



2020 Washington Wellness Preview!

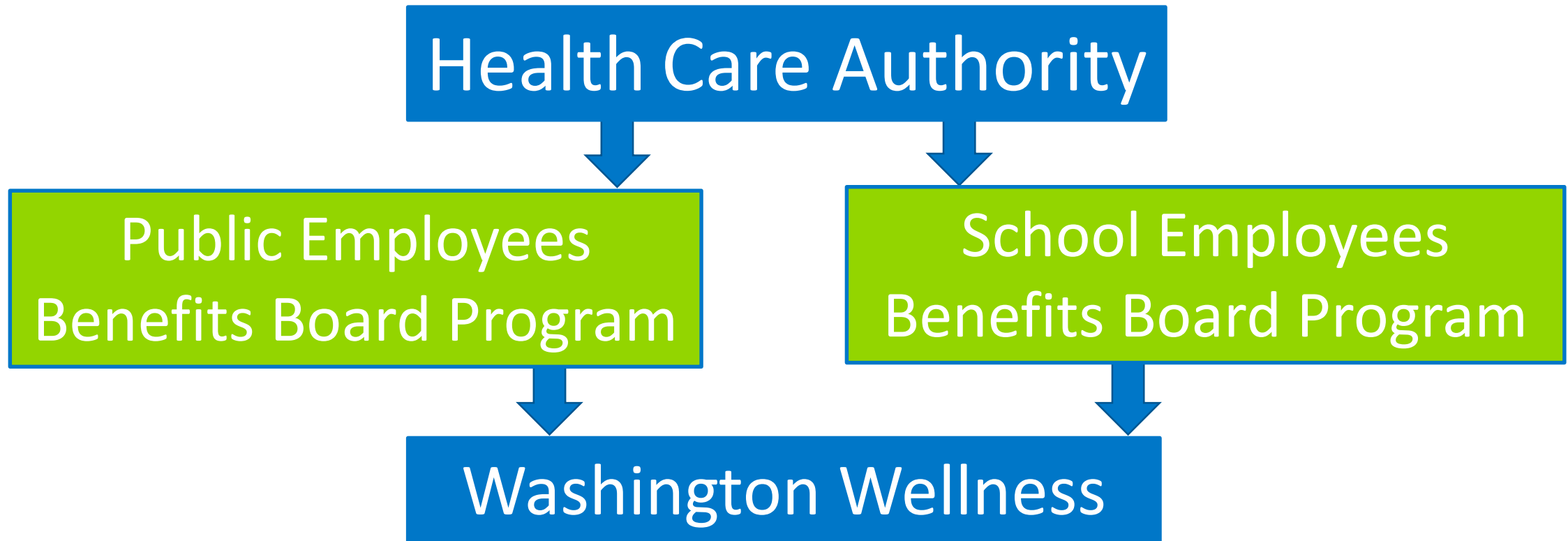
**Health Care Authority
Employees and Retirees Benefits Division
Public Employees Benefits Board
Washington Wellness Program**

Washington State
Health Care Authority

Agenda

- ▶ Introductions
- ▶ What is Washington Wellness?
- ▶ Worksite well-being resources and support
- ▶ Collaboration opportunities
- ▶ Question and answer

What is Washington Wellness?



What is Washington Wellness?

Washington Wellness' Goal

- ▶ Build, grow, and sustain effective worksite wellness programs to maximize individual and organizational health and well-being

Washington Wellness' Strategies

- ▶ Evaluate data to characterize population
- ▶ Develop, implement, and monitor evidence-based, population-focused approaches
- ▶ Develop worksite wellness capacity
- ▶ Engage target population
- ▶ Maintain and improve Washington Wellness operations

What is well-being?

WELL-BEING

FEELING GOOD + LIVING WITH PURPOSE

Why well-being at work matters?



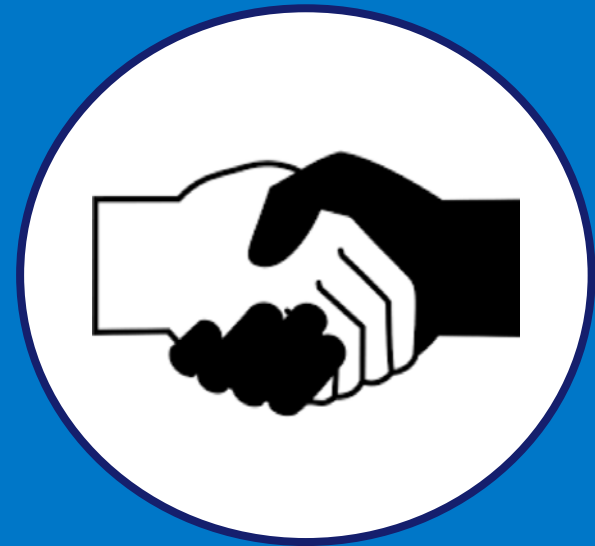
Why work with us?



**Wellness
matters**



**No cost, included
with PEBB benefits**



**Win-win for
orgs and staff**

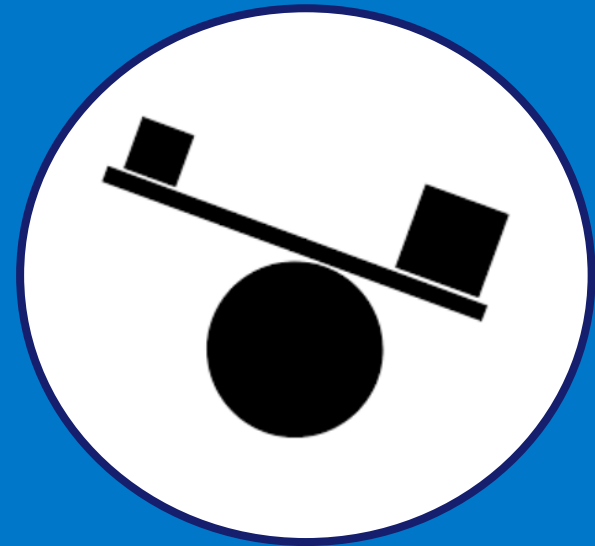
Your important role



Collaborate



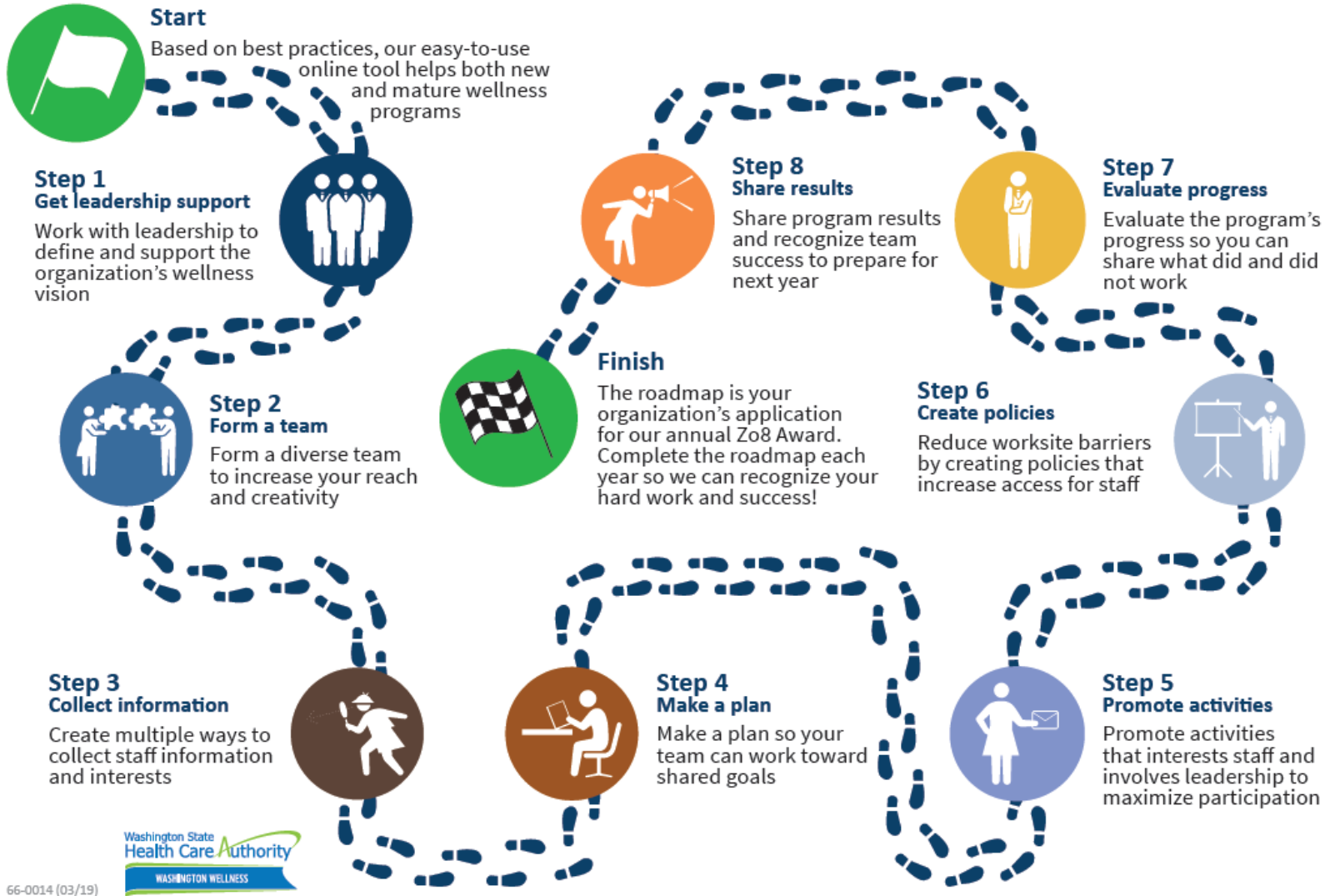
Communicate



Coordinate

Smart[]Health Worksite Wellness Roadmap

8 steps to build and grow a sustainable wellness program



66-0014 (03/19)



Why use the roadmap?



**Easy-to-use
project plan**

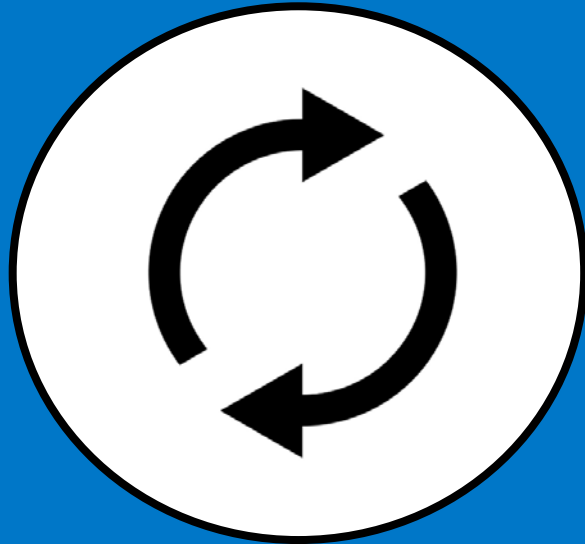


**Step-by-step
checklist**



**Earn our
Zo8 Award**

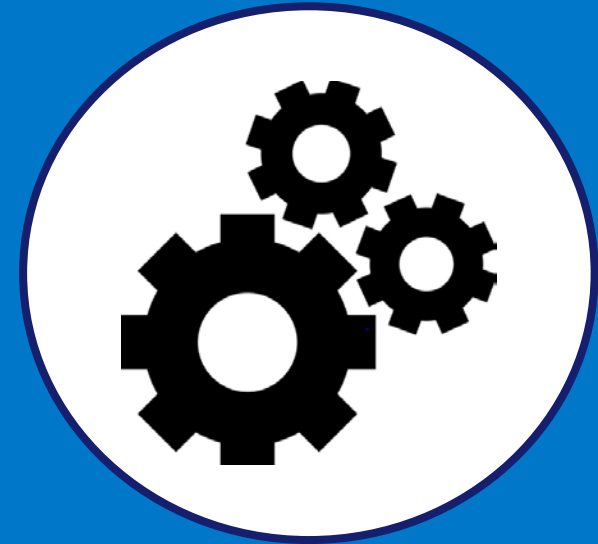
Results-driven wellness plan



**Align with
organization goals**



**Create
policies**



**Form a
diverse team**

SmartHealth Worksite Wellness Roadmap

- Helps both new and mature wellness programs
- Based on best practices from wellness leaders
- Not an all or nothing application criteria

Learn more from **Build a wellness program** at

hca.wa.gov/about-hca/washington-wellness/build-wellness-program

Why try for the Zo8 Award?



**Build
awareness**

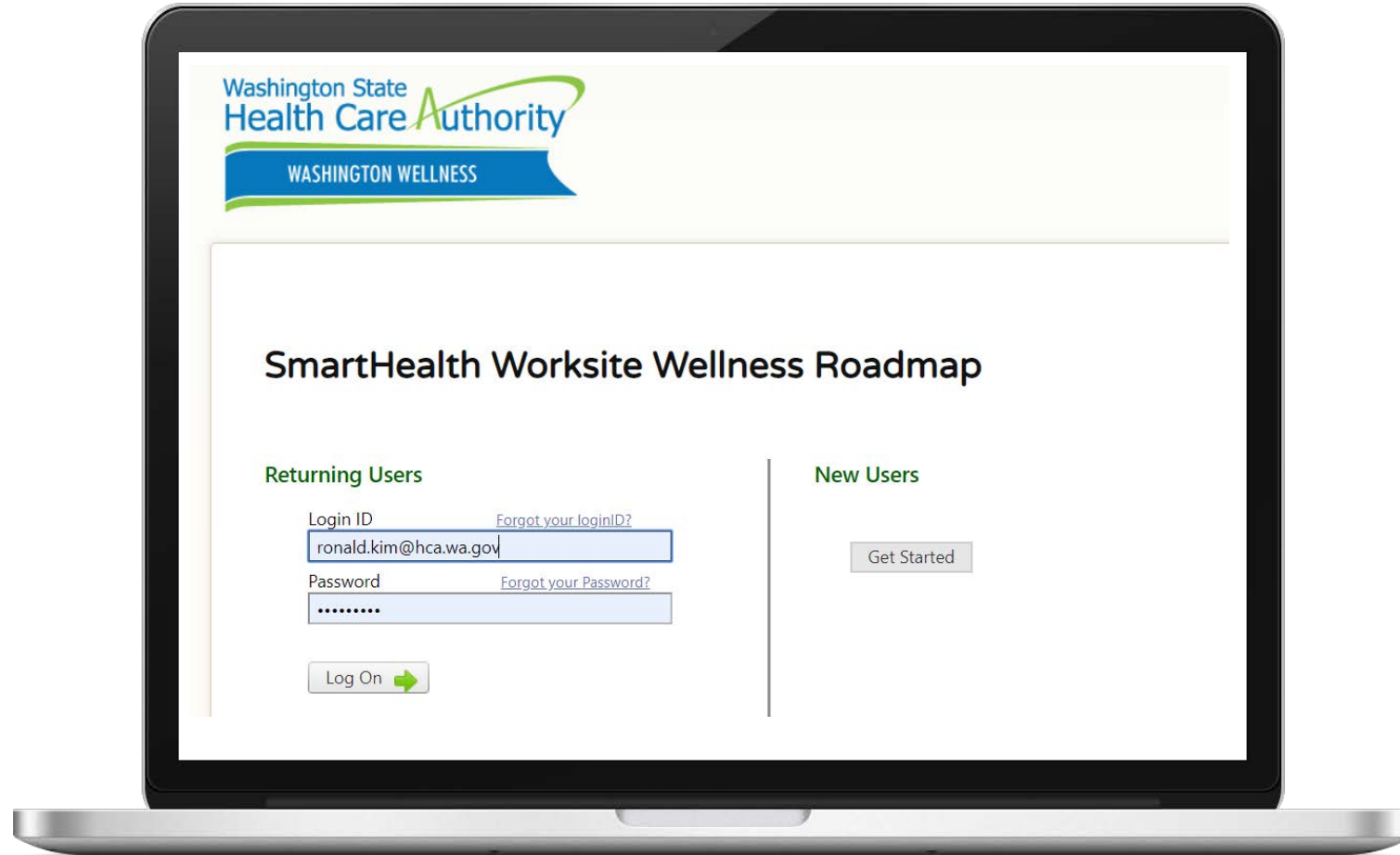


**Recognize
your work**

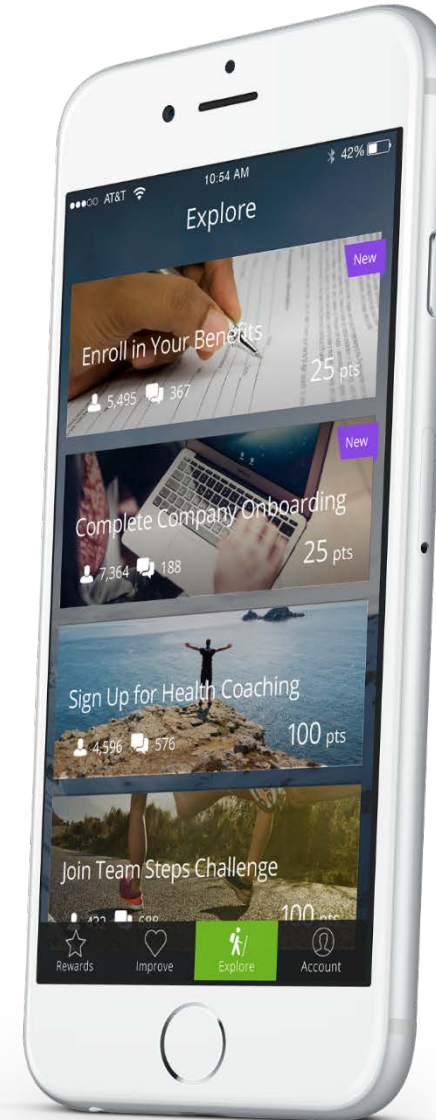


**Share your
success**

Roadmap demo



Smart [Heart] Health



Why SmartHealth?



**No cost, included
in PEBB benefits**

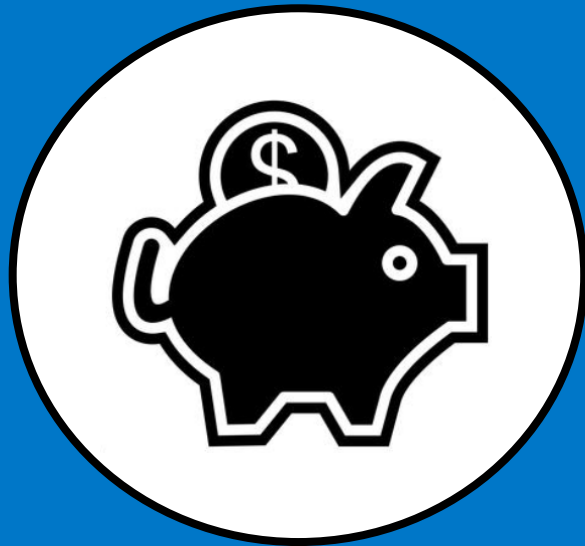


**Helps
employees**



**Helps
organizations**

How SmartHealth helps employees



**Annual wellness
incentives**



**Learn and
build habits**

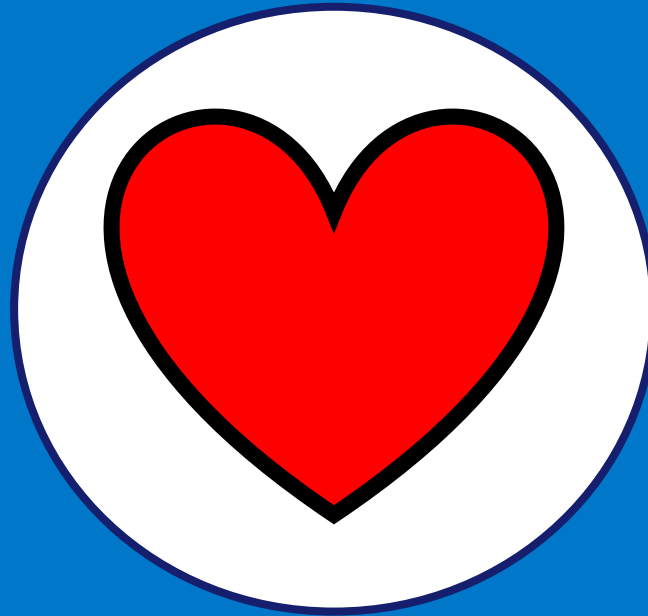


**Be your
best**

Wellness incentives



**\$125 wellness
incentive**

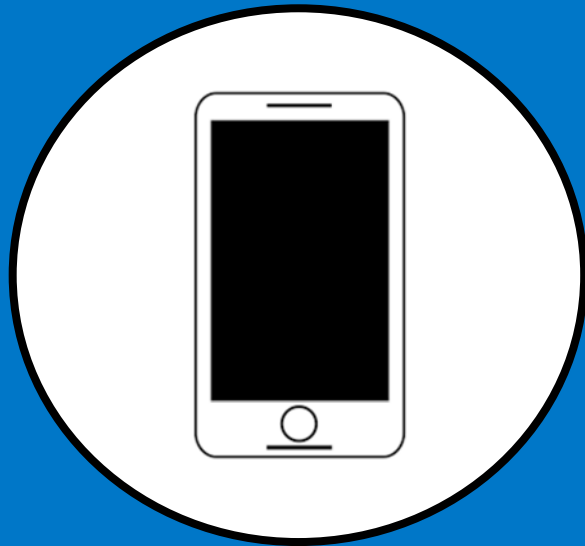


**Intrinsic
rewards**



**\$25 Amazon
gift card**

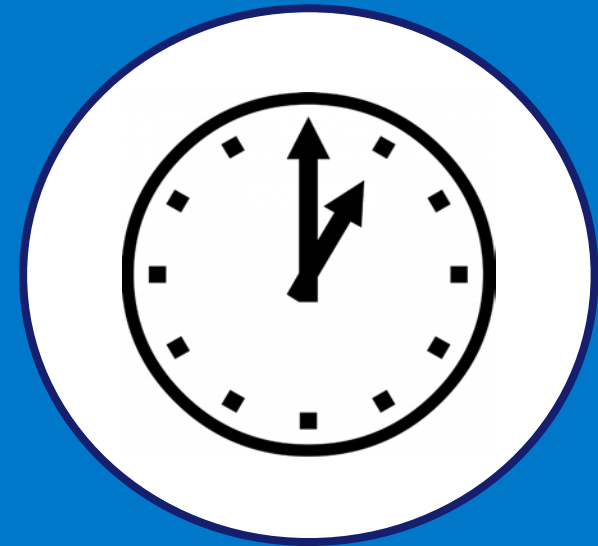
Free personal assistant



**Supports any
time, any where**



**Offers
helpful ideas**



**Saves time
researching**

How SmartHealth helps organizations



**Empowers
employees**

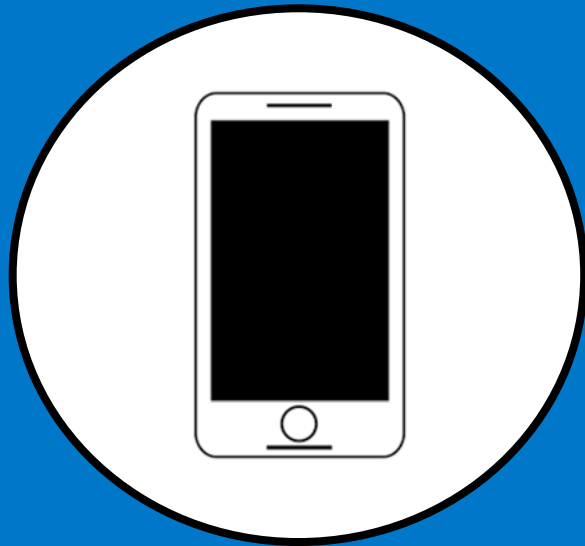


**Easy access to
meaningful data**



**Custom
annual report**

How you can help promote SmartHealth



**Try SmartHealth
yourself**



**Use our ready-
to-use resources**



**Help and
support staff**

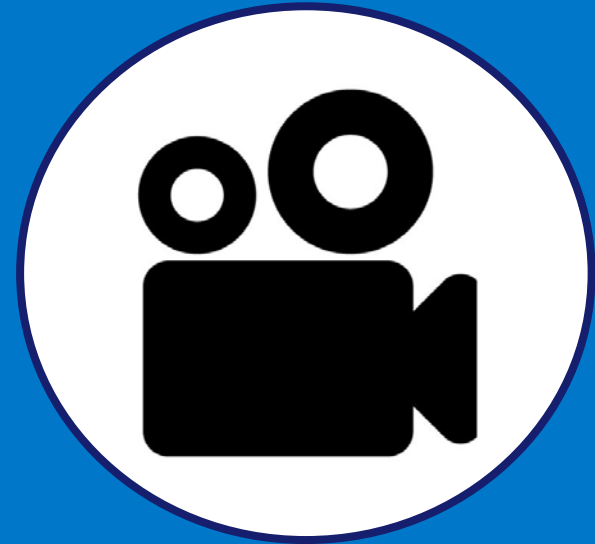
Ready-to-use resources



Messages



Flyers



**Video
and more**

Where to find resources

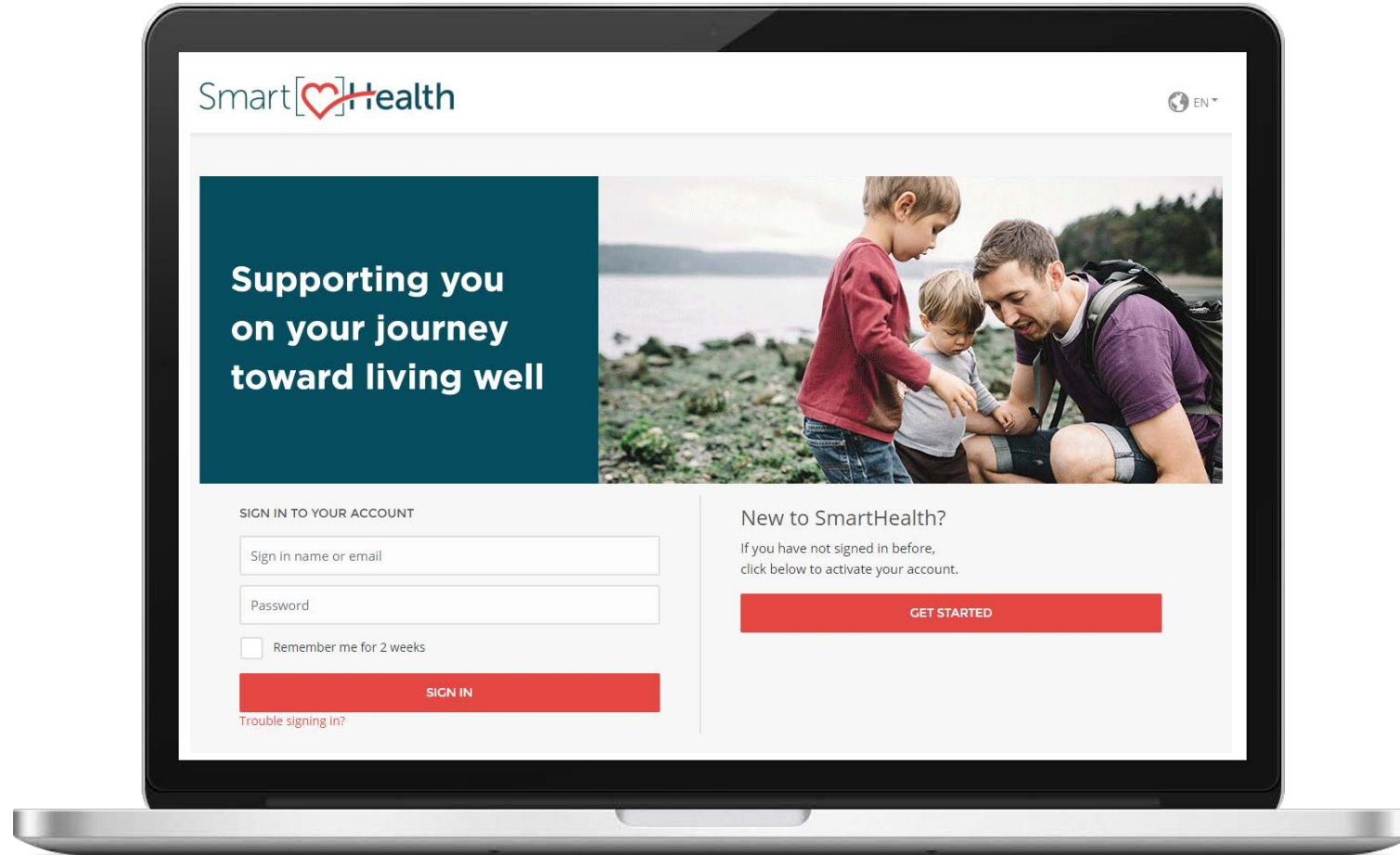
1. Promote SmartHealth (for you)

- Go to SmartHealth for PEBB at hca.wa.gov/about-hca/washington-wellness/smarthealth-pebb

2. Support employees with SmartHealth

Go to SmartHealth (PEBB) at hca.wa.gov/pebb-smarthealth

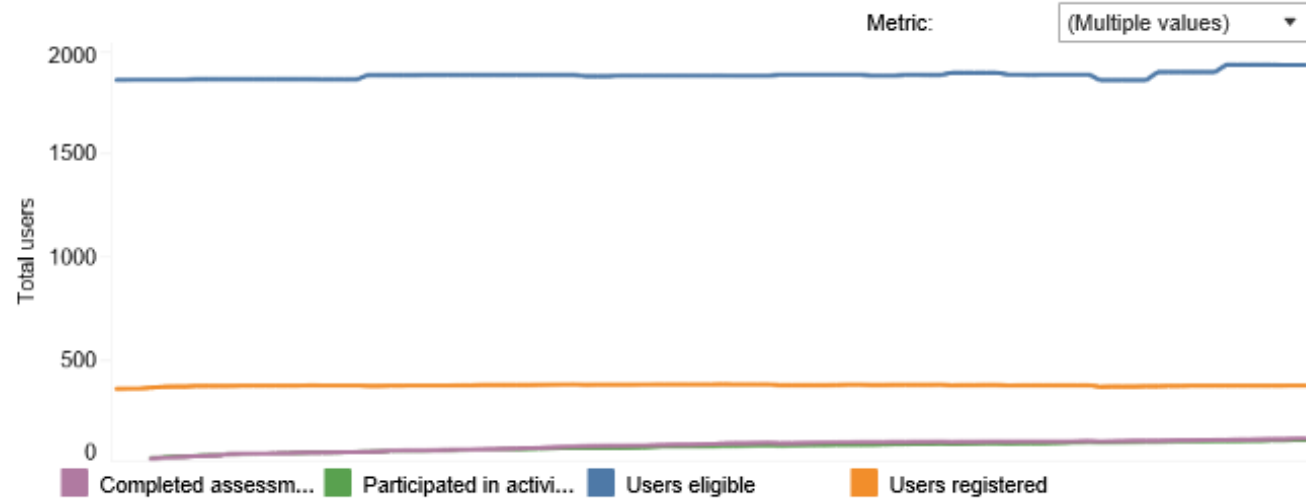
Meaningful data and reports



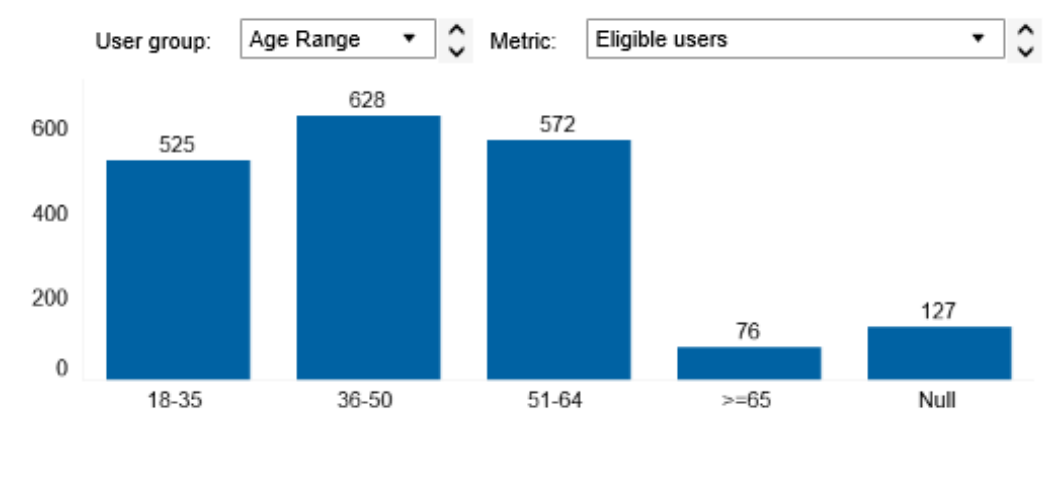
Real-time data dashboard



TRENDS



USER GROUP COMPARISON



Real-time data

No individual data, all aggregate

- How many registered
- Completed Well-being Assessment
- Qualified for wellness incentive
- What activities people joined
- And more

Custom annual report

	SmartHealth 2018	SmartHealth 2017	YoY Change	Limeade Avg 2018	Difference from Limeade Avg 2018
Self-Leadership	4.32	4.34	-0.35%	4.37	-1.17%
Work Meaning	4.20	4.23	-0.61%	4.28	-1.92%
Job Satisfaction	4.18	4.19	-0.24%	4.29	-2.47%
In the Flow	4.02	4.05	-0.63%	4.13	-2.67%
Making & Keeping Commitments	3.97	4.00	-0.66%	4.03	-1.35%
Resources & Support	3.92	3.94	-0.57%	4.04	-3.00%
Sense of Team	3.91	3.92	-0.41%	4.02	-2.91%
Work Growth	3.90	3.91	-0.34%	4.01	-2.89%
Feeling Energized	3.83	3.87	-1.02%	3.99	-3.98%
Belief in Company	3.75	3.79	-0.95%	4.00	-6.28%
Fit with Culture	3.72	3.76	-1.10%	3.98	-6.52%

How the report speaks to leaders

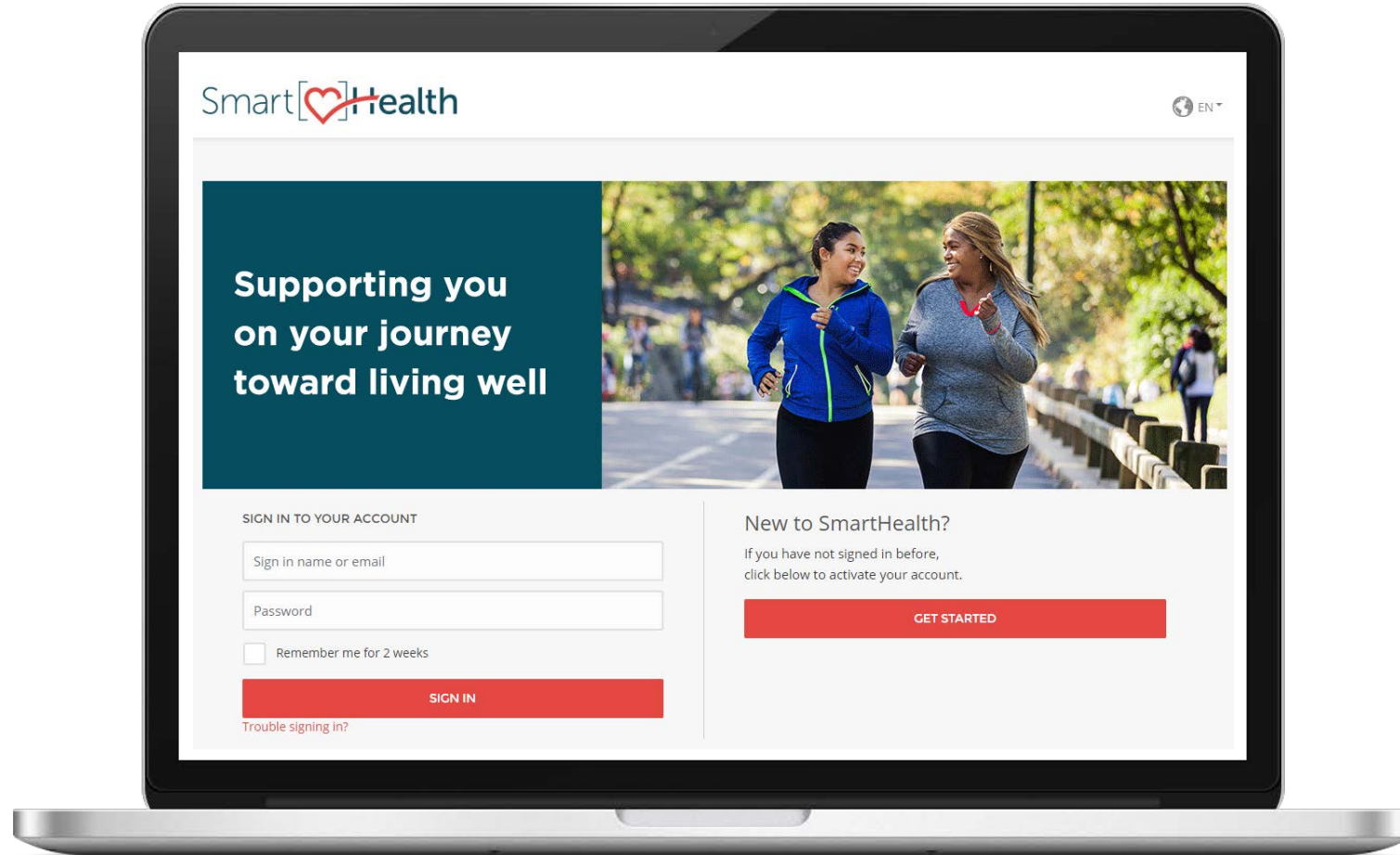
Productivity Dimensions

- Job Satisfaction
- Belief in Company
- Fit with Culture

Well-being Dimensions

- Work-life Balance
- Energy Level
- Managing Stress and Anxiety

SmartHealth for 2020



New starting in 2020

1. **\$125 incentive deadline**

- The \$125 incentive deadline will be November 30 – two months longer than previous years.

2. **Medical-waived employee SmartHealth portal only access**

- Employees that waive PEBB medical coverage will now have portal only access to SmartHealth

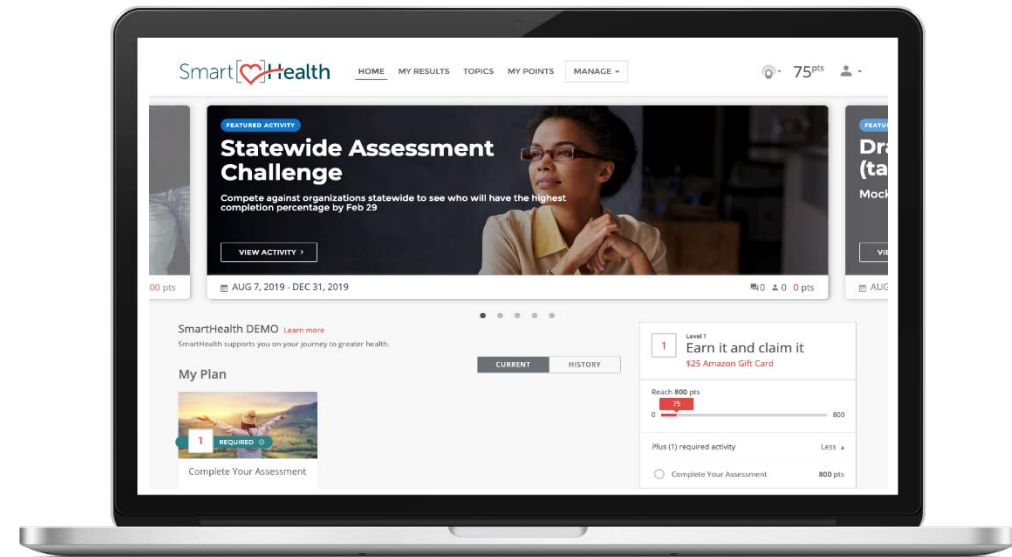
Statewide assessment challenge

- ▶ Foundational to SmartHealth
- ▶ Powers machine learning & recommendations
- ▶ Raises awareness
- ▶ Track year over year improvements in areas that matter to you



Statewide assessment challenge

- ▶ Tile is active on SmartHealth January 3 – February 29
- ▶ Organizations compete against other organizations in the state
- ▶ Two ways to win:
 - ▶ Have the highest Well-being Assessment (WBA) completion %
 - ▶ Have the highest number of WBA completions



Statewide assessment challenge resources

- ▶ Launch email kicking off the event
- ▶ In-tile custom leaderboard updates
- ▶ Ongoing promotion messaging
- ▶ Wellness Coordinator toolkit
 - ▶ Email messaging
 - ▶ Flyers
 - ▶ Posters
 - ▶ Digital monitor slides

Upcoming promotions and events in 2020

▶ Leader walks



▶ Statewide charitable giving



SmartHealth resources demo

Pursue your *purpose!*



Smart  Health

Supporting you on your journey toward living well.

Diabetes Prevention Program (DPP)

Washington State Health Care Authority
PUBLIC EMPLOYEES BENEFITS BOARD

Build healthy habits that last

The graphic features a vibrant blue background. In the top left, there is a white plate of a fresh salad with green leafy vegetables, cherry tomatoes, and avocado. In the center, a black digital scale displays '0.0 lb' in red. To the right, a smartphone shows a health app interface with a woman's profile picture and text. Below the phone, a tablet displays a list of health-related items. The text 'Build healthy habits that last' is prominently displayed in white, bold font across the middle.

Why DPP?



**1 in 3 US adults
with prediabetes**



**Proven
success**



**Improved
health**

Resources to promote DPP



Videos



Messages



Flyers and more

Omada overview

Average Weekly Activity for Participants in Foundations

Includes: Starters

Period: Cumulative (since program launch)

	Logins	Lessons Completion Rate	Weigh-ins	Food/Activity Tracking	Messages to Coach	Group Posts
Your Population	20.4	80.1%	5.6	9.0	1.0	0.1
Benchmark*	5.0	70.0%	5.0	5.0	0.5	0.1



Participant Satisfaction Rate

85%

Benchmark: 85%
Number of Responses: 398

Omada overview



11,631 lbs.



1,655

Where to find resources

1. Promote the diabetes prevention program (for you)

- Go to Diabetes Prevention at hca.wa.gov/about-hca/washington-wellness/diabetes-prevention

2. Support your staff, wellness team, and others

- Go to Diabetes prevention (PEBB) at hca.wa.gov/employee-retiree-benefits/diabetes-prevention-pebb

Wellness coordinator training



**Building
knowledge
and skill**



**Resource
toolbox**



**Increase well-
being**

Wellness coordinator training planning



**Assessment and
evaluation**



**Wellness
Coordinator
collaboration**



**Growing
workplace
wellness**

Training formats

- ▶ In-person
- ▶ Webinar
- ▶ Archives
- ▶ On-site
- ▶ eLearning



2020 training plan

▶ Quarterly Presentations

- 1st Quarter: Mental Health – February 26, 10:00 AM – Noon
- 2nd Quarter: Tobacco Cessation
- 3rd Quarter: Sleep
- 4th Quarter: Diabetes Prevention

Web resources

Ready-to-use toolkits:

- Promotional campaign guidelines
- Email messages
- Posters
- Flyers



hca.wa.gov/about-hca/washington-wellness/meetings-and-materials

Kaiser Permanente pilot: Live Healthy, Work Healthy

- ▶ Evidence-based program developed at Stanford University
- ▶ Chronic disease self-management focus
- ▶ 5 pilots
- ▶ Olympia, Tacoma, Everett, & Seattle Areas
- ▶ On-site, 12-1 hour sessions over 6 weeks
- ▶ Group Workshop 12-14 participants
- ▶ No cost for any employee regardless of health plan
- ▶ People with different chronic diseases
- ▶ Supportive group setting



Live Healthy, Work Healthy Pilot (Continued)

- ▶ Learn strategies for:
 - Increasing activity
 - Eating better
 - Managing health issues
 - Improving sleep
 - Managing time and stress



selfmanagementresource.com/programs/small-group/workplace-chronic-disease-self-management/

wawellness@hca.wa.gov

Healthy Worksite Summit

The logo features the text "Healthy Worksite" in green and blue, with "SUMMIT" in smaller green letters below. It is surrounded by a white circle with a blue and green arc, and an orange ring.

Healthy
Worksite
SUMMIT

Inspire. Engage. Empower.



Why attend the Healthy Worksite Summit?



**Make
connections**



**Hear from
experts**



**Learn and
build skills**

Healthy Worksite Summit details

- Lynnwood Convention Center
- March 18-19, 2020
- One or two-day registration options (starting December)
- In 2019, early bird cost for two-day was \$250
- Over 400 attended in 2019

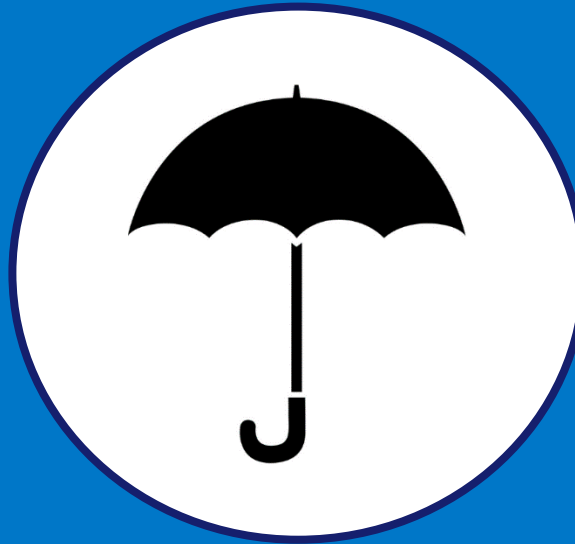
Learn more from Healthy Worksite Summit at

hca.wa.gov/about-hca/washington-wellness/healthy-worksite-summit

Scholarships to Healthy Worksite Summit



60 scholarships

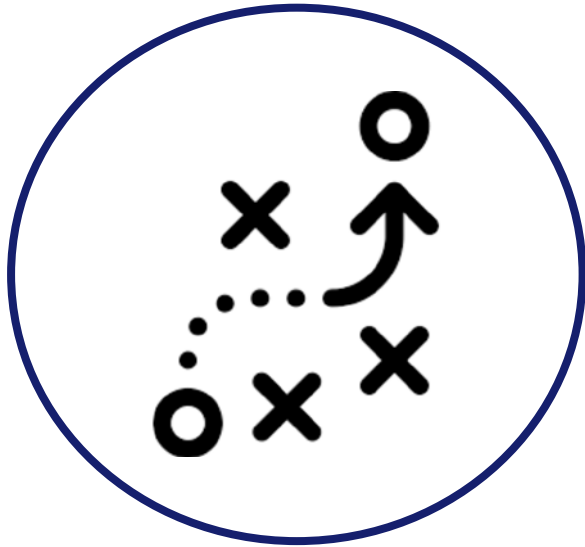


**Covers 2-day
registration**



**Does not cover
other expenses**

Collaborating with Washington Wellness



**Workplace
wellness support**



**Workplace wellness
resources**



**Advisory
workgroups**

Question and Answer



More Questions?

Washington Wellness

Employees and Retirees Benefits Division

wawellness@hca.wa.gov

360-725-1700