

Perspectives on Healthy Workforce

Trina Histon, PhD



Perspectives on Healthy Workforce

Presenter Name: Trina Histon, PhD

As previously disclosed, these are the companies with which I have a financial or other relationship(s):

Company Name(s)

Nature of Relationship(s)

N/A

Kaiser Permanente

Largest integrated health care delivery system in the U.S.



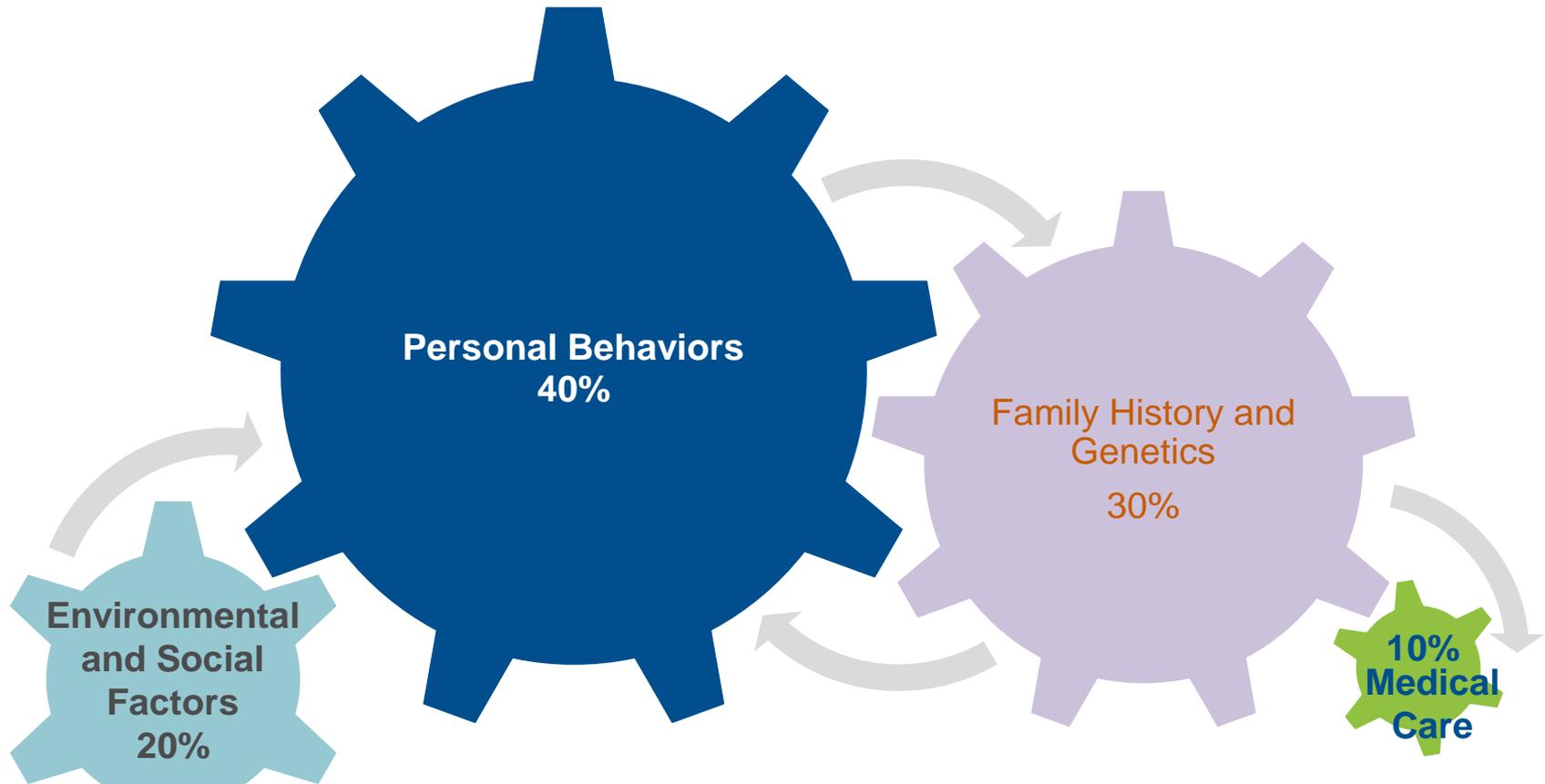
Mission

Kaiser Permanente exists to provide affordable, high-quality health care services and to improve the health of our members and the communities we serve.

Many Factors Shape Health

Health is driven by multiple factors that are intricately linked – of which medical care is one component.

Drivers of Health



Workforce Development- Broader Context

Pittman and Scully-Russ *Human Resources for Health* (2016) 14:56
DOI 10.1186/s12960-016-0154-3

Human Resources for Health

RESEARCH

Open Access



Workforce planning and development in times of delivery system transformation

Patricia Pittman^{1*} and Ellen Scully-Russ²

Abstract

Background: As implementation of the US Affordable Care Act (ACA) advances, many domestic health systems are considering major changes in how the healthcare workforce is organized. The purpose of this study is to explore the dynamic processes and interactions by which workforce planning and development (WFPD) is evolving in this new environment.

Workforce Well-Being for Kaiser Permanente Employees

Vision:

- ◆ Kaiser Permanente's vision is to create the healthiest workforce in health care. We will achieve that aim by creating a culture of safety, health and well-being for the people of KP

Benefits to Kaiser Permanente:

- ◆ A work culture and environment that enables employees to thrive
- ◆ Reduce absenteeism and costs related to employee health
- ◆ Enable the people of KP to provide our members with the best care and service
- ◆ Provide example of industry-leading approach to health and well-being

Workforce Well-Being for Kaiser Permanente Employees

Five-Point Strategy:

1. Senior leaders demonstrate engagement and commitment in creating a healthy workplace culture and environment
2. Develop and offer programs that help people make healthy choices, the easier choices
3. Educate and engage employees as active leaders in their health
4. Reward and reinforce a culture of health and well-being
5. Measure and report performance against goals

Kaiser Permanente Well-Being Model

We aim to bring together leaders from each of the elements of well-being to structure and coordinate an enterprise wide approach to achieve our goal of a **thriving, resilient workforce** at Kaiser Permanente



Approaches to Engaging Kaiser Permanente Employees



TOTAL HEALTH INCENTIVE PLAN

The banner features a gold trophy icon at the top center. Below it, the title 'TOTAL HEALTH INCENTIVE PLAN' is written in large, bold, blue letters. A blue ribbon banner across the middle contains the text 'You have a new opportunity to earn up to \$500 just for being healthy!'. At the bottom, there are three logos: 'COALITION OF KAISSER PERMANENTE UNIONS' on the left, 'HEALTH IS A TEAM SPORT' in the center, and 'healthyworkforce' on the right.

You have a new opportunity to earn up to \$500 just for being healthy!

- **Total Health Incentive Plan** – approximately 130,000 employee and managers are eligible
- Participation is encouraged, but completely voluntary, with no penalties
- Payouts are based on collective, not individual, results

**Gate for up to
date Screenings
Up to \$150**



**Health
Improvements
Up to \$350**

Approaches to Engaging Kaiser Permanente Employees

Instant Recess® at Kaiser Permanente



REDUCE YOUR RISK OF TYPE 2 DIABETES

HOW LIFESTYLE CHANGES MAKE A DIFFERENCE

SMOOTHIE SOCIAL

THE GO KP **POUND FOR POUND** CHALLENGE

Make a difference, one pound at a time.

B.Y.O.S. – BUILD YOUR OWN SALAD

Team salad bar toolkit for the people who power KP

GAMEON TOOLKIT

BUILD A GAME PLAN FOR A HEALTHY TEAM.

healthyworkforce

"How I Thrive" Photo Contest
Say "CHEESE" & post!

TRACKING YOUR FITNESS IS EASY.

LOG ACTIVITY

MINUTES Total Minutes: 0 Daily Points: 5 Score: 0

PENDING CHALLENGES

UPCOMING EVENTS

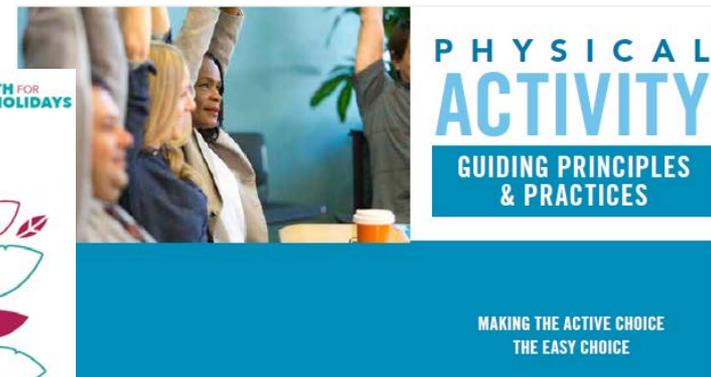
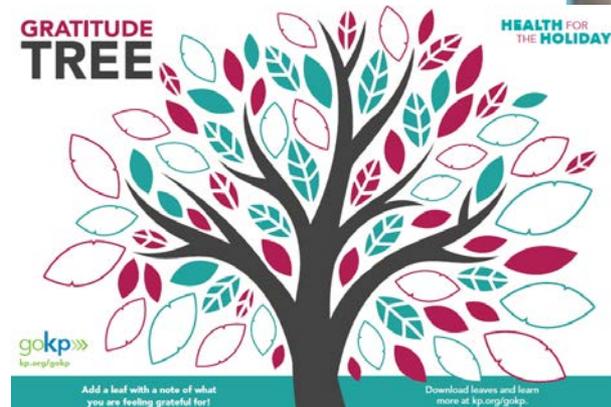
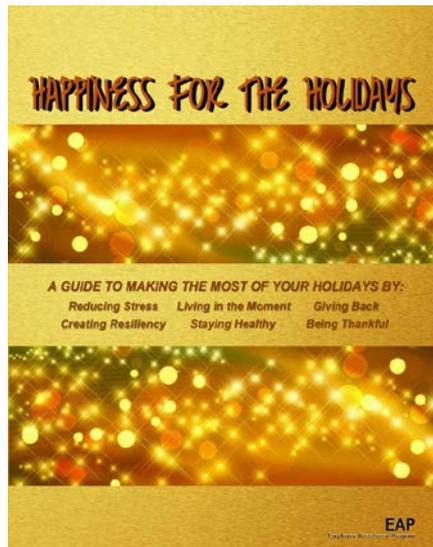
WELLNESS WALL

DAILY TIP

RECIPE OF THE DAY

Special Focus

Moving from physical activity guidelines to a *Healthy Workplace Activities Policy* to support a physically active environment, and promote mental health and wellness resources



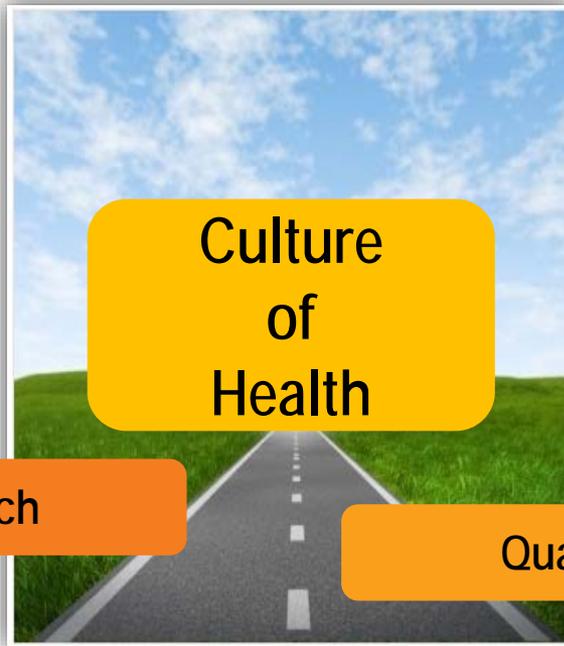
EAP
EMPLOYEE ASSISTANCE PROGRAM

one-moment
meditation

Our Journey Toward a Culture of Health

- Annual employee survey with culture of health questions
- Linkage to performance outcomes

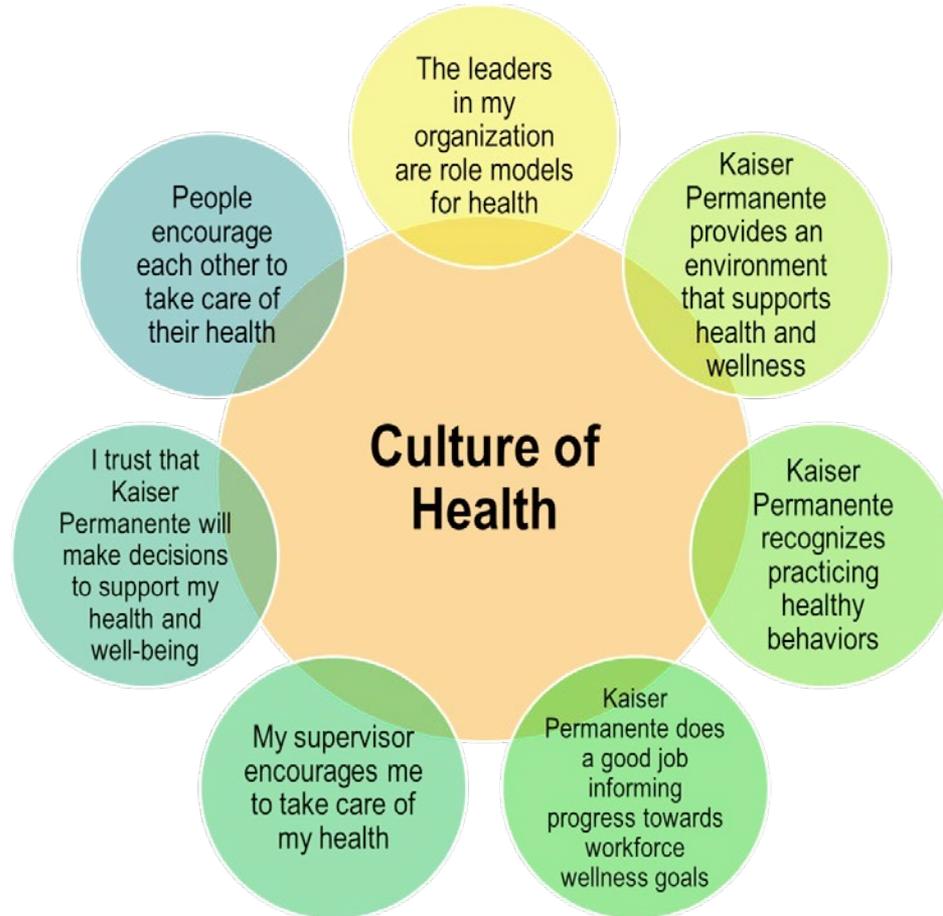
Quantitative Research



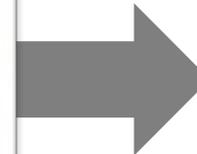
- Employee comments around wellness and healthy workforce
- Focus group data on perceptions of health

Qualitative Research

Measuring a Culture of Health at Kaiser Permanente



Culture of Health Items Predict Business Performance Outcomes



Better Attendance

Fewer Workplace Injuries

Less Voluntary Turnover

Improved Quality

Applying Our Findings to all Levels of Kaiser Permanente



Thank You

- Maria Dee, Director Healthy Workforce
- Allyne Beach, Workforce Planning and Development

- Contact Information

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