



2020 Washington Wellness Preview

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

Agenda

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

Welcome school employers!

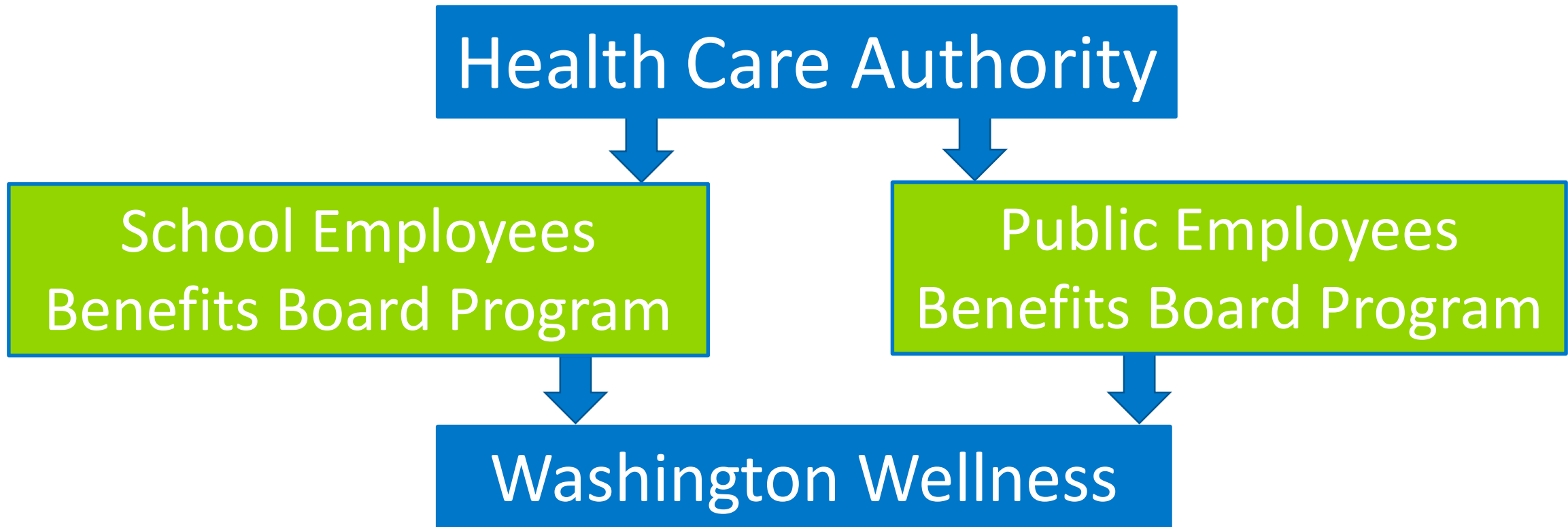
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What is Washington Wellness?



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 SEBB benefits**

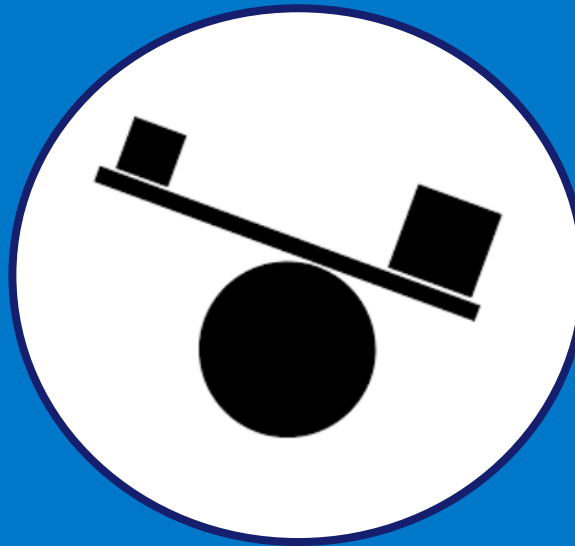


**Win-win for
orgs and staff**

Your important role



Collaborate



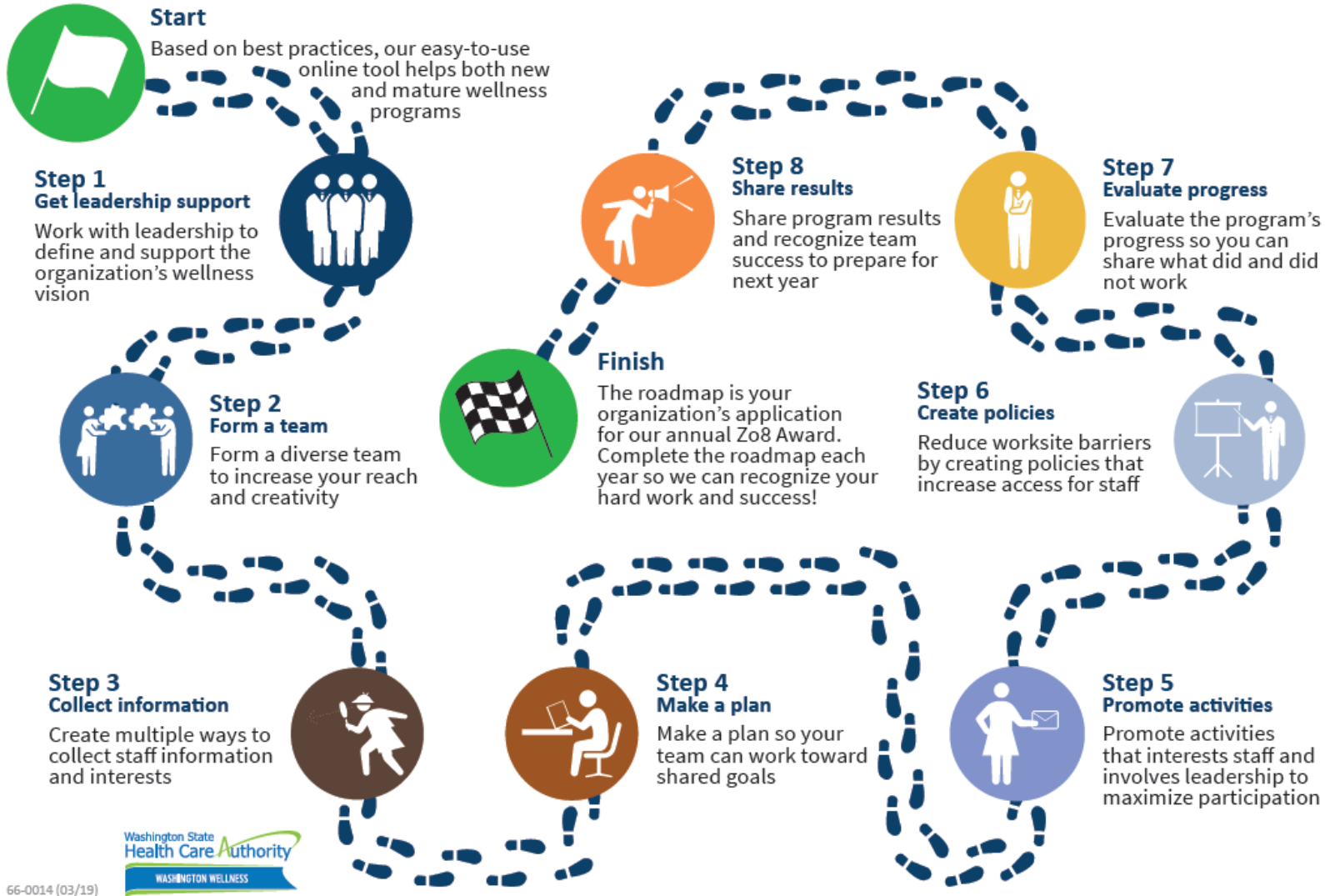
Coordinate



Communicate

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**

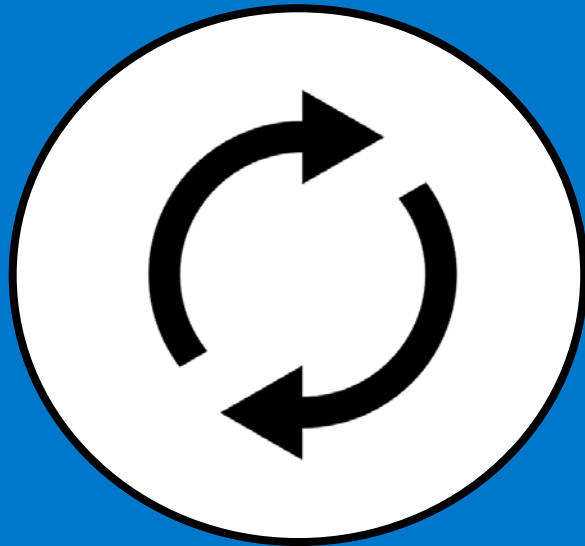


**Step-by-step
checklist**



**Earn our annual
Zo8 Award**

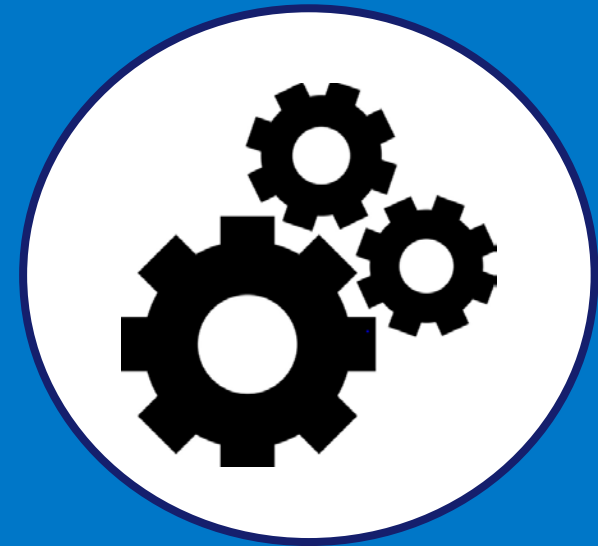
Plan strategically



**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

Smart [Heart] Health



Why SmartHealth?



**No cost, included
in SEBB benefits**

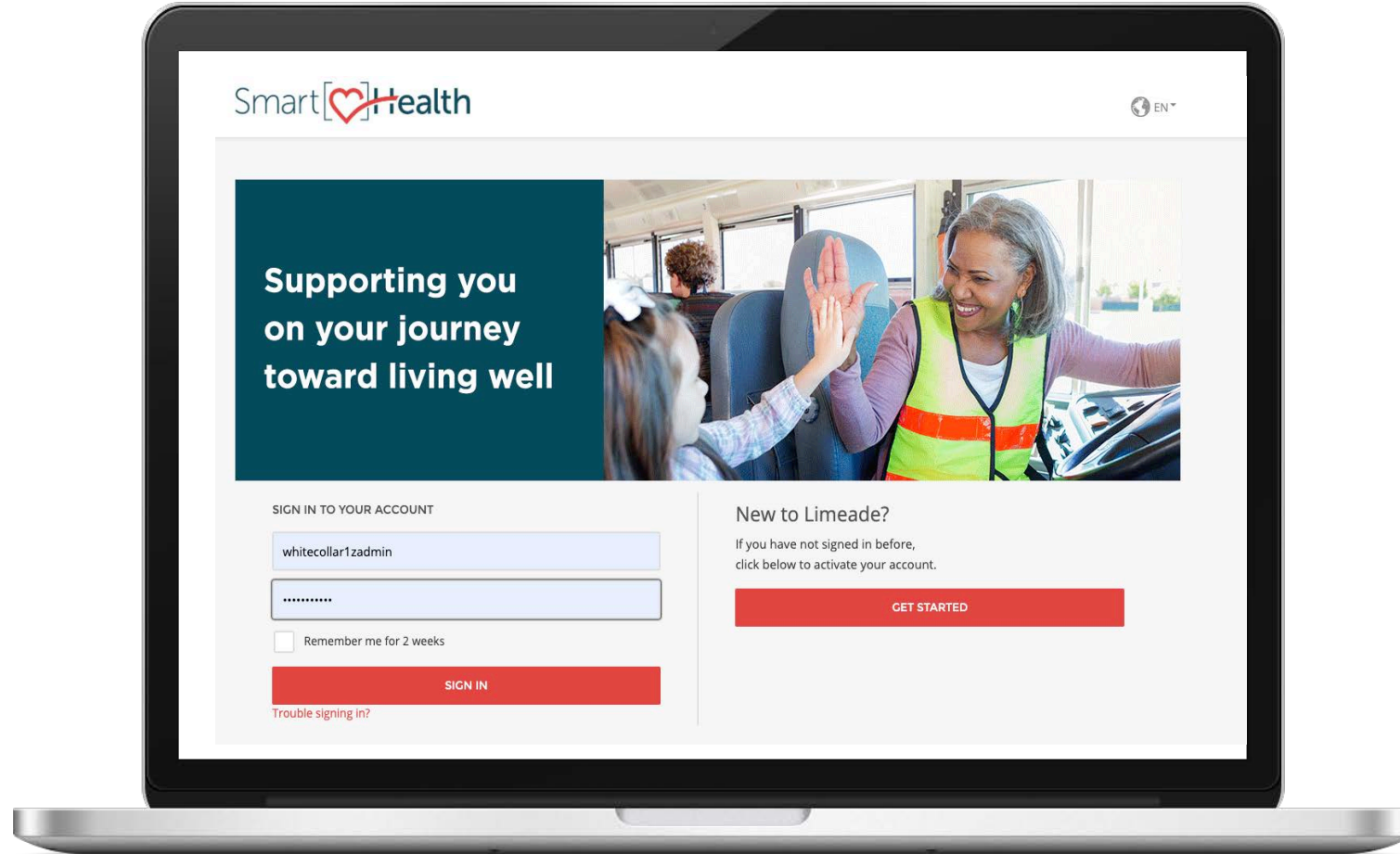


**Helps
employees**

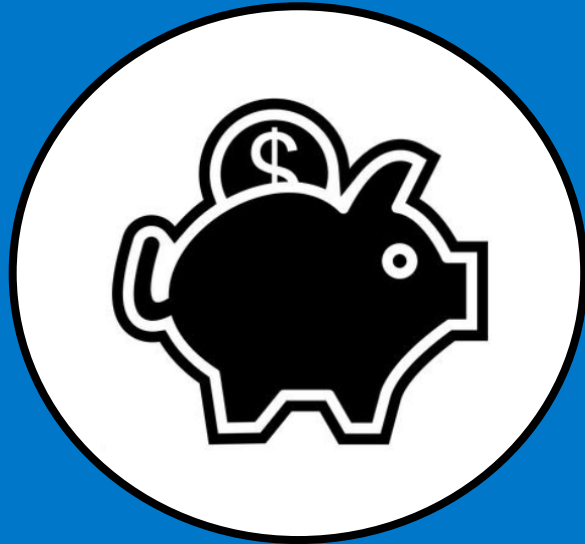


**Helps
organizations**

Live demo



How SmartHealth helps employees



**Financial
incentive**



**Learn and
build habits**

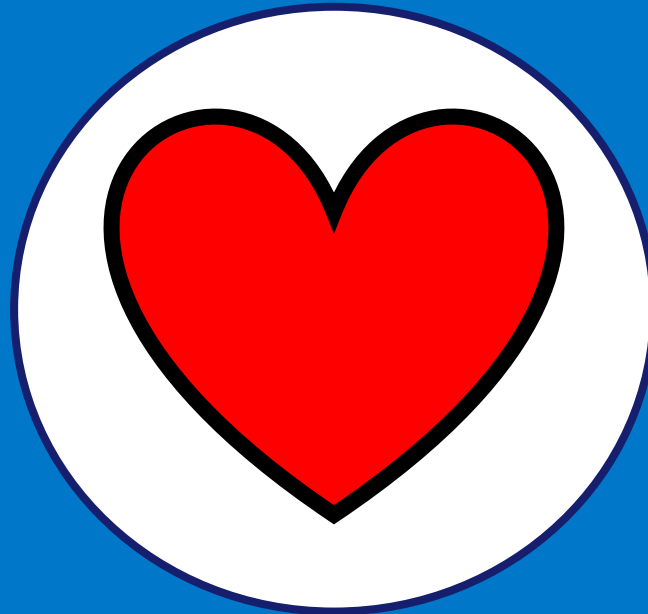


**Be your
best**

Annual wellness incentive



**\$50 during
open enrollment**

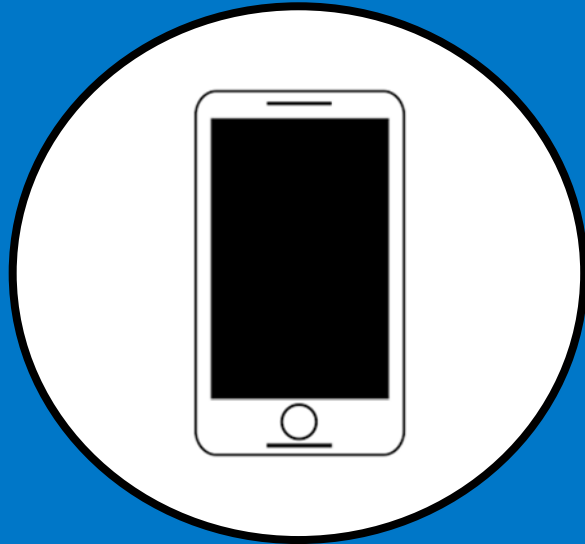


**Intrinsic
rewards**



**Increases to \$125
starting in 2020**

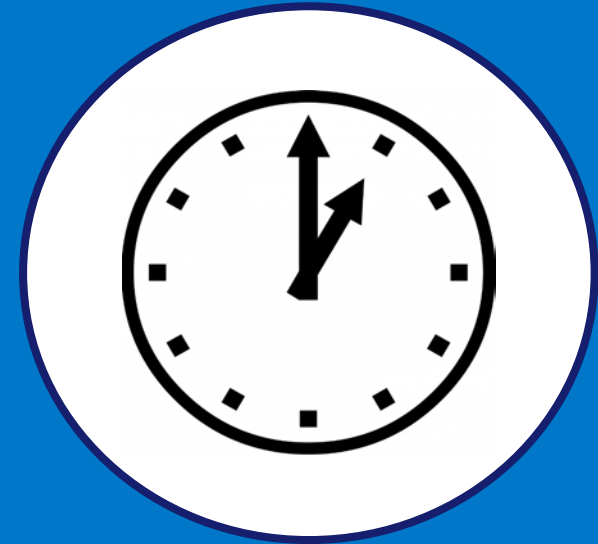
Free personal assistant



**Supports any
time, any where**



**Offers
helpful ideas**



**Saves time
researching**

How SmartHealth helps organizations



**Empowers
employees**

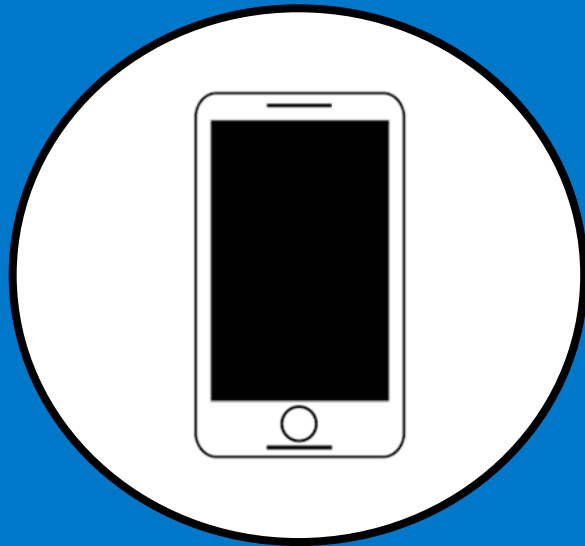


**Easy access to
meaningful data**



**Custom
annual report**

How you can help during open enrollment



**Try SmartHealth
yourself**



**Promote using
our resources**



**Help and
support staff**

Where to find resources

1. Promote SmartHealth (for you)

- Go to SmartHealth for SEBB at hca.wa.gov/about-hca/washington-wellness/smarthealth-sebb

2. Support employees with SmartHealth

Go to SmartHealth (SEBB) at hca.wa.gov/sebb-smarthealth

Resources for open enrollment



Message



Flyer



Videos

“My **WHY** is to make a positive *difference* in the lives of as many people as possible.”



Smart  Health

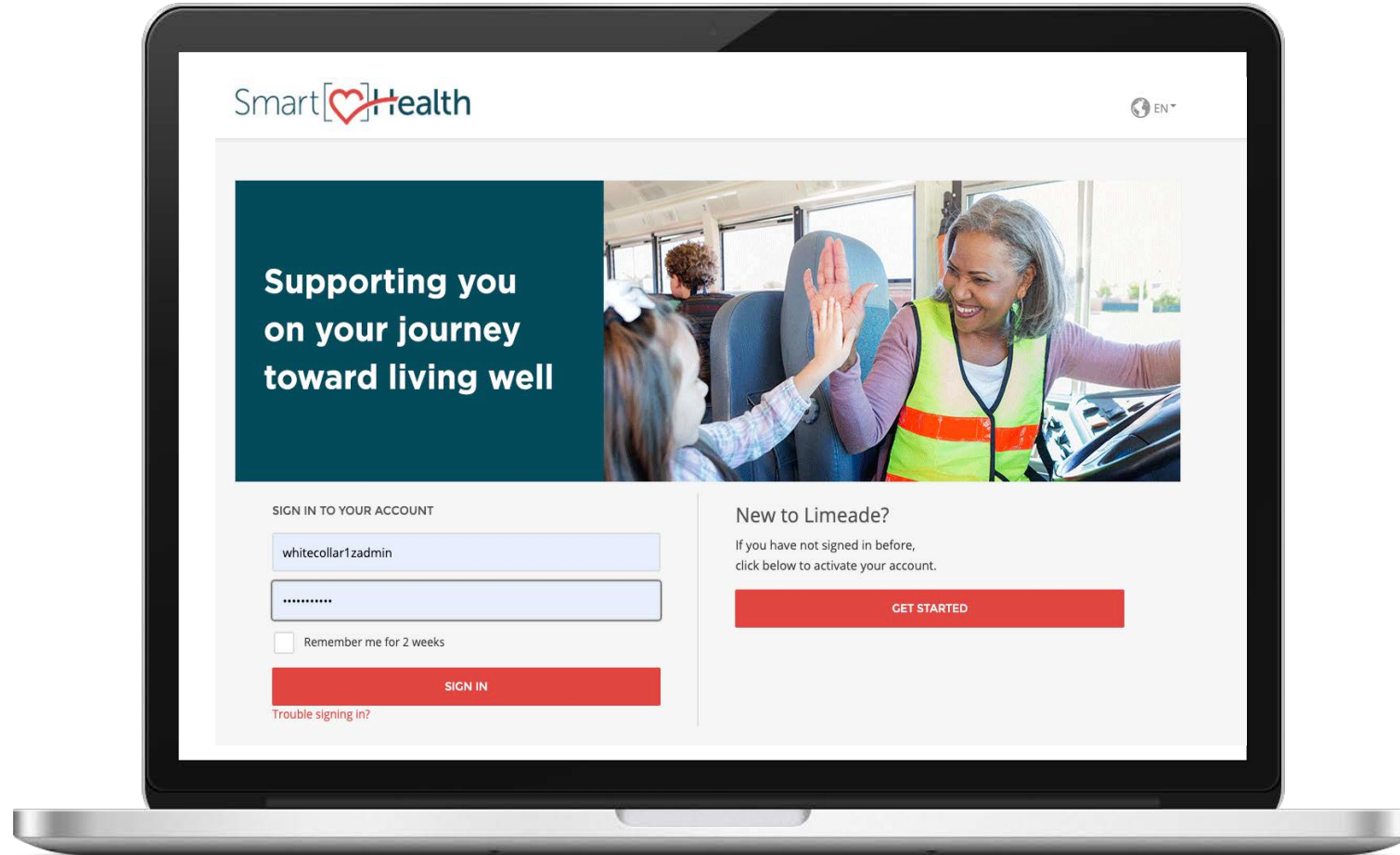
Supporting you on your journey toward living well.

How to qualify during open enrollment

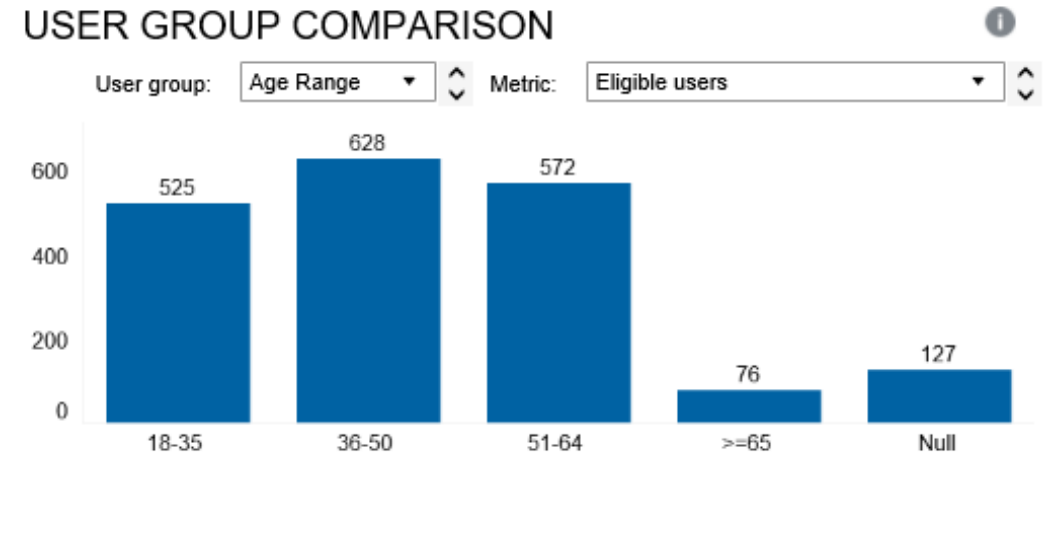
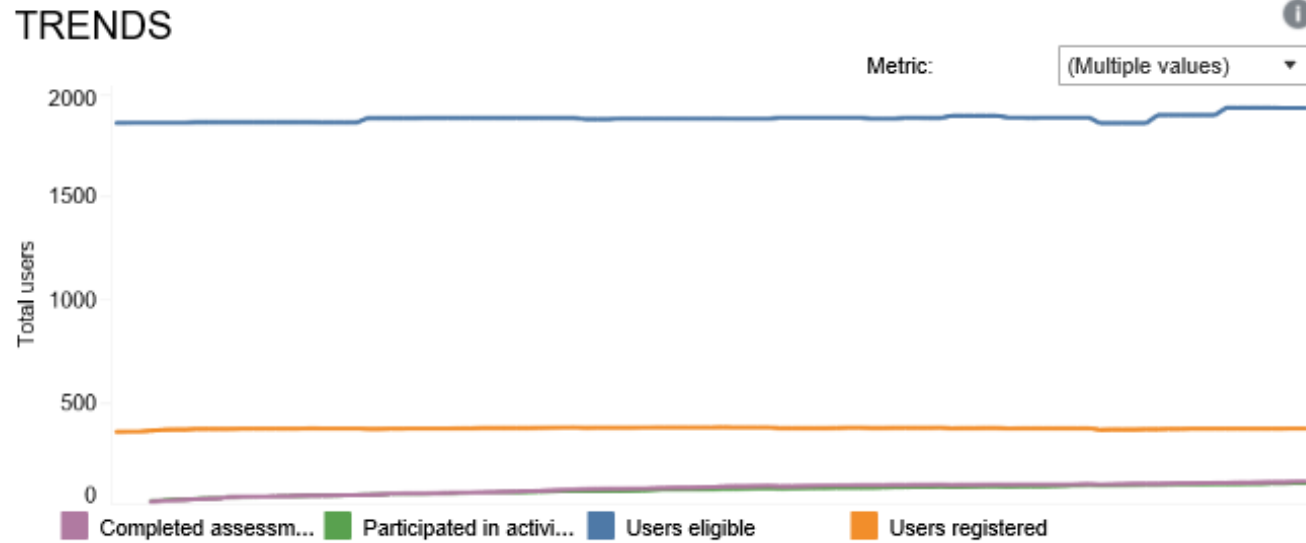
1. Use SEBB My Account to enroll in benefits
2. Go to SmartHealth and select *Get Started*
3. Complete the SmartHealth Well-being Assessment by November 15 to qualify for a \$50 wellness incentive

Learn more from SmartHealth (SEBB) at
hca.wa.gov/sebb-smarthealth

Meaningful data and reports



Real-time data dashboard



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% |

Key annual report metrics

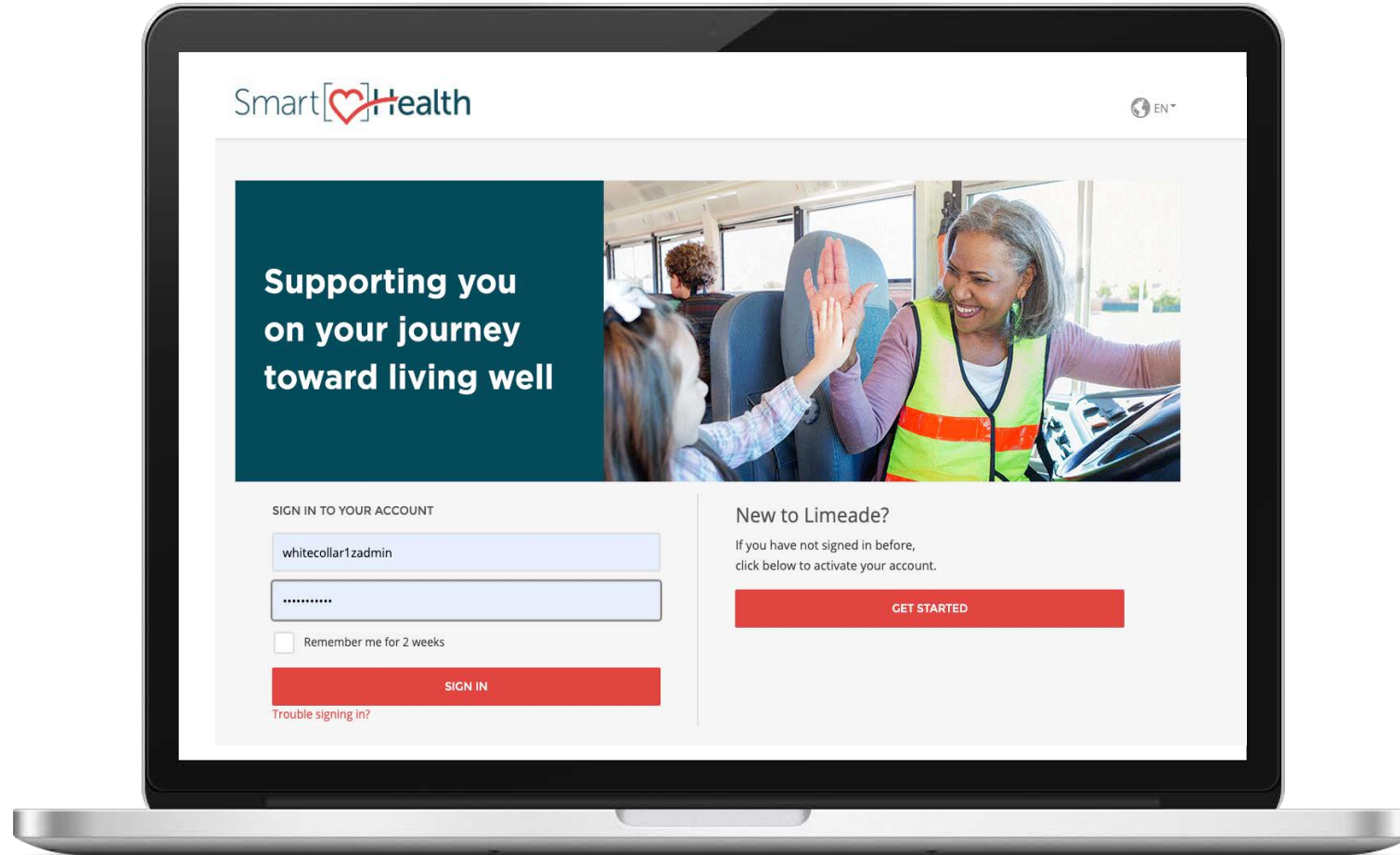
Productivity Dimensions

- Job Satisfaction
- Belief in Company
- Fit with Culture

Well-being Dimensions

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

SmartHealth for 2020



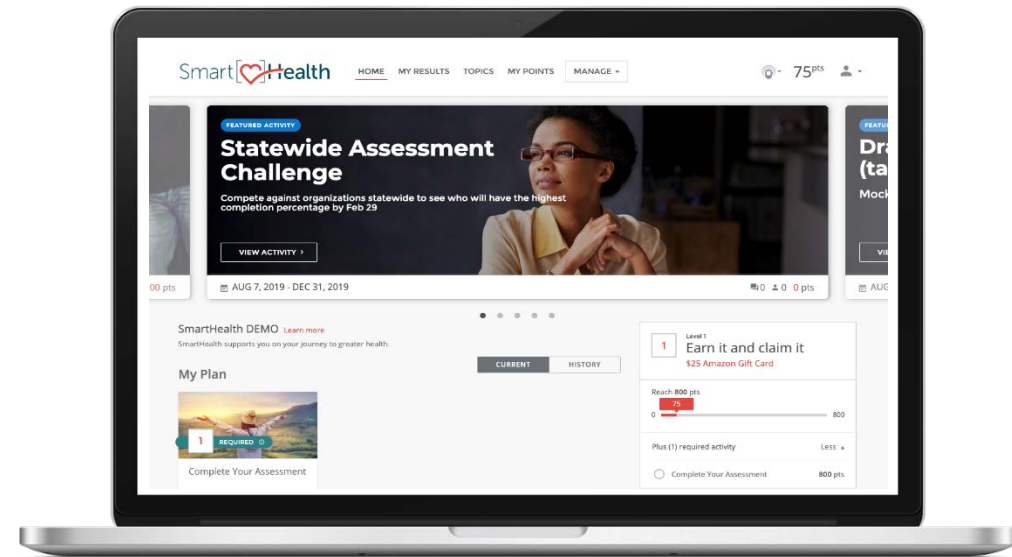
Statewide assessment challenge

- ▶ 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 on SmartHealth Jan 3 – February 29
- ▶ School Districts compete against other districts in the state
- ▶ Two ways to win:
 - ▶ Have the highest WBA completion %
 - ▶ Have the highest number of WBA completions



Assessment wellness coordinator support

- ▶ Launch Email kicking off the event
- ▶ In-platform 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



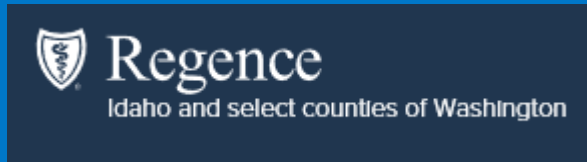
Diabetes Prevention Program (DPP)

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.

Medical plan coverage



In Person DPP

Why DPP?



**1 in 3 US adults
with prediabetes**



**Proven
success**



**Improved
health**

Resources to promote DPP



Videos



Messages



Flyers and more

Omada overview



10,161
pounds



1,516
enrollees

DPP welcome video



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
- ▶ Olympia, Tacoma, Everett, & Seattle Areas
- ▶ 5 pilots
- ▶ On-site, 12-1 hour sessions over 6 weeks
- ▶ No cost for Regence UMP, Premera, and
- ▶ Kaiser members



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

wawellness@hca.wa.gov

Healthy Worksite Summit

The logo features the words "Healthy Worksite" in a green and blue font, with "SUMMIT" in a smaller, spaced-out font below. The text is set against a white circular background with a yellow-to-white gradient, which is framed by a thick orange border. The entire graphic is set against a background of green wavy lines.

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

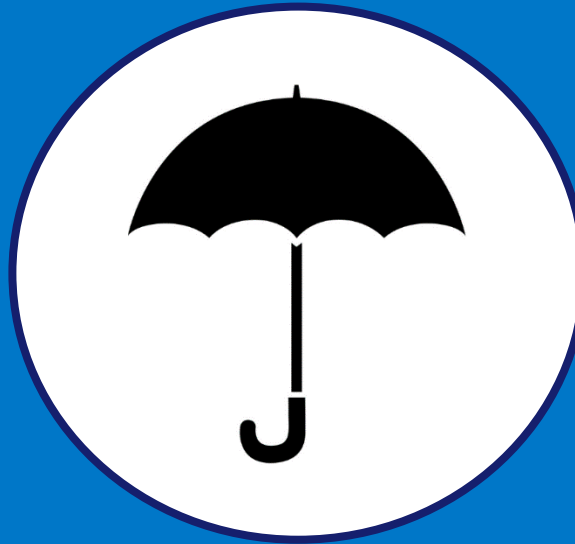
Learn more from Healthy Worksite Summit at

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

Scholarships to Healthy Worksite Summit



40 scholarships

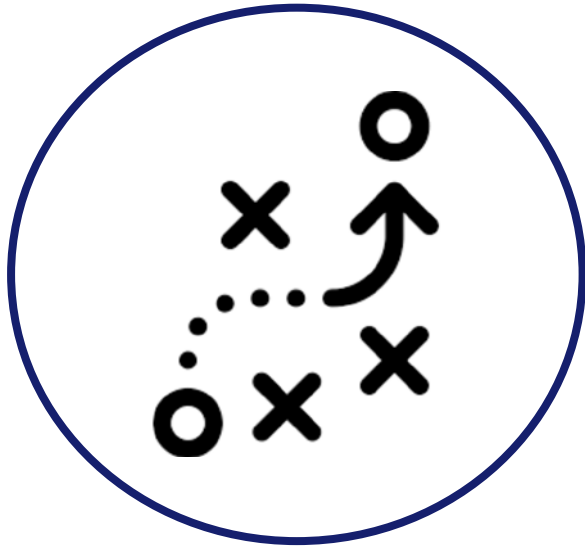


**Covers 2-day
registration**



**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