Oregon Employer Survey:

A picture of Oregon's worksite wellness movement

Healthy Communities Webinar
August 13, 2014

Rebecca Pawlak, MPH
Oregon Public Health Division
Health Promotion Chronic Disease Prevention

Overview

- Introduction
- 2011 Survey Results
- Results Over Time
- Discussion

2011 Oregon Employer Survey Report

Oregon Health Authority

PUBLIC HEALTH DIVISION
Health Promotion and
Chronic Disease Prevention Section

January 2014

Introduction

- Developed as part of the **Wellness@ Work** initiative. The Oregon Employer Survey has been conducted three times: 2005, 2008 and 2011.
  - 2014 survey in planning phase.
- Conducted among Oregon employers about their worksite wellness policies and practices.
- Purpose: Develop a picture of the current state of health promotion policies and activities in different worksites.

Definition of Analytic Groups

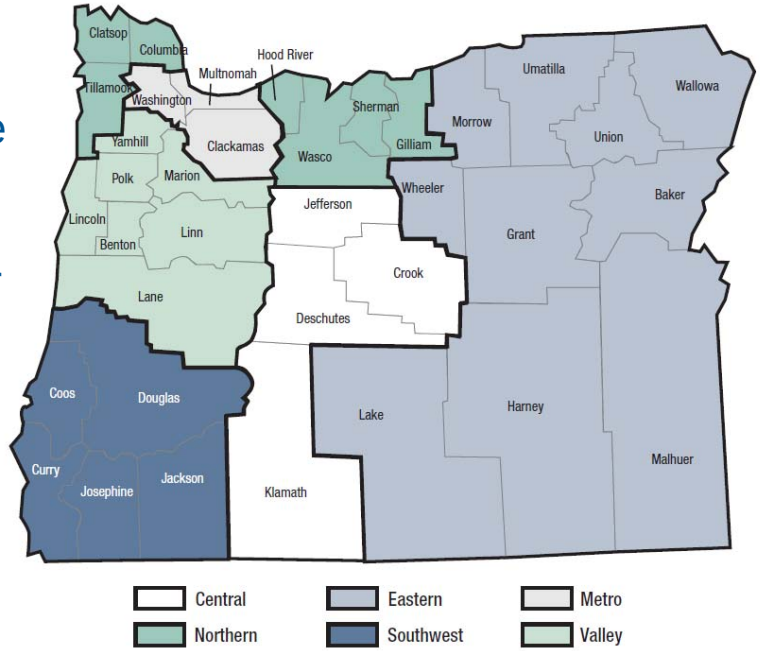
Region by regional support network

Employer type: public and private

Size: small (20-49 employees) and large (50 or more employees)

Organizational longevity: worksites in operation for less than one year, one to five years, six to 25 years and more than 25 years

Industry: education, finance and real estate, health care, hospitality, industrial and manufacturing, information and technical services, public administration, retail and wholesale, and other



2011 Oregon Employer Survey Results

- Collected responses from 1,631 worksites that employed more than 180,000 Oregonians
- Sample nearly evenly divided between large public (408), small public (404), large private (416) and small private (403)
- Report sections: wellness infrastructure, nutrition practices, physical activity practices, tobacco use practices, and self-management support

KEY FINDINGS FROM 2011 OREGON EMPLOYER SURVEY

Key Finding, cont.

- **Wellness Infrastructure**
  - 49% of worksites reported having a **wellness coordinator**
    - Of those, only 7% reported health promotion was the **primary responsibility** of the designated wellness coordinator
  - 36% reported having a **wellness committee**
  - 33% of worksites reported having employee wellness in its **mission**
  - 33% of worksites **evaluated outcomes** of health promotion efforts

Key Findings, cont.

- **Nutrition Practices**
  - 17% of worksites reported **written policies or guide**lines encouraging healthful foods be served or available at the worksite.
    - Among those policies:
      - 72% applied to cafeterias
      - 40% applied to vending machines
      - 25% applied to employer-sponsored events
      - 20% applied to meetings
  - 24% of worksites **informally discouraged** unhealthy foods and work.

Key Findings, cont.

- **Physical Activity Practices**
  - 13% reported **written flextime policies or guidelines** to allow employees time for physical activity during the workday
  - 16% of worksites reported offering employees **active commuting** incentives
    - Among those incentives:
      - 12% applied to public transit
      - 8% applied to bicycling
      - 6% applied to carpooling
      - 5% applied to walking
  - 18% offered incentives for **achieving health-related goals**
  - 14% subsidized **health club membership**

Key Findings, cont.

- **Tobacco Use Practices**
  - 48% of worksites reported policies **expanding the Smokefree Workplace Law** to include the use of all tobacco products (e.g., chew, snus, cigarettes)
  - 47% have written policies **extending the Smokefree Workplace Law** beyond the 10 feet
  - 20% have written policies designating **all outdoor areas as tobacco-free**

Key Findings, cont.

- **Self-Management Support**
  - 79% of worksites allow employees to **use paid time** for wellness or health maintenance appointments
    - 12% allow use of **unpaid leave**
    - 9% **do not allow** employee use leave for wellness or health
  - 13% of worksites have **systems in place** to refer employees with known chronic conditions for free or discounted self-management programs
  - 24% of worksites have **support groups** (e.g., Weight Watchers or Living Well) that meet regularly at the worksites
    - A majority of onsite support groups are offered at public worksites (77%)

COMPARISONS ACROSS ANALYTIC GROUPS USING INDICATORS

According to the Oregon Employment Department, the hospitality, industrial and manufacturing, and retail and wholesale industries make up an estimated 90,000 of the 129,000 worksites in Oregon — employing more than 1.2 million of the 1.6 million employed Oregonians.

	Wellness infrastructure	Nutrition practices	Physical activity practices	Tobacco use practices	Self-management support
Type and Size					
Large public					
Large private					
Small public					
Small private					
Region					
Central					
Eastern					
Metro					
Northern					
Southwest					
Valley					
Longevity					
In operation for less than one year					
In operation for 1–5 years					
In operation for 6–25 years					
In operation for 25+ years					
Industry					
Education					
Finance and real estate					
Health care					
Hospitality					
Industrial and manufacturing					
Technical services					
Public administration					
Retail and wholesale					

Table key for wellness engagement by indicator category		
Significantly higher engagement compared with other worksites in group	No significant difference	Significantly lower engagement compared with other worksites in group

OREGON EMPLOYER SURVEY: CHANGES OVER TIME

Changes Over Time

- Survey has been conducted three times: 2005, 2008, 2011.
- 2014 survey planning underway
- **In almost all categories, there was a trend toward increased engagement in worksite wellness from 2005 to 2011.**

Wellness Infrastructure

Oregon Employer Survey, 2005 - 2011

Percent of worksites	2005	2008	2011	Change 2005–2011
With wellness committee or team	15.5	26.7	35.6	+ 130%
With mission statement or goal refers to employee health	13.0	13.3	32.6	+ 151%
With wellness coordinator, primary job responsibility	4.1	5.7	7.1	+ 73%
With wellness coordinator, not primary job responsibility	28.8	31.4	41.7	+ 45%
That evaluate outcomes	6.7	9.3	32.6	+ 387%

HEALTHY COMMUNITIES HEALTHY PEOPLE

Oregon Health Authority

Nutrition Practices

Oregon Employer Survey, 2005 - 2011

Percent of worksites	2005	2008	2011	Change 2005–2011
With written policies or guidelines encouraging healthy foods	12.1	19.4	17.1	+ 41%
Those with nutrition policies applied them to:				
Snack bar	4.6	19.9	19.9	+ 333%
Meetings	5.3	11.5	21.1	+ 298%
Vending machines	12.3	36.0	39.5	+221%
Employer-sponsored events	8.4	11.8	24.9	+ 207%
Cafeteria	59.3	59.9	72.4	+22%

HEALTHY COMMUNITIES HEALTHY PEOPLE

Oregon Health Authority

Physical Activity Practices

Oregon Employer Survey, 2005 - 2011

Percent of worksites	2005	2008	2011	Change 2005–2011
With flextime policies for physical activity	17.7	18.3	12.8	- 28%
That offered alternate commuting incentives	12.1	16.4	16.4	+ 36%
That encouraged use of stairs – signs or building improvement	4.3	6.6	5.6	+ 30%

HEALTHY COMMUNITIES HEALTHY PEOPLE

Oregon Health Authority

Tobacco use Practices

Oregon Employer Survey, 2005 - 2011

Percent of worksites	2005	2008	2011	Change 2005–2011
With policies reinforcing Oregon's Smokefree Workplace Law	81.5	85.4	89.7	+ 10%
With tobacco cessation incentives	22.5	12.3	16.1	- 28%
Where employees can purchase tobacco products at worksite	4.4	3.2	1.5	- 66%

Self-Management Support

Oregon Employer Survey, 2005 - 2011

Percent of worksites	2005	2008	2011	Change 2005–2011
Offering private, clean space to check blood sugar, breastfeed or monitor blood pressure	64.6	71.3	78.9	+18%
With referral systems for chronic disease self-management	10.0	13.0	13.2	+32%

Oregon Employer Survey Attachments

- **Survey Methodology and Data Collection**
- **Awareness of Oregon's Wellness@Work Initiative**
- **Sample open-ended response quotes**

wellness@WORK

Appendices: Data Tables

APPENDIX A: 2011 Oregon Employer Survey data tables
- Sampling frame and data collection
- Results by employer type
- Results by industry
- Results by region
- Results by longevity
- Affordable Care Act status
- Worksite wellness infrastructure results
- Self-management results
- Nutrition results
- Physical activity results
- Tobacco results
- Acute health response results

APPENDIX B: Oregon Employer Survey — changes over tim
- Worksite wellness infrastructure results
- Self-management results
- Nutrition results
- Physical activity results
- Tobacco results
- Acute health response results

APPENDIX C: 2008 Oregon Employer Survey data tables
- Results by employer type
- Worksite wellness infrastructure results
- Self-management results
- Nutrition results
- Physical activity results
- Tobacco results
- Acute health response results

APPENDIX D: 2005 Oregon Employer Survey data tables
- Worksite wellness infrastructure results
- Self-management results
- Nutrition results
- Physical activity results
- Tobacco results
- Acute health response results

Oregon Health Authority

Example Data Tables

Industry and region — *Oregon Employer Survey, 2011*

Percent of worksites	Education	Entertainment	Finance and real estate	Health care	Hospitality
Central	7.5	17.4	2.3	9.0	7.3
Eastern	8.4	0.0	2.3	3.2	2.4
Metro	35.1	23.9	60.0	37.8	42.7
Northern	6.1	8.7	2.3	6.9	7.3
Southwest	14.0	17.4	11.2	16.0	12.2
Valley	29.0	32.6	22.3	27.1	28.0
Percent of worksites	**Industrial and manufacturing**	**Information and technical**	**Public administration**	**Retail and wholesale**	**Other**
Central	8.9	6.2	10.9	5.0	1.8
Eastern	4.6	6.2	12.6	7.6	0.0
Metro	46.4	60.5	19.7	50.4	66.1
Northern	5.5	1.2	6.7	3.4	0.0
Southwest	8.1	7.4	11.7	5.9	7.1
Valley	26.5	18.5	38.5	27.7	25.0

Example Data Tables, cont.

Industry and health insurance offered — *Oregon Employer Survey, 2011*

Percent of worksites	Education	Entertainment	Finance and real estate	Health care	Hospitality
Fully insured through insurance company	65.8	61.9	65.0	62.7	33.8
Fully self-insured	5.6	14.3	12.5	16.9	10.3
Partially self-insured	28.6	11.9	20.0	15.3	11.8
No health plan offered	0.0	11.9	2.5	5.1	44.1
Percent of worksites	**Industrial and manufacturing**	**Information and technical**	**Public administration**	**Retail and wholesale**	**Other**
Fully insured through insurance company	59.4	66.7	58.9	54.1	58.8
Fully self-insured	15.4	21.3	16.4	14.4	21.6
Partially self-insured	17.3	10.7	23.3	24.3	15.7
No health plan offered	7.9	1.3	1.4	7.2	3.9

HEALTHY COMMUNITIES HEALTHY PEOPLE

Oregon Health Authority

Example Data Tables, cont.

Worksites with wellness infrastructure — *Oregon Employer Survey, 2011*

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Have a wellness or health promotion committee	52.7	44.6	32.2	13.6	35.6 (N=1,544)
Mission statement or goal refers to improving or maintaining employee health	36.5	34.8	34.2	25.1	32.6 (N=1,382)
At least one person's primary responsibility is health promotion	10.5	7.0	6.9	4.1	7.1 (N=1,571)
At least one person is responsible for providing, supervising or coordinating health promotion activities but responsibility for health promotion is not the person's primary job	45.9	34.7	50.9	34.8	41.7 (N=1,571)

HEALTHY COMMUNITIES HEALTHY PEOPLE

Oregon Health Authority

Example Data Tables, cont.

Evaluation of outcomes — *Oregon Employer Survey, 2011*
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,296)
Evaluate whether health promotion efforts affect medical costs/utilization	23.4	8.7	32.5	12.7	19.7
Evaluate whether health promotion efforts affect productivity	6.2	9.1	8.6	6.3	7.6
Evaluate whether health promotion efforts affect absenteeism	28.9	23.8	20.6	12.1	20.9
Evaluate whether health promotion efforts affect other outcomes	4.1	2.3	3.6	2.0	3.0
Any outcomes evaluated	41.2	29.2	40.6	20.2	32.6
None	58.8	70.8	59.4	79.8	67.4

HEALTHY COMMUNITIES HEALTHY PEOPLE

Oregon Health Authority

Example Data Tables, cont.

Nutrition policies and practices — *Oregon Employer Survey, 2011*

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Worksites with written policies or guidelines encouraging healthful foods be served or available at the worksite	29.6	29.2	6.8	4.8	17.1 (N=1,533)
Among those with written policies (N=262), worksites were able to select all settings that policies applied to:					
Cafeteria	78.7	80.4	37.0	42.1	72.4
Snack bar/coffee bar	24.1	15.0	29.6	10.5	19.9
Meetings	20.4	20.6	25.9	21.1	21.1
Vending machines/ bulk candy machines	49.1	37.4	25.9	15.8	39.5
Free food (i.e., candy, fruit, snacks and ready-made meals)	15.7	9.3	11.1	26.3	13.4
Employer-sponsored events	27.8	21.5	22.2	31.6	24.9
Other	11.1	12.1	25.9	31.6	14.6
Among those worksites with vending machines or food services, special promotions or sales on healthier food options were available within the past 12 months	26.2	26.9	22.7	14.9	23.1 N=1,091)
Worksites informally discourage unhealthy foods such as donuts at meetings	31.2	25.2	22.7	15.4	23.6 (N=1,555)

Example Data Tables, cont.

Food and beverages regularly available for free at the worksite —
Oregon Employer Survey, 2011
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,630)
Coffee and tea	40.4	43.7	78.1	75.9	59.6
Candy	5.4	5.7	6.7	11.4	7.3
Soda	6.9	5.0	10.6	21.1	10.9
Fruit	5.6	5.0	10.1	11.4	8.0
Snacks	8.3	8.2	9.6	14.4	10.1
Ready-made meals	3.2	2.0	2.9	3.0	2.8
Other	15.4	15.6	27.2	26.8	21.3
None	50.0	47.2	15.1	16.4	32.1

Example Data Tables, cont.

Physical activity flextime and breaks — *Oregon Employer Survey, 2011*

Percent of worksites	Large public	Small public	Large private	Small private	Overall
Worksites with flextime written policies that allow employees to include physical activity in their schedule	17.1	14.8	11.8	7.7	12.8 (N=1,568)
Worksites that give employees opportunities to move around or stretch outside of the rest and meal breaks required by law	72.4	70.1	77.1	80.9	75.1 (N=1,552)

Employee incentives for alternate commuting — *Oregon Employer Survey, 2011*
(Respondents were able to select all that applied to their worksite.)

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,588)
Walk	6.8	3.4	7.7	3.0	5.2
Bicycle	9.3	5.2	12.4	5.7	8.2
Carpool	9.3	4.1	10.1	2.7	6.6
Mass transit	15.4	5.7	19.3	8.0	12.2
Any incentive	19.4	10.6	24.5	10.7	16.4
None	80.6	89.4	75.5	89.3	83.6

Example Data Tables, cont.

Worksite policies on smoking at or near building entranceways — *Oregon Employer Survey, 2011*

Percent of worksites	Large public	Small public	Large private	Small private	Overall (N=1,628)
Policy extends the Smokefree Workplace Law beyond 10 feet from worksite entrances	54.9	53.9	41.9	36.8	46.9
Policy designates additional outdoor areas at the worksite as smokefree but still allows for a smoking area	9.3	7.7	25.8	13.9	14.3
Worksite policy designates ALL other outdoor areas at the worksite smokefree	30.2	27.9	10.8	7.2	19.0
Policy exists for at least one area	78.7	81.3	64.6	51.0	68.7
Worksite has no written policy on extending smokefree areas beyond the requirements of Oregon's Smokefree Workplace Law	21.3	19.7	35.4	49.0	31.3

Oregon Health Authority

Questions? Comments?

- Survey Report Web Location:
  - Public Health Division Website -> Healthy Worksites Page
  - http://public.health.oregon.gov/PREVENTIONWELLNESS/HEALTHYCOMMUNITIES/HEALTHYWORKSITES/Pages/index.aspx

- Contact Information:
  - Rebecca Pawlak, MPH | 971-673-1034 | rebecca.l.pawlak@state.or.us
  - Pieter Leffers, MSPH | 971-673-0139 | pieter.m.leffers@state.or.us
  - Your liaison