Health, Wellness & the Multi-Generational Workforce
PURPOSE

2016 EMPLOYEE HEALTH SURVEY

- Evidence based approach
- Support improvement of cardiovascular health
- Collective pledge toward promoting healthy living in the workforce
For the purposes of this presentation, ‘Younger Millennials’ refers to employees aged 18-26, ‘Older Millennials’ refers to employees aged 27-35, ‘Gen Xers’ refers to employees aged 36-50, ‘Baby Boomers’ refers to employees aged 51-69, and ‘Matures’ refers to employees aged 70+.

Please note: Data for total Matures and Younger Millennials who participate in employee health programs have base sizes of less than 100. Results for these groups are directional in nature.
PARTICIPATION DEMONSTRATES COMMITMENT AND IMPACTS ENGAGEMENT

KEY TAKEAWAYS

- Health Programs & CEO Participation Matter
- Work Gets in the Way of Employee Health Goals
- Participation & Goals Differ by Generation
On average, employees spend...

- 6.7 hours sleeping per night
- 4.6 hours sitting per workday
- 8.3 hours working per workday
- 3.9 hours standing/moving per workday

More than half (55%) report being in excellent or very good health.

Yet, slightly more (58%) are diagnosed with a health condition.

Overall Health
BEING HEALTHY MATTERS AND SO DOES SLEEP

95% feel better when they eat right and exercise

95% feel better when they get more sleep

3 in 4 feel less productive at work when they get less sleep
GOOD EXERCISE & NUTRITION ARE WIDELY RECOGNIZED GOALS

Top Health Goals

- Lose weight: 40%
- Be more physically active: 40%
- Eat more healthy foods: 37%
- Improve financial health: 28%
- Get more sleep: 28%
- Reduce stress levels: 25%
When workplace wellness programs exist, they are utilized by most employees.

- 75% have a wellness program.
- 84% use at least one wellness program if offered.
- 55% on-site health fair.
- 55% CPR or other emergency response training.
- 51% group stretches or walking.
- 49% lower health insurance premiums for maintaining healthy numbers.
- 68% flu shots.
- 67% routine screenings for blood pressure.
- 66% routine screenings for cholesterol.
- 65% routine screenings for blood sugar.
PARTICIPATION DRIVES POSITIVE WORK AND HEALTH OUTCOMES

**Work Outcomes**
- Better productivity: 45%
- Improved quality of work: 36%
- Fewer sick days: 36%
- Higher job satisfaction: 33%

**Health Outcomes**
- Feel better: 38%
- Exercise regularly: 37%
- Eat healthier: 33%
- Lost weight: 29%
- More energy: 27%
GYMS AND WEIGHT LOSS PROGRAMS TOP LIST OF EMPLOYEE PRIORITIES

**Biggest Health Impact** (of those who have used the program)
- Free/Reduced offsite gym membership: 66%
- Flu shots: 63%
- Access to onsite gym: 63%
- Walking course: 62%
- Nutritious food choices: 49%

**Most Desired By Employees** (of those who are not offered the program)
- Free/Reduced offsite gym membership: 34%
- Lower health premiums (for healthy): 30%
- Weight loss programs: 26%
- Access to onsite gym: 22%
- Flexible schedules: 20%
Yet, only about 3 in 10 say their company cares a great deal or a lot about the health of employees.

And, 4 in 10 say their job gets in the way of their health.
3 in 4

Participating employees say their employer is committed to employee health

Program availability has very strong / strong impact on participating employees’:

- Commitment to their health: 49%
- Overall job satisfaction: 41%
- Commitment to employer: 37%
- Perception of their CEO: 30%
- Perception of Sr management: 29%

AVAILABILITY MATTERS FOR THE INDIVIDUAL AND THE BUSINESS
EMployees do not feel much encouragement

Employees' Awareness of CEO Involvement

- 56% Yes
- 25% No
- 20% Not sure

How Well Leadership Encourages Participation:

- 30% HR Department
- 29% Colleagues
- 28% Immediate Supervisor
- 24% Senior Management
- 23% CEO

% encourages extremely/very well
CEO PARTICIPATION CANNOT BE STRESSED ENOUGH

29% Believe their employer cares a great deal or a lot about the health of employees

67% Agree that their employer is committed to the health of employees

70% vs. CEO does not participate (12%)

93% vs. CEO does not participate (55%)

ALL EMPLOYEES

KNOW CEO PARTICIPATES
MENTORING PROGRAM PARTICIPATION LOW, BUT BENEFITS ARE HIGH

Participation in Mentoring Programs

12% MENTOR
11% MENTEE

Benefits of Participation

48% felt more engaged with their team
42% learned something new
40% improved management/leadership skills
39% productivity improved
36% felt more engaged with organization
45% learned something new
41% helped to take more control/responsibility
40% felt supported
38% gained new perspectives, ideas, approaches
36% became better at job

11% MENTEE
91% Say their financial health is important to their overall well-being

71% Have a financial program

72% Use at least one financial program (if offered)

43% Financial health has improved a great deal/a fair amount because of their participation in financial programs

FINANCIAL HEALTH DRIVES WELL BEING
77% say unplugging is important to their health.

Yet only 33% say their employer encourages unplugging.
THE MULTI-GENERATIONAL WORKFORCE
HEALTH CHANGES AS WE AGE

Overall Health Rating

Health Condition Diagnosis

YOUNGER MILLENNIALS 61% 56% 22% 61% 56% 22%
OLDER MILLENNIALS 48% 56% 6% 48% 56% 6%
GEN XERS 10% 10% 6% 10% 10% 6%
BABY BOOMERS 62% 62% 6% 62% 62% 6%
MATURES 56% 56% 6% 56% 56% 6%

YOUNGER MILLENNIALS 43% 53% 70% 43% 53% 70%
OLDER MILLENNIALS 52% 52% 74% 52% 52% 74%
GEN XERS 70% 70% 74% 70% 70% 74%
BABY BOOMERS 74% 74% 74% 74% 74% 74%
MATURES 70% 70% 74% 70% 70% 74%
MILLENNIALS MOVE WHILE GEN X SITS

- **HOURS SLEEPING PER NIGHT**
  - Least: 6.6
  - Most: 6.9
- **HOURS WORKING PER WORKDAY**
  - Least: 7.2
  - Most: 8.5
- **HOURS SITTING PER WORKDAY**
  - Least: 3.8
  - Most: 5.1
- **HOURS STANDING/MOVING PER WORKDAY**
  - Least: 3.1
  - Most: 4.4

YOUNGER MILLENNIALS
OLDER MILLENNIALS
GEN XERS
BABY BOOMERS
MATURES
SLEEP & FINANCES ARE PRIORITIES OF THE YOUNG WORKFORCE

Top Health Goals

- **EAT HEALTHY**
- **BE ACTIVE**
- **GET MORE SLEEP**
- **FINANCIAL HEALTH**
- **LOSE WEIGHT**
- **EAT HEALTHY**
- **BE ACTIVE**
- **LOSE WEIGHT**
- **EAT HEALTHY**
- **GET MORE SLEEP**

*Source: American Heart Association, Nielsen*
SLEEP HAS A DIRECT IMPACT ON PRODUCTIVITY

Feel less productive at work when I get less sleep

79%  
83%  
76%  
69%  
55%

YOUNGER MILLENNIALS  
OLDER MILLENNIALS  
GEN XERS  
BABY BOOMERS  
MATURES
Older Millennials are the most likely to experience stress as a result of work always, almost always, or very often.

**Ways to Reduce Stress**

- **Recognize** the level of stress employees are under.
- **Offer more Flexibility** in when and where they work to help reduce or manage stress.

**Older Millennials by far feel the most stressed**

- Younger Millennials: 31%
- Older Millennials: 42%
- Gen Xers: 28%
- Baby Boomers: 20%
- Matures: 5%

**Older Millennials** are the most likely to experience stress as a result of work always, almost always, or very often.
## PROGRAM PARTICIPATION HIGHEST AMONG YOUNGER WORKFORCE

### Participation in Programs

<table>
<thead>
<tr>
<th>Category</th>
<th>Younger Millennials</th>
<th>Older Millennials</th>
<th>Gen Xers</th>
<th>Baby Boomers</th>
<th>Matures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health</td>
<td>73%</td>
<td>58%</td>
<td>89%</td>
<td>85%</td>
<td>82%</td>
</tr>
<tr>
<td>Financial</td>
<td></td>
<td></td>
<td>80%</td>
<td>77%</td>
<td>64%</td>
</tr>
<tr>
<td>Mentoring</td>
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<td>35%</td>
<td>16%</td>
<td>11%</td>
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- *Younger Millennials* have the highest participation in all categories.
- *Mature* have the lowest participation in all categories.
OLDER MILLENNIALS VIEW THEIR EMPLOYER WITH THE MOST OPTIMISM

% who feel company cares about health of employees

<table>
<thead>
<tr>
<th>Group</th>
<th>Younger Millennials</th>
<th>Older Millennials</th>
<th>Gen Xers</th>
<th>Baby Boomers</th>
<th>Matures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>29%</td>
<td>39%</td>
<td>27%</td>
<td>24%</td>
<td>42%</td>
</tr>
</tbody>
</table>

Reasons employers offer programs

- **Reduction in employer’s health care costs**
  - Younger Millennials: 47%
  - Older Millennials: 33%
  - Gen Xers: 43%
  - Baby Boomers: 29%
  - Matures: 24%

- **Genuine care for health of employees**
  - Younger Millennials: 74%
  - Older Millennials: 76%
  - Gen Xers: 66%
  - Baby Boomers: 23%
  - Matures: 24%
JOB INTERFERES MOST WITH THE HEALTH OF OLDER MILLENNIALS

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Younger Millennials</td>
<td>40%</td>
</tr>
<tr>
<td>Older Millennials</td>
<td>57%</td>
</tr>
<tr>
<td>Gen Xers</td>
<td>37%</td>
</tr>
<tr>
<td>Baby Boomers</td>
<td>32%</td>
</tr>
<tr>
<td>Matures</td>
<td>5%</td>
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</tbody>
</table>

Employees who say their job gets in the way of their health.
MILLENNIALS ARE MOST POSITIVELY AFFECTED BY PROGRAM PARTICIPATION

Work-Related Outcomes

- Productivity:
  - Younger Millennials: 52%
  - Older Millennials: 55%
  - Gen Xers: 47%
  - Baby Boomers: 33%
  - Matures: 39%

- Quality:
  - Younger Millennials: 51%
  - Older Millennials: 44%
  - Gen Xers: 34%
  - Baby Boomers: 28%
  - Matures: 37%
GIVE MORE TIME TO YOUNG MILLENNIALS, OFFER MORE MONEY TO EVERYONE

Top Ways to Encourage Participation

- MONETARY INCENTIVES
- FREE FACILITIES
- TIME
- BENEFITS INCENTIVES
- INDIVIDUALIZED PROGRAMS
TECHNOLOGY PLAYS A MUCH BIGGER ROLE IN LIVES OF OLDER MILLENNIALS

Preferred Employee Communication Method

- **COMPANY SOCIAL MEDIA POSTS**
  - Younger Millennials: 20%
  - Older Millennials: 27%
  - Gen Xers: 17%
  - Baby Boomers: 10%
  - Matures: 12%

- **ONLINE WEBINARS**
  - Younger Millennials: 17%
  - Older Millennials: 20%
  - Gen Xers: 17%
  - Baby Boomers: 10%
  - Matures: 1%
Unplugging is important to my health

My employer encourages employees to occasionally unplug
More than **6 in 10** are not comfortable sharing personal health info with their employer.

But many do not understand why their employer would want them to, or what the benefits would be.
Please click here for more information