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):

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<th>Company Name(s)</th>
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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

- Personal Behaviors: 40%
- Family History and Genetics: 30%
- Environmental and Social Factors: 20%
- Medical Care: 10%

Source: McGinnis et al, Health Affairs, 2002
Workforce Development- Broader Context

Pittman and Scully-Russ Human Resources for Health (2016) 14:56

Human Resources for Health

RESEARCH
Open Access

Workforce planning and development in times of delivery system transformation

Patricia Pittman1,2 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** – 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

- Game On Toolkit
  Build a game plan for a healthy team

- B.Y.O.S. – Build Your Own Salad
  Team salad bar toolkit for the people who power KP
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.
Our Journey Toward a Culture of Health

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

Qualitative Research

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

Quantitative Research

Culture of Health
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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