

Healthcare Leadership Collaborative Workforce Wellness Recommended goals for target health risks

Engagement of employers

Short term process goals by 1/01/10 and 1/01/11

- 100% of the HLC organizations have adopted a formal wellness framework (as defined below) by 1/01/10
- 10% increase in the number of businesses in the Madison Region with a formal wellness framework (as defined below) by 1/01/11
 - Definition of minimum formal wellness framework [This integrates key points from both the WELCOA model and the WI Worksite Wellness Resource Kit. Both are proven resources to follow. We are not creating anything new here.]
 - Senior level support
 - Dedicated resources
 - Wellness plan/goals
 - HRAs with at least 50% employee participation
 - Wellness activities in place with meaningful level of employee participation
 - The universe of businesses will be the customers of the 5 local health plans and the members of The Alliance. WPS could also be invited to participate.
 - Future discussions are needed at the HLC or workgroup level regarding the best way to achieve a baseline measurement by 1/01/10.
 - The specific percentage increase may be modified once the baseline is known. The percentage may also differ by segmented group size, although small employers (20 to 50 enrolled employees) will remain a priority.

Change in employee behavior

Medium term outcome goals by 1/01/13 – measured through Health Risk Assessments (HRAs)* and County Health Rankings/CDC Behavior Risk Factor Surveillance System (BRFSS).

- 82.5% of workforce are at low- or no-risk with alcohol consumption
 - Defined as less than 7 drinks per week and not more than 3 drinks per occasion for women, and less than 14 drinks per week and not more than 4 drinks per occasion for men. This definition is based on national guidelines.
 - This goal is a 10% improvement from the current statewide rate as determined by the BRFSS. The rate for the 8 county region and the state overall is 75%.



- 87% of workforce are smoke free
 - Defined as not currently a smoker per the BRFSS.
 - This goal is a 10% improvement on the current statewide rate of 79.1% as reported in the County Health Rankings. The baseline for the 8 counties ranges from 72% to 84.1%, but 3 counties are over 83% and 4 counties are between 78.4% and 79.5%. The goal for the national Healthy People 2010 is 88%.

- 25% of workforce with healthy fruit and vegetable consumption
 - Defined as 5 or more servings per day. This definition is based on national guidelines.
 - This goal is a 10% improvement on the current statewide rate of 22.8% as reported in the County Health Rankings. The baseline for the 8 counties ranges from 17.3% to 26.9% with most right in the middle.

- 61% of workforce engaged in healthy physical activity
 - Defined by 30 or more minutes of moderate activity 5 or more days per week or 20 or more minutes of vigorous activity 3 or more days per week. This definition is based on national guidelines for physical activity.
 - This goal is a 10% improvement on the current statewide rate of 55.5% as reported in the County Health Rankings. The baseline for the 8 counties ranges from 52.4% to 73.3%, but 7 of the 8 counties are in the 50s.

Achievement and maintenance of healthy weight by employees

Long term outcome goal by 1/01/15 – measured through HRAs* and HEDIS

- 60% of workforce at a healthy weight
 - Defined as a Body Mass Index (BMI) between 18.5 and 25. This definition is based on national guidelines for healthy weight (not underweight, overweight, or obese).
 - This goal is based on the Healthy People 2010 target. The baseline for not overweight or obese for the 8 counties ranges from 31.5% to 43.5% per the County Health Rankings. The baseline for the state overall is 38% who are not overweight or obese. We should note that these numbers include a small percentage of people who are underweight, but the County Health Rankings do not distinguish this.

* Note – the measurements that are dependent on HRA results are only of those employers participating in this endeavor. The HEDIS measures cover the adult population enrolled in participating health plans.



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