platforms can increase engagement by creating a personalized experience for each user. Based on lifestyle risks and personal preferences, platforms can make recommendations to help everyone achieve their true health.

Here's what you can do: Consider using a wellness platform to assess and improve the well-being of your population. Or promote other technology solutions to support employees in managing their health and well-being. Set up a quiet space for employees to use Express Care Virtual or other telehealth appointments during the workday and remind employees to visit myProvidence and MyChart to monitor their health insurance benefits and engage with their providers.

Read more: + Express Care Virtual
+ myProvidence and MyChart

6 Healthy habits

Employees spend many of their waking hours at work. Supporting them in pursuing and maintaining healthy habits during their workdays can have a significant impact on their overall health and well-being. In addition to healthier employees, healthy habits like a brisk walk can increase focus and creativity, improve decision-making and manage stress – leading to better work outcomes.

Here's what you can do: Create opportunities for employees to maintain their healthy habits in the workplace – make the healthy choice the easy choice. Hold walking meetings when appropriate or provide healthy options in onsite break rooms. Environmental supports, such as inviting stairwells, bike storage, onsite fitness facilities and showers, standing desks, a company garden or a wellness room all make it easier for employees to stick to their goals. By removing barriers, you can set your employees up for success.

Read more: + Creating healthy, long-lasting habits in the workplace

7 Vulnerability

Vulnerability is often associated with weakness and susceptibility, when it may just be the key to a happy and successful workforce. From the wise words of Brene Brown, "Vulnerability sounds like truth and feels like courage. Truth and courage aren't always comfortable, but they are never weakness." When leaders create a vulnerable space within their workforce, they allow a space for trust, honesty, creativity, and much more to enter. This creates a powerful community and increases employee retention, motivation, and innovation.

Here's what you can do: Allow vulnerability to enter your workforce, starting with leadership. Practice building trust by communicating effectively, overcoming conflict, and managing stress. Launch a campaign that encourages employees to be authentic and honest, ask for help, and share thoughts and opinions with a purpose. Consider how your built environment impacts your culture - design workspaces that encourage collaboration and break rooms that foster community.

Read more: + The power of vulnerability

8 Programs for employees at-risk for chronic conditions

Chronic conditions – like diabetes, heart disease, musculoskeletal disorders, and cancer – are some of the most costly and preventable health concerns. Providing at-risk individuals with personalized tools to meet their unique needs can empower them to engage in healthy behaviors, keep them healthy, and keep your bottom line happy.

Here's what you can do: Launch a campaign to reduce stigma around chronic conditions – consider aligning your communications strategy with a national health observance that focuses on the issue. Promote resources available through your health plan – like tele-mental health services, smoking cessation programs, or diabetes prevention programs.

Read more:+ 2020 Health Awareness Calendar
+ Healthy Eating and Active Lifestyle Program (Providence Health Plan's Diabetes Prevention Program)

9 Preventive care

According for the Centers for Disease Control and Prevention, Americans get preventive services at only half the recommended rate. Three conditions that cost employers the most – diabetes, heart attacks, and high blood pressure – can often be prevented or caught early and treated successfully. Primary care can also influence cost and quality through referrals, prescriptions, testing, procedures, and hospitalizations.

Here's what you can do: Partner with your health plan to review your organization's utilization of preventive services, like wellness visits, flu shots, and cancer screenings. If utilization is low, consider launching a campaign or incentivizing preventive care visits. Provide paid time for wellness visits, promote virtual care options, or consider integrating an onsite clinic as part of your wellness strategy. Encourage supervisors and wellness champions to lead by example and take advantage of their preventive benefits – they are designed to help you stay well and make the most of your life.

Read more: **+** Primary care provider toolkit
+ Preventive services
+ Provider directory

10 Culture of health

Creating and supporting a culture of health means that the organizational norms support employee health. A commitment to your employees' health and well-being reflects a commitment to them as a person. As employees increasingly seek positions with organizations whose values align with their personal values, a culture of health may contribute to increased engagement and reduced turnover. In addition to healthier employees, a culture of health can affect performance, absenteeism and workplace safety.

Here's what you can do: Inclusion, positive team dynamics and leadership support have a direct result on employee well-being. Support a culture of health by leading by example. Employees look to their leaders for cues on how to model their behavior. True health is different for everyone, so it's important to include elements beyond physical health, like mental, social, and financial well-being. This may include things like taking sick days or mental health days when needed, limiting off hour emails, expressing appreciation, using vacation time, participating in wellness events, and normalizing the use of benefits.

Read more: **+** 6 tips for building a culture of health
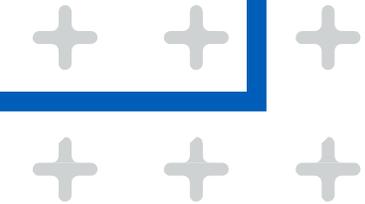
PROVIDENCE
Health Plan

Our Mission

As expressions of God's healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.

Our Values

Compassion | Dignity | Justice | Excellence | Integrity

Contact us with questions about your employee well-being program:

WorkplaceWellness@providence.org.

ProvidenceHealthPlan.com