

Kalamazoo Valley Community
College

Employee Wellness Program

Getting started: The Vision

- Health and Wellness in the new Millennium
- Leadership
- Culture

Program Goals

- Assist employees to improve their health and well-being
- Encourage and support healthier lifestyles through wellness interventions

Goals

- Create a culture of Wellness at Kalamazoo Valley Community College
- Reduce health-care costs to employees and the college

Holtyn & Associates – Wellness Services

- Confidentiality
- Bio-metric Measures
- Wellness Coaching
- Health Survey
- Corporate Report

On Site Resources

- Wellness and Fitness Center

Fitness Classes

Personal Training

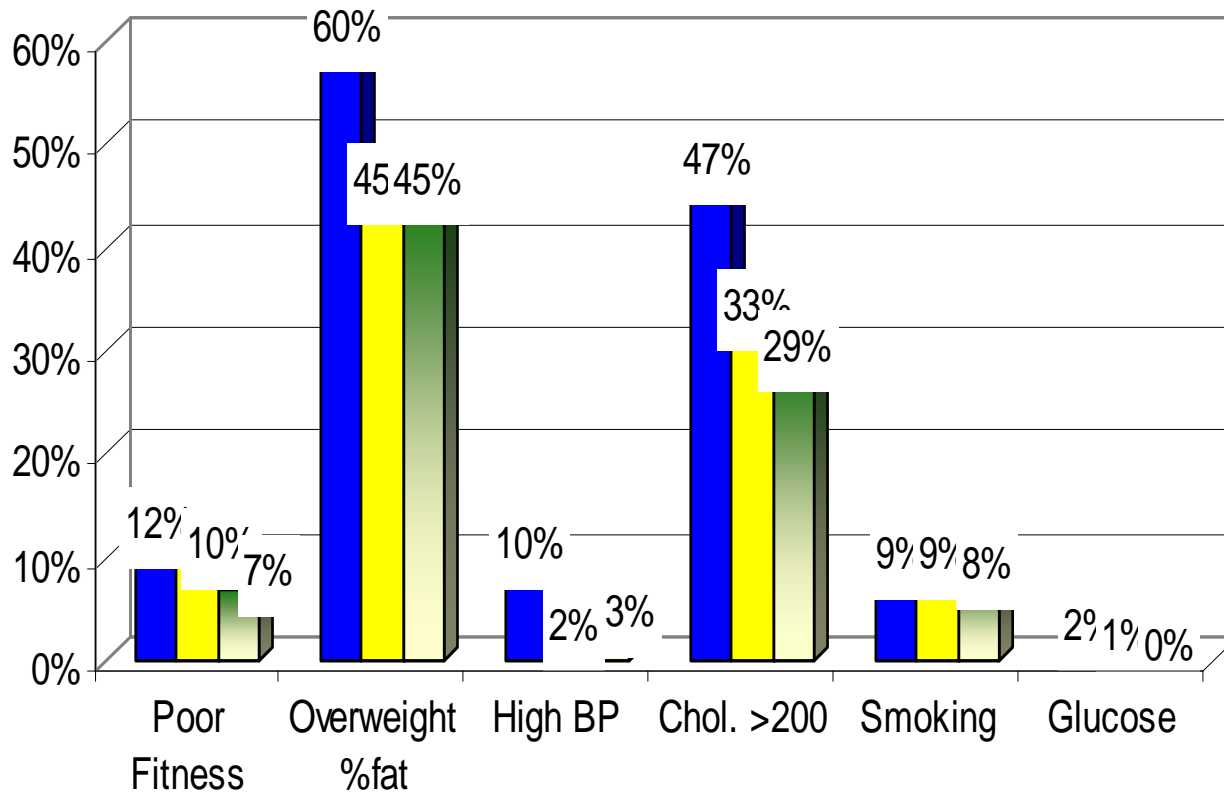
Workshops

KVCC Corporate Wellness Report December 2007



KVCC Heart Disease Risks

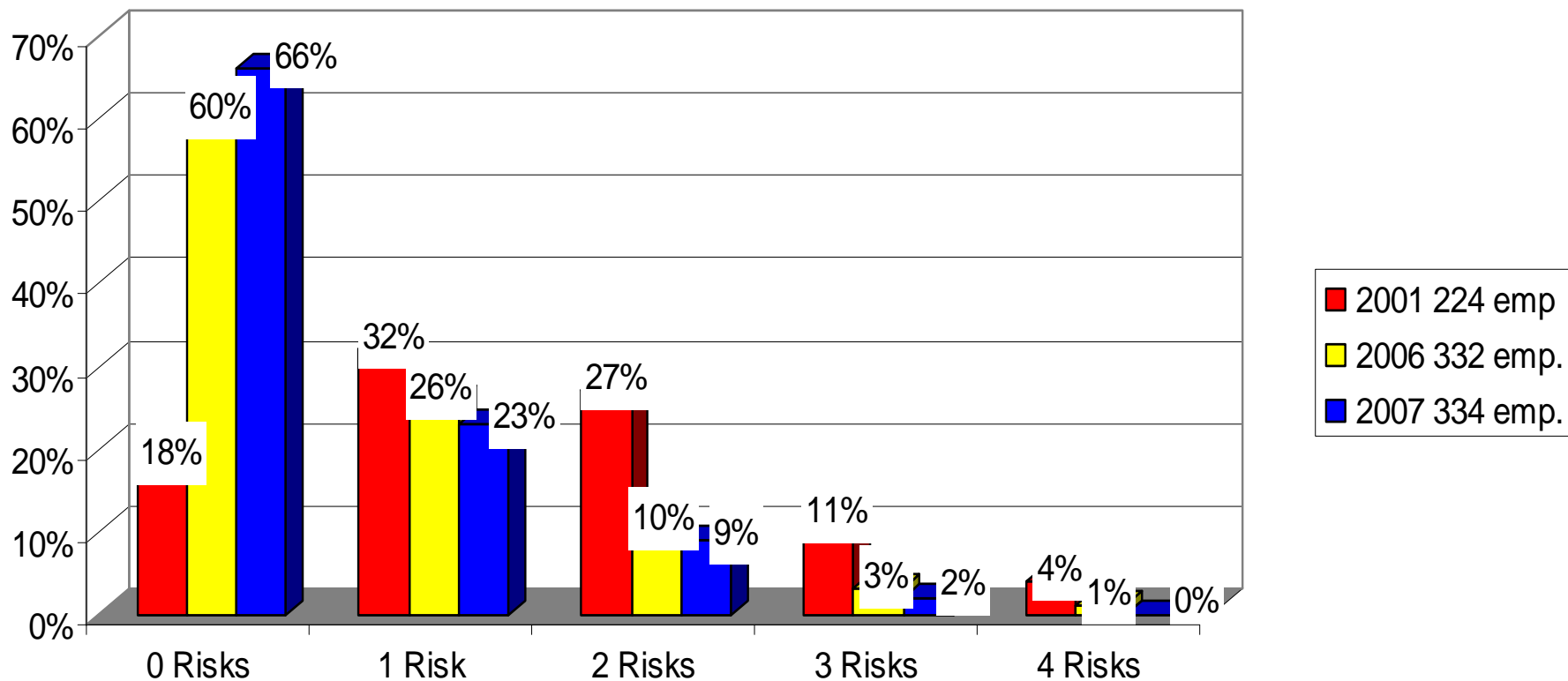
Start 2001 – December 2007



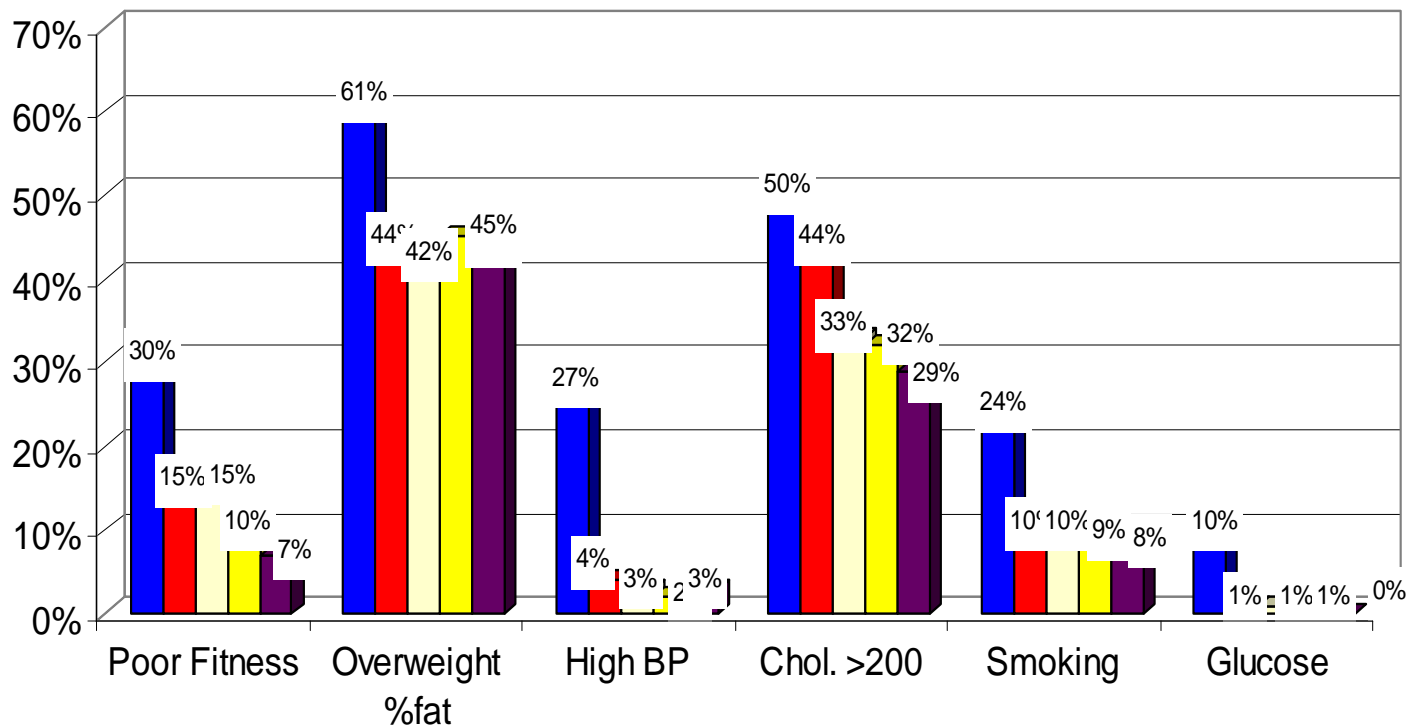
KVCC

Heart Disease Risks Per Employee

Fitness, BP, Cholesterol, Waist, Smoking, Glucose

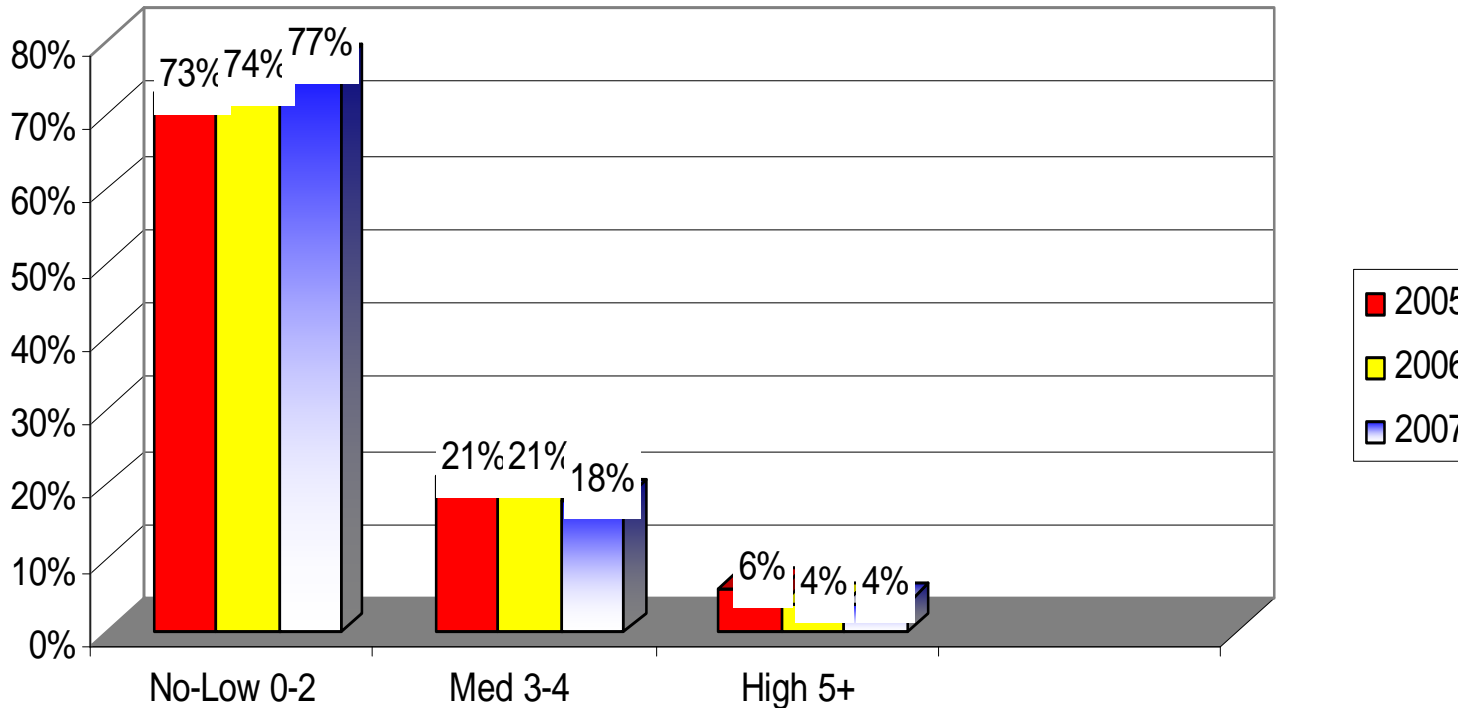


KVCC Heart Disease Risks vs. Michigan



KVCC 12 Lifestyle Risk Factors

Goal: 70% No/Low Risk

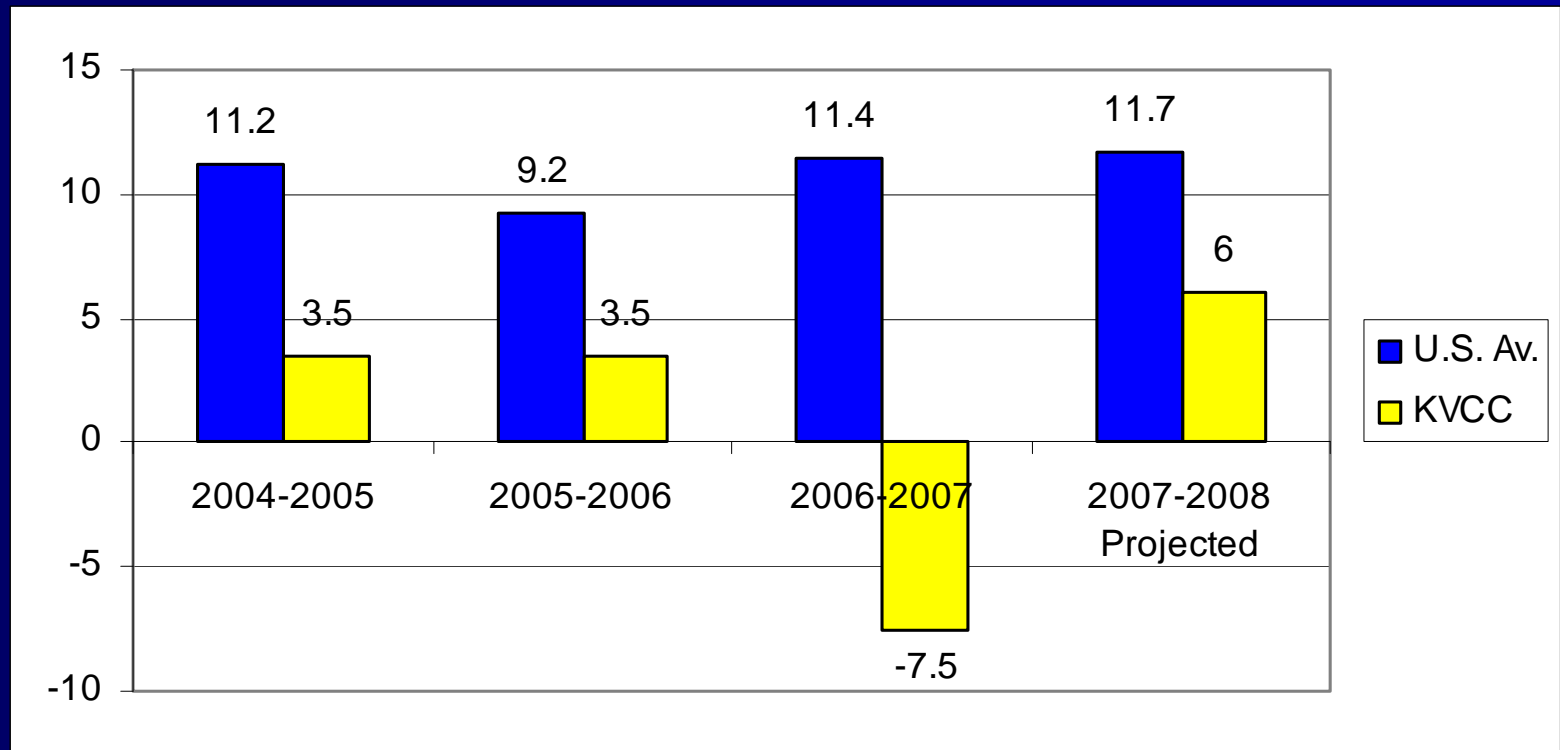


1. Fitness
2. Weight
3. Blood Pressure
4. Cholesterol
5. Glucose
6. Smoking
7. Stress
8. Coping
9. Depression
10. Alcohol
11. Fruit/Fiber
12. Fat Intake

These “12 lifestyle risks have been associated with increased medical cost and lost productivity.”

Goetzel RZ, et. al. (1998, October). The relationship between modifiable health risks and health care expenditures: An analysis of the multi-employer HERO health risk and cost database. *JOEM*, 40(10):843-54.

Health Insurance % Increase U.S vs. Kalamazoo Valley Community College



KVCC Wellness program implemented in 2001.
Health plan costs 2001,2002,2003 double digit

KVCC

Employee/Spouse Health Interests

- 64% Increase physical activity
- 95% Spouse

- 68%% Lose weight
- 86% Spouse

- 43% Reduce fat intake
- 57% Spouse

- 29% Cope better with stress
- 38% Spouse

Wellness Goals for KVCC

- 75% Participation
 - 94% Participation **Goal achieved**
- 70% No or low risk based on 12 Lifestyle factors
 - 77% **Goal achieved**
- 50% No CVD risks
 - 66% **Goal achieved**
- Culture of Wellness
 - **“Achieving and in process” High Support and Peer Scores**
- Maintain all above goals for multiple years (Six Years to Date)
 - Goal achieved with continuing improvements**

Holtyn & Associates, LLC

- Ken Holtyn

Why KVCC Works!

- Strong and continued Leadership Support
- Program is Comprehensive, works with and engages each individual
- Creates a culture of wellness

How Leadership at KVCC supports wellness

1. Describe the wellness program in a way that employees understand.
2. Express enthusiasm for the wellness initiative.
3. Share how I personally benefit from wellness.
4. Help employees to see how they may personally benefit from wellness.
5. Discuss why wellness is among the top organizational priorities.
6. Explain how employees can participate in the wellness effort.
7. Ask for employee input about the wellness effort.
8. Make lifestyle choices that demonstrate my commitment to wellness.
9. Participate in the wellness program.
10. Eliminate and reduce barriers to healthy lifestyles.
11. Recruit and select people for their openness to pursuing wellness.
12. See to it that new people are aware of the wellness program.
13. See to it that people are taught skills needed to achieve their wellness goals.
14. Establish wellness traditions and rituals.
15. See to it that individuals get regular lifestyle assessments.
16. See to it that work teams are given collective feedback regarding wellness.
17. To use wellness activities for team building.
18. See to it that adequate time, space, and other resources are available for wellness practices.
19. Reward and recognize individuals for their wellness efforts.
20. Reward and recognize groups and work teams for their collective wellness efforts.

Adapted from: Lifegain Health Culture Audit , Dr. Judd Allen.

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Cultural Touch Point Questions: % Reporting Strong Agreement or Agreement

Survey Item	KVCC
My company leaders are models for a healthy lifestyle.	63%
This company demonstrates its commitment to supporting healthy lifestyles through its use of resources such as time, space and money.	91%
People at this company are taught skills needed to achieve a healthy lifestyle.	78%
New employees at our workplace are made aware of the organization's support for healthy lifestyles.	64%
People are rewarded and recognized for efforts to live a healthy lifestyle.	48%

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Peer Support Questions: % Reporting Agreement or Strong Agreement

Survey Item	KVCC
My immediate supervisor supports my efforts to adopt healthier lifestyle practices.	66%
Coworkers support one another in efforts to adopt healthier lifestyle practices.	75%
My friends support one another in efforts to adopt healthier lifestyle practices.	82%
My family members and/or housemates support one another in efforts to adopt healthier lifestyle practices.	83%

Kalamazoo Valley Community College CDC "Best Practice Worksite"

334 Employees 94% Participation
Fitness, BP, Cholesterol, Waist, Smoking, Glucose

