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Overview

Small workplaces

Evidence-based wellness strategies

HealthLinks

Next steps
How small is “small”? Definitions of small employer vary widely

Less than 5000
Less than 750
Less than 500
Less than 100
Why small workplaces?

Of US private firms:
99.7% <500 employees

These employ 48% of the workforce

90% <20 employees
Key challenges for small employers

Lack of capacity
Staff time/wellness
Budget

Many vendors prefer larger employers

Insurance options and pricing

Logistics – locations and languages
HealthLinks Best Practices and Approach
Make healthy choices easier
Connect employees with free resources

Breast, Cervical and Colon Health Program
Saving Lives Through Early Detection
HealthLinks approach

Assessment
• Begin dialogue about wellness
• Assess current wellness practices

Recommendations
• Gap analysis
• Evidence-based solutions

Implementation
• Toolkits to support recommendations
• Form wellness committees
• On-site wellness programs/education
• Adopt new policies
HealthLinks Trial
King County, WA: 72 worksites
Project Overview

1. Agree to Participate and Complete Enrollment Materials
   - Complete Employer Assessment Survey
   - Complete Employee Surveys
   - Randomize Worksites

   - **HealthLinks Worksites**
     - Receive *HealthLinks*
     - Complete Check-in Surveys at 12-months
     - Complete Follow-up Surveys at 24 months

   - **Healthlinks+ Worksites**
     - Receive *HealthLinks+
     - Complete Check-in Surveys at 12-months
     - Complete Follow-up Surveys at 24 months

   - **Delayed Program Worksites**
     - Complete Check-in Surveys at 12 months
     - Complete Follow-up Surveys at 24 months

Receive *HealthLinks*
Worksite adoption of Best Practices

Baseline and 15 months follow-up
Total best practice score

Baseline

Control: 20
HL: 17
HL + WWC: 19

Follow-up

Control: 23
HL: 49
HL + WWC: 48
How to scale up HealthLinks?

Train staff in local health departments
Tied to chronic dz $$
Ongoing TA from us

We work with 5 LHDs
Recruited 32 worksites
Early results look positive
Collaborators

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Questions and Discussion
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