



HEALTHY ARIZONA WORKSITES PROGRAM

(HAWP) PRESENTS:

CDC SCORECARD 2019 UPDATE



Presented by:

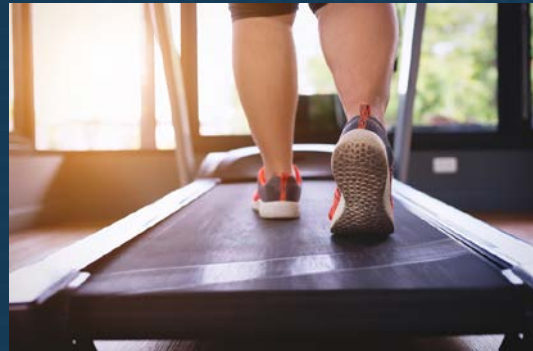
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www.healthyazworksites.org

INTRODUCTION TO THE “NEW AND IMPROVED” CDC WORKSITE HEALTH SCORECARD

JULY 11, 2019



NATIONAL CENTER FOR CHRONIC DISEASE PREVENTION AND HEALTH PROMOTION

Division of Population Health



AGENDA

- Introduction to the Study Team and Presenters
- Benefits of Workplace Health Promotion Programs
- Background and History of the CDC ScoreCard
- New 2019 CDC ScoreCard (Version 3)
 - Rationale for Updating the CDC ScoreCard
 - Update Process
 - Summary of Key Changes
- Where to Find the Updated CDC ScoreCard
- Timeline for the Updated CDC ScoreCard Release
- Q&A



INTRODUCTION TO THE STUDY TEAM AND PRESENTERS

Centers for Disease Control and Prevention

- Jason E. Lang MPH, MS
- Dyann M. Matson-Koffman, DrPH, MPH, CHES

Johns Hopkins University

- Enid Chung Roemer, PhD – Co-Principal Investigator
- Karen Kent, MPH
- Kate McCleary, MS

IBM Watson Health

- Ron Goetzel, PhD – Co-Principal Investigator
- Amanda Mummert, PhD
- Jacquelyn Palmer, MA
- Kathleen Prince, MPH
- Kathleen Lane
- Jenna Jones, PhD, MPH, PMP



BENEFITS OF WORKPLACE HEALTH PROGRAMS

BENEFITS OF WORKPLACE HEALTH PROMOTION FOR U.S. EMPLOYERS

Chronic and mental health conditions represent about 90% of the nation's \$3.3 trillion annual health care expenditures

Interventions in the workplace can help to mitigate this trend:

- Improve employee health, well-being and safety
- Decrease disability, healthcare utilization and costs
- Reduce absenteeism and presenteeism
- Increase worker productivity, creativity and engagement
- Attract/retain top talent
- Bolster stock market performance

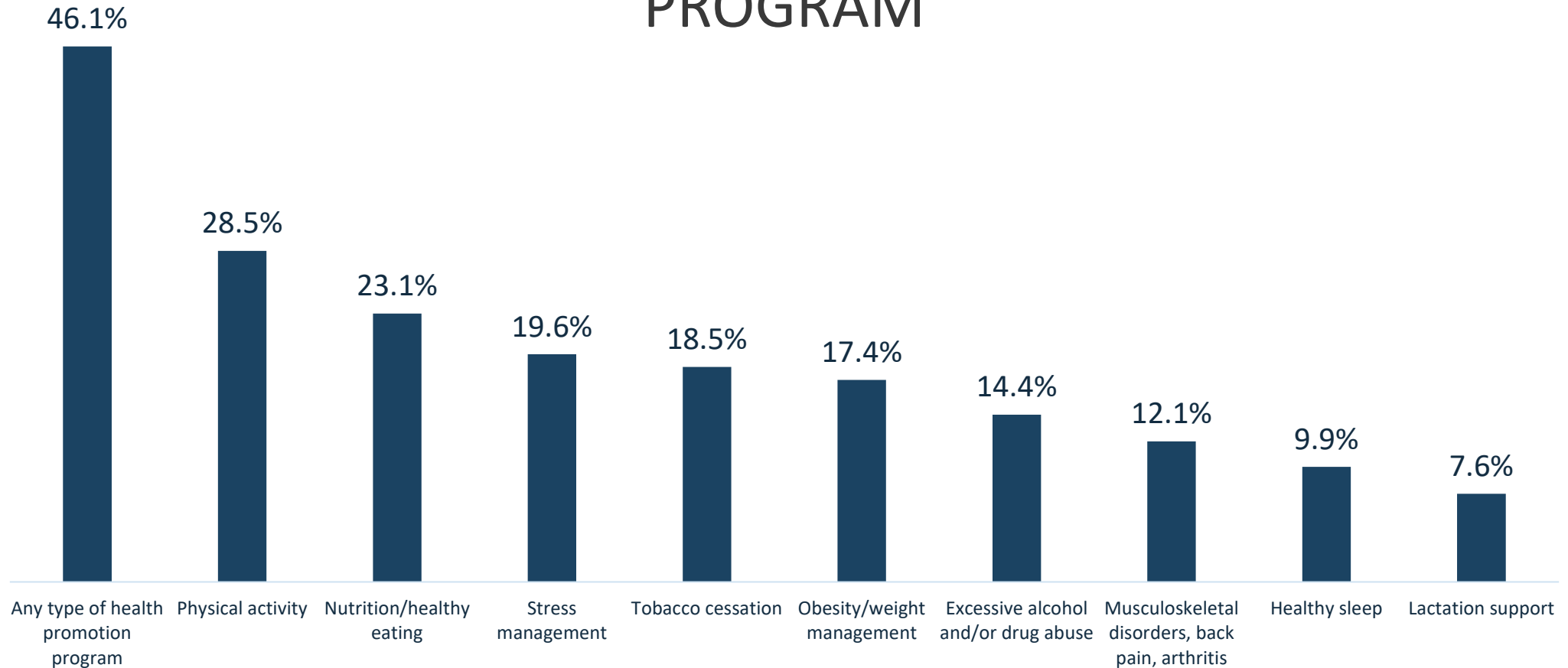
SOURCE: Buttorff C, Ruder T, Bauman M. Multiple Chronic Conditions in the United States. Santa Monica, CA: Rand Corp.; 2017.

Center for Medicare & Medicaid Services. National Health Expenditure Data for 2016—Highlights.

Fabius R, Thayer RD, Konicki DL, et al. The link between workforce health and safety and the health of the bottom line: tracking market performance of companies that Nurture a 'culture of health'. *J Occup Environ Med.* 2013;55:993–1000.

Goetzel RZ, Fabius R, Fabius D, Roemer EC, Thornton N, Kelly RK, Pelletier KR. The Stock Performance of C. Everett Koop Award Winners Compared With the Standard & Poor's 500 Index. *J Occup Environ Med.* 2016 Jan;58(1):9-15.

46% OF U.S. WORKSITE OFFER ANY TYPE OF HEALTH PROMOTION PROGRAM

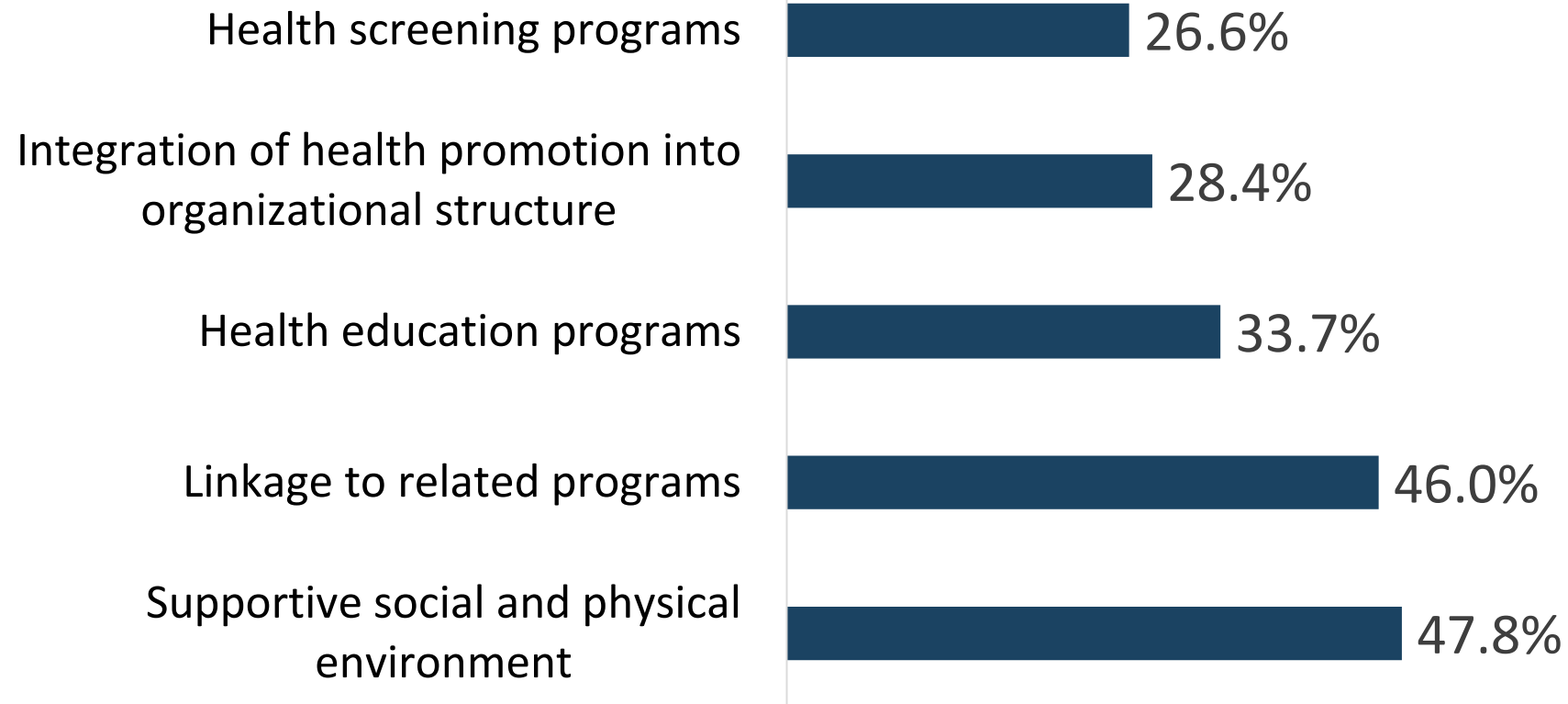


Percentages based on weighted estimates.

Linnan LA, Cluff L, Lang JE, Penne M, Leff MS. Results of the Workplace Health in America Survey. American Journal of Health Promotion 2019, Vol. 33, No. 5, pp. 652-665.

<https://www.cdc.gov/workplacehealthpromotion/data-surveillance/index.html>

HOWEVER, ONLY 12% OF U.S. WORKSITE HAVE COMPREHENSIVE PROGRAMS IN PLACE



Note: 5 elements of a comprehensive health promotion program as defined by Healthy People 2010. Percentages based on weighted estimates.

Linnan LA, Cluff L, Lang JE, Penne M, Leff MS. Results of the Workplace Health in America Survey. American Journal of Health Promotion 2019, Vol. 33, No. 5, pp. 652-665.

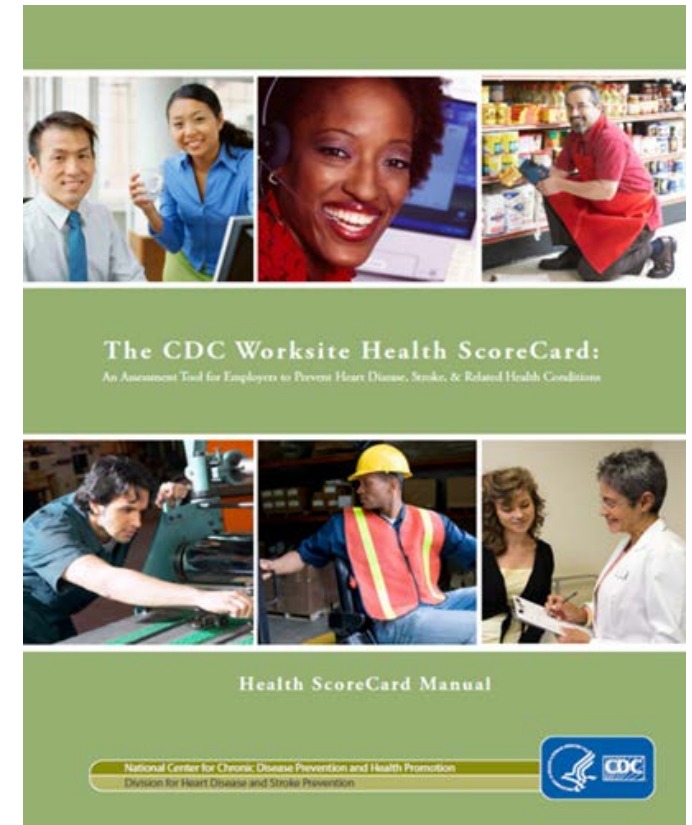
<https://www.cdc.gov/workplacehealthpromotion/data-surveillance/index.html>



BACKGROUND AND HISTORY OF THE CDC WORKSITE HEALTH SCORECARD

BACKGROUND

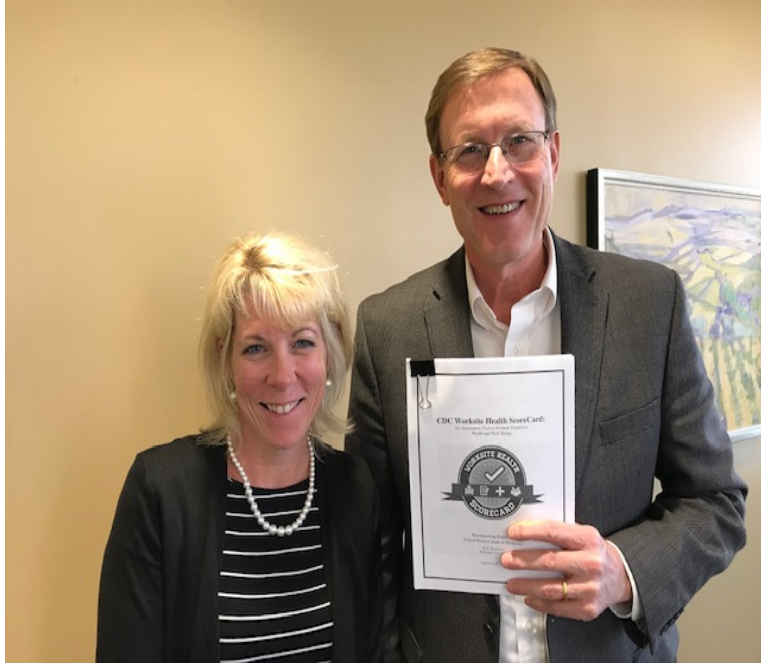
- The CDC Worksite Health ScoreCard was first released in 2012 (Version 1)
- The purpose of the ScoreCard:
 - Organizational assessment and planning tool for worksite health promotion
 - Guidance on key evidence-based strategies to promote a healthy workforce
- The CDC updated the ScoreCard in 2014 (Version 2) and now in 2019 (Version 3)



CDC WORKSITE HEALTH SCORECARD 2014 (VERSION 2) MODULES

125 Yes/No questions assessing health promotion interventions (policies, programs, environmental supports, benefits) in 16 topic areas

- Organizational supports
- Tobacco control
- Nutrition
- Physical activity
- Weight management
- Stress management
- Depression
- High blood pressure
- High cholesterol
- Diabetes
- Signs and symptoms of heart attack and stroke
- Emergency response to heart attack and stroke
- **Lactation support**
- **Occupational health & safety**
- **Vaccine-preventable diseases**
- **Community resources**

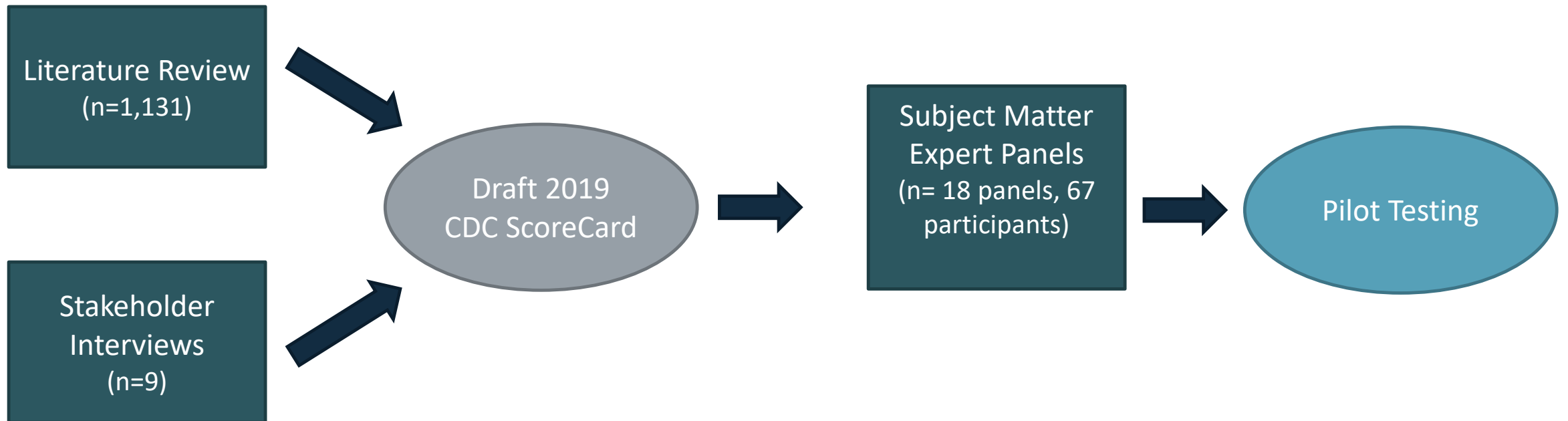


NEW 2019 CDC WORKSITE HEALTH SCORECARD (VERSION 3)

RATIONALE FOR THE 2019 UPDATE (VERSION 3)

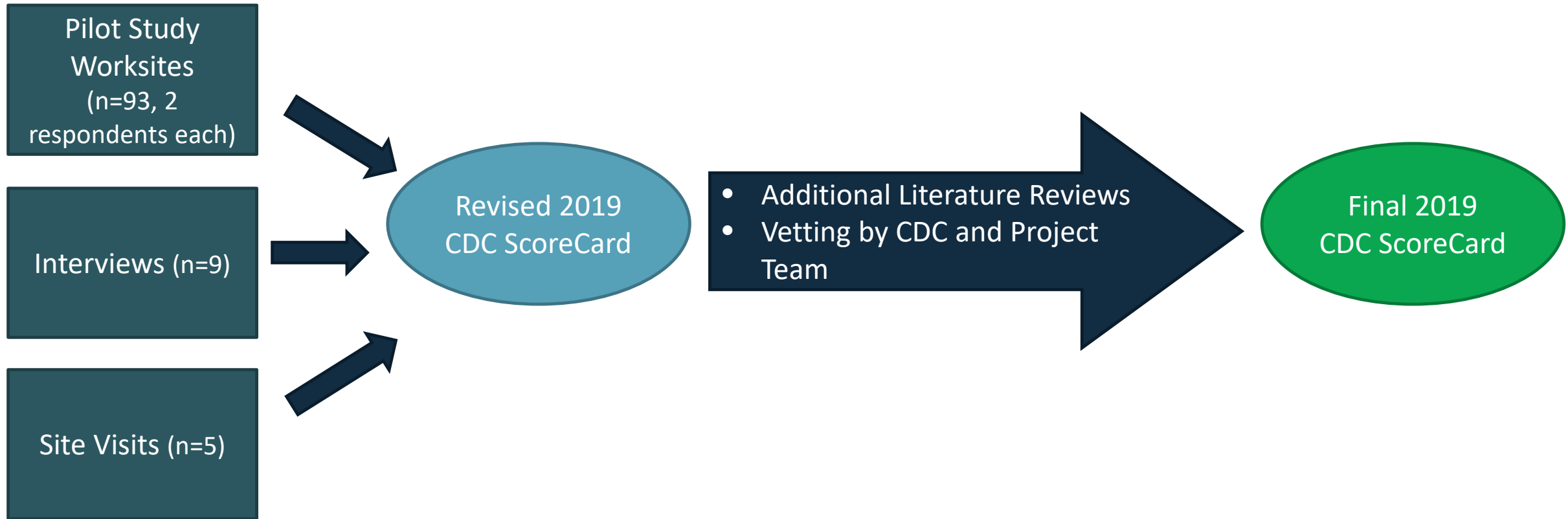
- To ensure that the CDC ScoreCard:
 - Remains current
 - Reflects the best available evidence
 - Is valid, reliable, and easy-to-use
 - Assists employers in:
 - Responding to organizational needs, priorities, and major cost drivers
 - Identifying health promotion programming gaps
 - Prioritizing and applying high-impact, evidence-based strategies and promising practices
 - Increasing understanding of programs, policies, and practices that work
 - Improving overall employee health and wellbeing

THE 2019 UPDATE PROCESS: SURVEY DEVELOPMENT



Source: Roemer E, Kent K, Mummert A, McCleary K, Palmer J, Lang J, Matson-Koffman D, Goetzel R. (in press). Validity and Reliability of the Updated CDC Worksite Health ScoreCard. JOEM.

THE 2019 UPDATE PROCESS: SURVEY TESTING



Source: Roemer E, Kent K, Mummert A, McCleary K, Palmer J, Lang J, Matson-Koffman D, Goetzel R. (in press). Validity and Reliability of the Updated CDC Worksite Health ScoreCard. JOEM.

KEY CHANGES IN THE UPDATED CDC SCORECARD: MODULES

- Addition of 4 new modules
 - Sleep & Fatigue
 - Alcohol & Other Substance Use
 - Musculoskeletal Disorders
 - Cancer
- Combining of 2 modules into 1
 - Signs and Symptoms of Heart Attack and Stroke + Emergency Response to Heart Attack and Stroke = **Heart Attack and Stroke**
- Renaming and reorienting 3 modules
 - Tobacco Control renamed to **Tobacco Use**
 - Diabetes expanded to include prediabetes condition and renamed to **Prediabetes and Diabetes**
 - Lactation Support expanded to include maternal health and renamed to **Maternal Health and Lactation Support**
- Placing the “Community Resources” module into the background section

KEY CHANGES IN THE UPDATED CDC SCORECARD: QUESTIONS AND POINTS

- Number of questions
 - 47 new questions
 - 20 in existing modules
 - 27 in four new modules
 - 13 deleted from existing modules
- Question phrasing and enhanced subtext addressed for 100 questions
- Point values adjusted to reflect current evidence for 30 questions

| 2014 (Version 2) | 2019 (Version 3) |
|--------------------|--------------------|
| 125 core questions | 154 core questions |
| 264 points | 294 points |

KEY CHANGES IN THE UPDATED CDC SCORECARD: MODULE AND QUESTION ORGANIZATION

- Module order
- Question order
- Grouped questions thematically in Organizational Supports:
 - Leadership Commitment and Support
 - Measurement and Evaluation
 - Strategic Communication
 - Participation and Engagement
 - Programs, Policies, and Environmental Supports

EXAMPLE OF ALIGNING CORE QUESTIONS

2014 Question

Refer tobacco users to a state or other tobacco cessation telephone quit line?

Answer “yes” if, for example, your worksite refers tobacco users to 1-800-QUIT NOW or smokefree.gov.

2019 Updated Question

Provide educational materials that address tobacco cessation?

Answer “yes” if, for example, your worksite offers brochures, videos, posters, or newsletters on tobacco cessation, including referral to 1-800-QUIT-NOW or smokefree.gov, either as a single health topic or along with other health topics.

EXAMPLE OF RECOGNIZING THE NEED TO PROMOTE

2014 Question

Provide organized individual or group physical activity programs for employees (other than the use of an exercise facility)?

Answer “yes” if, for example, your worksite provides walking or stretching programs, group exercise, or weight training.

Have a written injury and/or illness prevention program?

Answer “yes” if there is a written policy, whether or not it is posted.

2019 Updated Question

Provide **and** promote organized physical activity programs for employees (other than the use of an exercise facility)?

Answer “yes” if, for example, your worksite organizes walking groups, stretching programs, group exercise classes, recreational leagues, or buddy systems to create supportive social networks for physical activity.

Have **and** promote a written policy on injury prevention and occupational health and safety?

This policy could be promoted to employees regularly through emails, newsletters, or signage in public places.

EXAMPLE OF CLARIFYING A QUESTION

2014 Question

Provide health insurance coverage with no or low out-of-pocket costs for influenza (flu) vaccination?

2019 Updated Question

Provide health insurance coverage with free or subsidized influenza (flu) vaccinations?

EXAMPLES OF NEW QUESTIONS

| Module | Question Text |
|---------------------------------|---|
| Alcohol and Other Substance Use | <p>Provide a health plan with insurance benefits that include substance use disorder prevention and treatment?</p> <p><i>Answer “yes” if, for example, your worksite health plan offers coverage for medication-assisted treatment without prior authorization and lifetime limits, while preventing overuse of addictive substances such as use of prescription opioids, use of illicit opioids, and use of illicitly-manufactured fentanyl (e.g., reimbursement for non-drug treatments for pain relief as a results of an injury such as exercise, physical therapy, and psychological therapies, use of drug utilization review, and pharmacy lock-in).</i></p> |
| Physical Activity | <p>Promote the use of activity trackers to support physical activity?</p> <p><i>Answer “yes” if, for example, your worksite provides or subsidizes the cost of pedometers, wearable trackers, online tools, or mobile apps.</i></p> |

EXAMPLES OF NEW QUESTIONS

| Module | Question Text |
|-------------------|---|
| Physical Activity | <p data-bbox="415 591 1276 686">Encourage active transportation to and from work?</p> <p data-bbox="415 762 1327 1200"><i>Answer “yes” if, for example, your worksite subsidizes public transportation; subsidizes a bike share program; provides secure bicycle storage, lockers and shower facilities for employees; allows for a flexible dress code; and/or organizes workplace challenges, employee recognition programs, or community events to increase active transportation.</i></p> |



| Module | 2014 CDC ScoreCard | | 2019 CDC ScoreCard | | Summary of Changes to Questions | | | |
|---|-----------------------------|-----------------|-----------------------------|-----------------|---------------------------------|-----------|-----------|----------------|
| | # Questions | Possible Points | # Questions | Possible Points | Revised Text | New | Deleted | Un- changed |
| Background/Community Resources (optional) | 20 (17+3) | 0 | 22 | 0 | 4 | 2 | 0 | 16 |
| Organizational Supports | 18 | 33 | 25 | 44 | 18* | 5 | 1 | 2 |
| Occupational Health and Safety | 10 | 22 | 9 | 18 | 6 | 3 | 2 | 0 |
| Maternal Health and Lactation Support | 6 | 15 | 7 | 15 | 6 | 1 | 0 | 0 |
| Nutrition | 13 | 21 | 14 | 24 | 12 | 1 | 0 | 1 |
| Physical Activity | 9 | 24 | 10 | 22 | 7 | 2 | 1 | 1 |
| Sleep and Fatigue | N/A | N/A | 6 | 9 | N/A | 6 | N/A | N/A |
| Tobacco Use | 10 | 19 | 8 | 18 | 7 | 1 | 3 | 0 |
| Cancer | N/A | N/A | 8 | 11 | N/A | 8 | N/A | N/A |
| Heart Attack and Stroke | 13 | 21 | 12 | 19 | 8 | 0 | 1 | 4 |
| High Blood Pressure | 7 | 17 | 6 | 16 | 4 | 0 | 1 | 2 |
| High Cholesterol | 6 | 15 | 5 | 13 | 4 | 0 | 1 | 1 |
| Musculoskeletal Disorders | N/A | N/A | 7 | 9 | N/A | 7 | N/A | N/A |
| Prediabetes and Diabetes | 6 | 15 | 6 | 15 | 6 | 0 | 0 | 0 |
| Vaccine-Preventable Diseases | 6 | 18 | 7 | 14 | 5 | 2 | 1 | 0 |
| Weight Management | 5 | 12 | 4 | 8 | 4 | 0 | 1 | 0 |
| Alcohol and Other Substance Use | N/A | N/A | 6 | 9 | N/A | 6 | N/A | N/A |
| Depression | 7 | 18 | 7 | 16 | 7 | 0 | 0 | 0 |
| Stress Management | 7 | 14 | 7 | 14 | 2 | 3 | 1 | 2 |
| TOTAL | 125 (core) | 264 | 154 (core) | 294 | 100 | 47 | 13 | 29 |

24

* This include 3 questions from the 2014 version that were relocated from other modules.



CDC Worksite Health ScoreCard Manual

An Assessment Tool to Promote Employee Health and Well-Being



Centers for Disease Control and Prevention
National Center for Chronic Disease Prevention and Health Promotion

Updated January 2019

Sleep and Fatigue



During the past 12 months, did your worksite:

| | Yes | No | Score |
|---|-----------------------------------|-----------------------------------|-------|
| 1. Have and promote a written policy related to the design of work schedules that aims to reduce employee fatigue? Answer "yes" if, for example, your worksite has a policy related to self-scheduling, limiting the number of consecutive days or hours allowed to be worked, or specifying a minimum time interval between shifts. | <input type="checkbox"/> (2 pts.) | <input type="checkbox"/> (0 pts.) | _____ |
| 2. Provide access to a self-administered sleep screening tool that provides a feedback report with recommendations for clinical action, as needed? Answer "yes" if, for example, these services are provided through a health risk assessment (HRA), health insurance plan, or employee assistance program (EAP). | <input type="checkbox"/> (2 pts.) | <input type="checkbox"/> (0 pts.) | _____ |
| 3. Provide educational materials that address sleep habits and treatment of common sleep disorders? Answer "yes" if, for example, your worksite offers brochures, videos, posters, or newsletters that address topics such as recommended sleep schedules, recognizing the signs and symptoms of fatigue or daytime sleepiness, and appropriate use of caffeine. | <input type="checkbox"/> (1 pt.) | <input type="checkbox"/> (0 pts.) | _____ |
| 4. Provide and promote <u>interactive educational programming</u> that addresses sleep habits and treatment of common sleep disorders? Answer "yes" if, for example, your worksite offers seminars, workshops, or classes that teach and promote appropriate sleep habits. These sessions can be provided in-person or online; on or off site; in group or individual settings; through vendors, on site staff, health insurance plans or programs, community groups, or other practitioners. | <input type="checkbox"/> (2 pts.) | <input type="checkbox"/> (0 pts.) | _____ |
| 5. Provide training for managers to improve their understanding of the safety and health risks associated with poor sleep and their skills for organizing work to reduce the risk of employee fatigue? | <input type="checkbox"/> (1 pt.) | <input type="checkbox"/> (0 pts.) | _____ |
| 6. Offer solutions to discourage distracted or drowsy driving? Answer "yes" if, for example, employees are given realistic expectations for mileage, adequate rest breaks, overnight stays after long trips, and limited distractions and work demands (e.g., phone calls/email) while driving. | <input type="checkbox"/> (1 pt.) | <input type="checkbox"/> (0 pts.) | _____ |

Your Worksite's Sleep and Fatigue Score _____

Maximum Sleep and Fatigue Score **9**

BENCHMARKING REPORTS – TOPIC SCORES

| Module | Total Points Possible | Average Score All Worksites | Average Score Very Small Worksites (≤99 employees) | Average Score Small Worksites (100-249 employees) | Average Score Medium Worksites (250-749 employees) | Average Score Large Worksites (750+ employees) |
|---------------------------------------|-----------------------|-----------------------------|--|---|--|--|
| Organizational Supports | 44 | 32.4 | 30.3 | 30.0 | 32.2 | 34.7 |
| Tobacco Use | 18 | 12.8 | 9.8 | 11.8 | 14.6 | 14.1 |
| High Blood Pressure | 16 | 11.0 | 10.0 | 9.7 | 11.1 | 12.1 |
| High Cholesterol | 13 | 8.7 | 8.3 | 7.6 | 9.3 | 9.0 |
| Physical Activity | 22 | 14.5 | 12.5 | 11.9 | 14.6 | 16.7 |
| Weight Management | 8 | 5.9 | 5.0 | 5.1 | 6.4 | 6.5 |
| Nutrition | 24 | 11.1 | 7.5 | 9.4 | 12.2 | 13.4 |
| Heart Attack and Stroke | 19 | 12.5 | 10.6 | 10.6 | 13.5 | 13.9 |
| Prediabetes and Diabetes | 15 | 11.1 | 10.4 | 10.1 | 11.4 | 11.7 |
| Depression | 16 | 9.6 | 8.0 | 7.6 | 10.6 | 10.9 |
| Stress Management | 14 | 8.7 | 7.9 | 7.2 | 9.7 | 9.3 |
| Alcohol and Other Substance Use | 9 | 6.1 | 5.4 | 5.3 | 7.4 | 6.2 |
| Sleep and Fatigue | 9 | 3.4 | 3.3 | 2.2 | 3.7 | 3.1 |
| Musculoskeletal Disorders | 9 | 5.0 | 3.4 | 4.2 | 5.7 | 5.9 |
| Occupational Health and Safety | 18 | 14.3 | 12.4 | 13.7 | 15.3 | 15.3 |
| Vaccine-Preventable Diseases | 14 | 11.4 | 9.5 | 11.2 | 12.5 | 12.0 |
| Maternal Health and Lactation Support | 15 | 9.6 | 6.8 | 9.0 | 10.6 | 11.1 |
| Cancer | 11 | 5.7 | 4.5 | 4.7 | 6.5 | 6.3 |
| Total* | 294 | 194 | 166 | 172 | 208 | 212 |

* Note: Scores rounded to nearest whole number

CDC WORKPLACE HEALTH RESOURCE CENTER (WHRC) – WWW.CDC.GOV/WHRC

600+ resources and growing



Case studies



Emerging Issues
(e.g., Sleep)



**CDC Workplace Health
Resource Center**
Make Wellness Your Business



Evidence-based
summaries and issue
briefs



Library of webinars
and videos



Workplace health
strategies for small
business

HOW IS THE WORKPLACE HEALTH RESOURCE CENTER ORGANIZED – 68 DIFFERENT FILTERS AND KEY WORD SEARCH

CDC Workplace Health Model



Organizational or Employer Factors

- Creating a culture of health
- Employee engagement
- Strategic communication
- Benefit plan design
- Legal and regulatory environment
- Wellness and health promotion technology

Individual or Employee Factors

- Physical activity and fitness
- Nutrition
- Mental and emotional health
- Financial health
- Work–life balance
- Social connectedness

Type of Resource

- Toolkit
- Policy template
- Case study
- Training
- Campaign or initiative
- Infographic

Health Conditions

- Cancer
- Heart Disease
- High Blood Pressure
- Pre-Diabetes/Diabetes
- Arthritis

Prevention

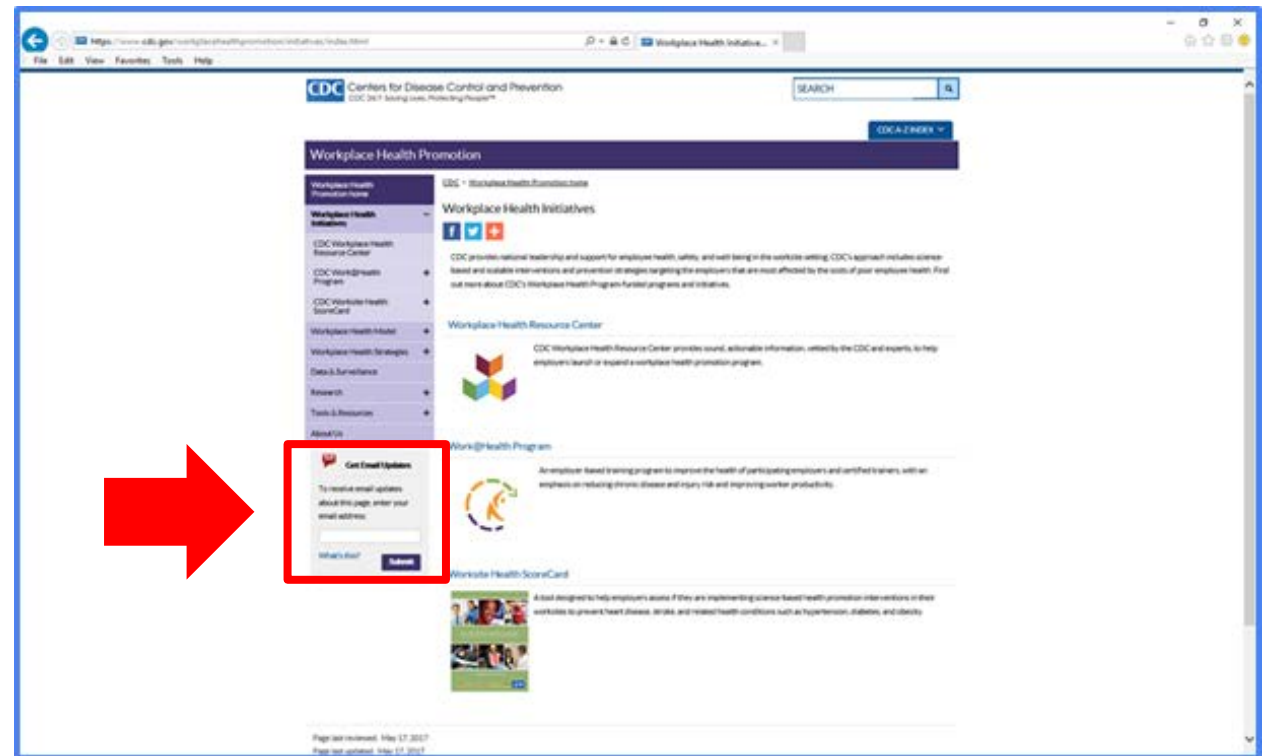
- Clinical Preventive Services
- Vaccinations
- Safety and Ergonomics
- Workplace Violence

WHERE CAN YOU FIND THE UPDATED SCORECARD?

- The “Manual” [printable (PDF) version] and online version will both be available for download at: <https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/index.html>.
- Other materials are available to help you learn more about the CDC ScoreCard
 - “Methodology and Citations” (Blue Book) Report
 - Glossary
 - Online video tutorials: <https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/usingscorecard.html>

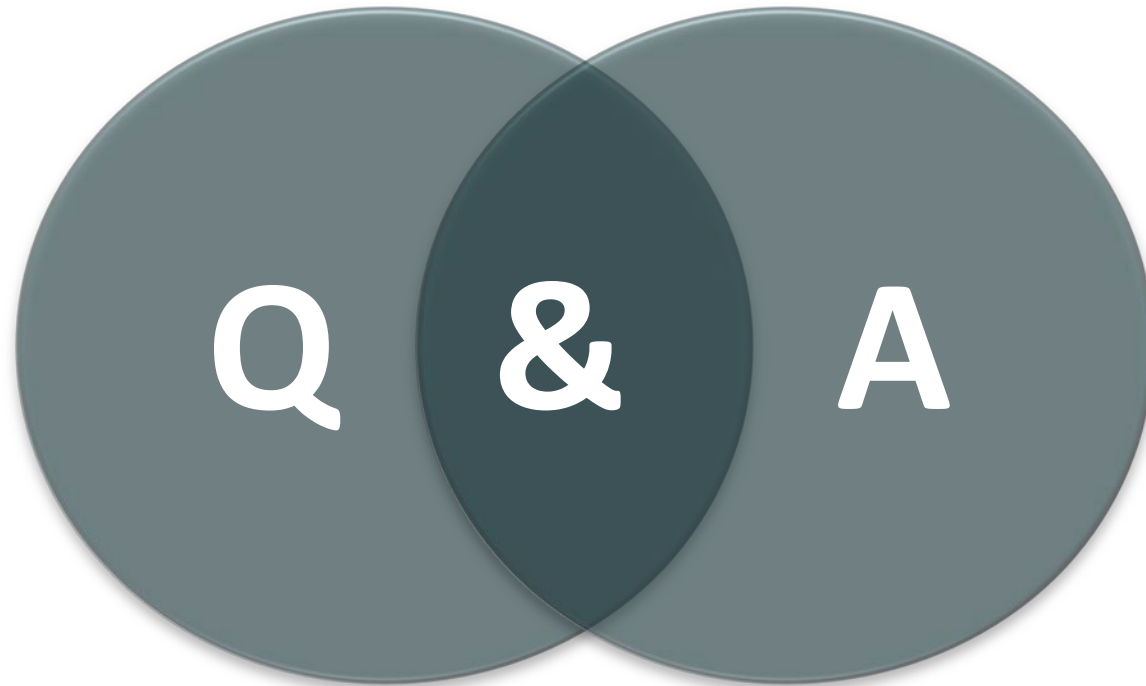


SIGN UP FOR THE CDC WORKPLACE HEALTH E-NEWSLETTER



<https://www.cdc.gov/other/emailupdates/index.html>

Topic: Workplace Health



THANK YOU

MORE INFORMATION ABOUT THE CDC WORKSITE HEALTH SCORECARD IS AVAILABLE ONLINE AT

[HTTPS://WWW.CDC.GOV/WORKPLACEHEALTHPROMOTION/INITIATIVES/HEALTHSCORECARD/INDEX.HTML.](https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/index.html)

PLEASE EMAIL WORKPLACEHEALTH@CDC.GOV WITH ANY QUESTIONS



NATIONAL CENTER FOR CHRONIC DISEASE PREVENTION AND HEALTH PROMOTION

Division of Population Health

The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.



HAWP AWARD ROADMAP





VISIT THE HAWP WEBSITE FOR OUR LIBRARY OF FREE RESOURCES

[HEALTHIAZWORKSITES.ORG/EMPLOYER-RESOURCES](https://www.healthiazworksites.org/EMPLOYER-RESOURCES)

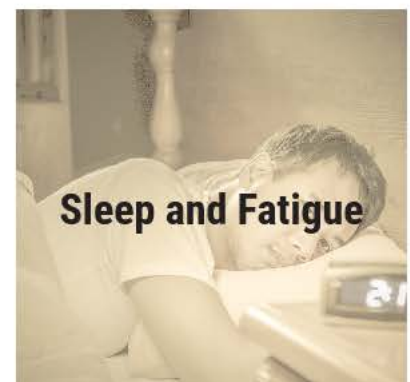
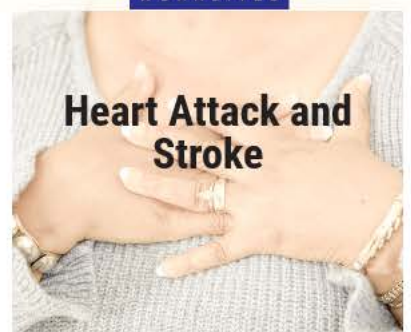
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WORKSITE WELLNESS RESOURCES



This section provides information on various topics that can be implemented in your worksite. After your worksite has completed the CDC Workplace Health Scorecard and any other additional assessments, the results will indicate what employee wellness areas may need more support to be comprehensive.

The topics in this section are broken down into the 18 sections of the CDC Workplace Health Scorecard. Clicking the tiles below will take you through each Workplace Wellness Topic resource page and will offer Good, Better, and Best resources based on their evidence and impact. These values directly relate to their points value within the CDC Workplace Health Scorecard.





TAKE THE UPDATED SCORECARD

HERE

BIT.LY/HAWP_SC2019

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THANK YOU

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