The Power of Worksite Wellness

Healthy programs for healthy companies

hap.org/worksite
Worksite wellness, quite simply, works.

Growing evidence demonstrates that integrated, targeted worksite wellness programs make a measurable, sustainable difference—not only in the lives of your employees, but on your bottom line.

It reduces absenteeism. It increases productivity and lowers stress. It makes a proven, positive impact on health care costs for you and your employees. And it helps you attract and retain the very best talent.

If you’re not leveraging wellness in your workplace, you’re missing out.

HAP is a recognized leader and pioneer in worksite wellness. We offer a broad and ever-expanding range of programs that can be tailored to the needs of each employer group. They’re all guided by a holistic approach that goes beyond traditional wellness.

HAP is much more than a health insurance company. We are working to make Michigan businesses, as well as our entire community, stronger in every way.

**Worksite wellness resources**

Our Employer Group News electronic newsletter keeps you informed of the latest trends, programs and services in worksite wellness to help your employees get healthy and stay healthy. If you’d like to receive the newsletter, contact your HAP wellness coordinator directly, or email livewell@hap.org.

**This is HAP wellness**

**Mission**

We design and deliver market-leading health and well-being programs to influence healthy behaviors at work, at home and in the community.

**Vision**

We educate and empower people to engage in healthy behaviors to reduce unnecessary health care burdens, improve productivity and performance and cultivate healthier communities.
The case for wellness

Worksite wellness is not simply a health plan perk, value add or “nice to have.” It is a proven way to lower and control your costs and to help people make healthy, lasting lifestyle changes.

One employer reported an 80% decline in lost workdays and a 50% decline in workers’ compensation insurance premiums (related to participation in worksite wellness programs).

Over 60% of corporate leaders recognize that employee productivity and performance are directly related to their health status.

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~ Journal of Occupational and Environmental Medicine

78% Seventy-eight percent of employers reported that wellness initiatives have been at least somewhat effective at improving their employees’ health.

~ Society for Human Resource Management

Medical costs fall by about $3.27 for every dollar employers spend on comprehensive wellness programs.

~ Health Affairs

Absenteeism costs fall by about $2.73 for every dollar spent on workplace wellness.

~ Harvard Business Review

Obese individuals (body mass index >30) spend 42% more on health care than their healthy-weight counterparts.

~ Health Affairs

6% more employees met target cholesterol levels

+23%

~ Health Affairs

13% more employees met target glucose levels

+13%

~ Health Affairs

10% more employees met target blood pressure numbers

+10%

The HAP approach to wellness


Just as no two businesses are alike, HAP’s worksite wellness programs can be tailored to the health needs and business goals of each employer. That’s why we start by gathering information and then work with you and your employees at every step.

Wellness case study

Healthy improvements, healthy savings

A large employer participating in HAP’s Health Engagement plan and supporting wellness programs demonstrated considerable improvements in key risk areas. These improvements helped employees slow or prevent conditions such as diabetes and heart disease, creating nearly $80 million in projected health care savings over the next four years.

Over a five-year period:

+23% more employees met target cholesterol levels

+13% more employees met target glucose levels

+10% more employees met target blood pressure numbers

Over a five-year period:

1 Organizational assessment

• Assess wellness needs and goals of your organization
• Evaluate programming opportunities

2 Employee survey

• Assess employee wellness needs and interests
• Evaluate programming opportunities

3 Strategic review & consultation

• Leverage HAP’s experience to meet your goals
• Develop your program strategy

4 Your wellness workbook

• Leverage this guide to start and grow your wellness program
• Access a compilation of industry-leading resources and information

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HAP worksite wellness programs

HAP's worksite wellness programs are designed and tailored by experts in the field of wellness. Our programs range from simple health screenings to comprehensive behavior change programs, all focused on improving employee health by motivating employees to make healthier choices.

**Workshops & seminars**

HAP offers single session workshops conducted by experienced health professionals under the guidance of a registered dietitian and wellness manager.

<table>
<thead>
<tr>
<th>Workshops &amp; seminars</th>
<th>Description</th>
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<tbody>
<tr>
<td>Nutrition and fitness</td>
<td>Focuses on nutrition and fitness for employees who want to improve their overall health.</td>
</tr>
<tr>
<td>Stress management</td>
<td>Provides strategies for managing stress in the workplace.</td>
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<tr>
<td>Sleep for your health</td>
<td>Teaches the importance of sleep and how to improve sleep quality.</td>
</tr>
<tr>
<td>Be a wise health care consumer</td>
<td>Guides employees in making informed decisions about health care.</td>
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<tr>
<td>Back health</td>
<td>Teaches proper posture and exercises to prevent back pain.</td>
</tr>
<tr>
<td>Human Performance</td>
<td>Focuses on how to improve physical performance and reduce injury.</td>
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<tr>
<td>Men’s health</td>
<td>Provides information and resources for men’s health issues.</td>
</tr>
<tr>
<td>Women’s health</td>
<td>Offers resources and support for women’s health issues.</td>
</tr>
<tr>
<td>Mental health</td>
<td>Provides strategies for managing mental health and well-being.</td>
</tr>
<tr>
<td>Diabetes prevention</td>
<td>Teaches the importance of diabetes prevention and how to live a healthy lifestyle.</td>
</tr>
<tr>
<td>Allergy and asthma</td>
<td>Provides information and resources for managing allergies and asthma.</td>
</tr>
<tr>
<td>Healthy eating</td>
<td>Teaches the importance of healthy eating habits.</td>
</tr>
<tr>
<td>Beachbody fitness</td>
<td>Provides information and resources for fitness and exercise.</td>
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**Behavior change programs**

HAP’s comprehensive line of behavior change programs are aimed at promoting healthy habits and reducing the risk of chronic disease. Our programs offer a range of strategies to help employees make positive changes.

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<tr>
<td>Understanding blood pressure</td>
<td>Teaches the importance of blood pressure management.</td>
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<tr>
<td>Blood pressure</td>
<td>Provides strategies for managing blood pressure.</td>
</tr>
<tr>
<td>Understanding diabetes</td>
<td>Teaches the importance of diabetes management.</td>
</tr>
<tr>
<td>Diabetes prevention</td>
<td>Teaches the importance of diabetes prevention.</td>
</tr>
<tr>
<td>Understanding heart health</td>
<td>Teaches the importance of heart health management.</td>
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**Interactive health fairs**

HAP’s interactive health fairs provide employees with a variety of health education and screening opportunities. Employees can interact with health professionals and learn about important health topics.

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<tbody>
<tr>
<td>Health fair</td>
<td>Provides health screenings and information on important health topics.</td>
</tr>
<tr>
<td>Health fair table display</td>
<td>Provides a display of health information and resources.</td>
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<tr>
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<td>Provides interactive health education and screening opportunities.</td>
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**Wellness managers**

Wellness managers are key players in the success of our worksite wellness programs. They are responsible for implementing our programs and ensuring that they are aligned with the goals of the organization.

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<tr>
<td>Wellness manager</td>
<td>Provides guidance and support to employees in their wellness goals.</td>
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<td>Wellness coordinator</td>
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**iStrive rewards programs**

iStrive rewards programs engage employees in health and wellness activities. They include incentives and rewards for employees who participate in health-related activities.

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**HAP wellness toolkit**

The HAP wellness toolkit provides resources for employers to create and maintain a healthy workplace. It includes a variety of materials to help employers design and implement their own wellness programs.

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**HAP website**

For complete program details and options, visit hap.org/worksite.
Additional tools and resources

Worksite wellness website at hap.org/worksite

- Prerecorded wellness webinars featuring experts. Brief but rich in content.
- Healthy recipes and cooking demonstration videos.
- Wellness by the month: turnkey wellness content to promote to your employees.
- Resources to help you plan, promote and implement your worksite wellness program, such as:
  - Employee interest survey
  - Organizational assessment tools for evaluating your workplace environment and wellness programs developed to align with your company culture
  - Program-specific promotional materials

Worksite wellness forum

HAP hosts various events and worksite wellness forums throughout the year, giving employers a chance to hear about the latest trends in worksite wellness, share best practices and learn about HAP wellness programs available to your employees. Visit us at hap.org/worksite for upcoming event dates.

HAP Balanced Living blog

Our blog is designed to help your employees live a balanced life. It covers fitness, nutrition, managing their health, understanding their health plan and ways to get involved in the community. Visit blog.hap.org.

Financial fitness

To get the most out of life, it helps to be financially fit, too. That’s why HAP has partnered with GreenPath™ to provide educational programs, financial tools, counseling services and workshops on financial fitness. Visit hapfinancialfitness.org to learn more.

“The cooking program was life-changing for our employees. The presentation was awesome, and I’ve heard many inspiring stories about the impact it made.”

– Director, Michigan government agency

Take control of your health care costs and start improving your bottom line today.

Contact your HAP representative or the HAP Worksite Wellness team at livewell@hap.org.
HAP does not discriminate on the basis of race, color, national origin, disability, age, sex, gender identity, sexual orientation or health status in the administration of the plan, including enrollment and benefit determinations.

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