Health and Well-Being in the Workplace
The Search for Relevant Indicators

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Agenda

• What data matters to the workplace setting?
• Leveraging the rest of society—the case of Healthy People 2030
• Multi-sectoral action and partnership
• A message to leaders
What Data Matters?

- **Safety** from job-related physical and psychosocial risks
- **Health promotion** for workers on-and-off the job
- **Business involvement in the community** to address environmental determinants of health and well-being
Leveraging the rest of society—the case of Healthy People 2030

- Provides a strategic framework for a national agenda that communicates a vision for improving health and achieving health equity

- Identifies science-based, measurable objectives with targets to be achieved by the end of the decade

- Requires tracking of data-driven outcomes to monitor progress and to motivate, guide, and focus action

- Offers model for international, state, and local program planning
Healthy People Evolution

Objectives:

- Healthy People 1990: 226
- Healthy People 2000: 312
- Healthy People 2010: ~1,000
- Healthy People 2020: ~1,200
- Healthy People 2030: <600

Currently at 355
Healthy People 2030 Framework

- Physical environments
- Social environments
- Economic environments

- Physical, mental, and social dimensions
- Access to quality public health and clinical care systems

- Health disparities
- Health equity
- Health literacy

- Shared responsibility across sectors
- Public health successes
- Evidence-based laws, policies, and practices
- Objectives and data
Potential Workplace Indicators:

- Work hours and employment protections
- Consumption of calories from dietary fat
- Use of drugs
- Prevalence of sedentary activity
- Prevalence of mental illness
- Prevalence of obesity
- Electronic medical records capabilities
- Registry capabilities
- Longevity at birth
- Job satisfaction
- Life satisfaction
Leveraging Healthy People 2030 for the Workplace

- To date, 12 proposed Healthy People 2030 measures come from Healthy People 2020 and are directly related to the workplace
  - Educational and Community-based Programs
  - Occupational Safety and Health
  - Social Determinants of Health
  - Tobacco Use
- Proposal for Leading Health Indicators (LHIs) is forthcoming from the national Academy of Medicine
- Foundation Health Measures forthcoming
- Data partnership recommendations are included in the Advisory Committee’s recommendations:
  - Increase data resources
  - Establish data guidance group
  - Establish a data partnership network
  - Create a Healthy People Data Partnership Learning Collaborative
Example of Leveraging Healthy People 2030 for the Workplace: The Well-Being in the Nation (WIN) Measurement Framework

- The National Committee on Vital and Health Statistics (NCVHS) worked with partners (federal and nonfederal) to develop the framework.
- The Institute of Healthcare Improvement supported the engagement and facilitation of over 100 communities and organizations identify, select, and test measures.
- Similar criteria were used as in the proposed Healthy People 2030 measure development recommendations.
- WIN measures include 3 levels:
  - 9 core measures of well-being (people, places, and equity).
  - 12 Leading Indicators by domain (community vitality, economy, education, environment & infrastructure, equity, food & agriculture, health, housing, public safety, well-being, demographics).
  - A flexible expanded set (e.g., broadband access, absenteeism, etc.).
- Sources of data include Census/American Community Survey, County Health Rankings, Gallup Well-being Assessment, City Health Dashboard, US News & World Report, among others.
Worker Well-Being Survey from NIOSH

NIOSH Total Worker Health

- **Workplace physical environment and safety climate** includes factors that relate to physical and safety features of the work environment.
- **Workplace policies and culture** relates to organizational policies, programs, and practices that have the potential to influence worker well-being.
- **Health status** involves aspects of individuals’ lives relating to their physical and mental health and welfare.
- **Work evaluation and experience** refers to individuals’ experiences and evaluations relating to the quality of their work life.
- **Home, community, and society** encompasses the external context or aspects of individuals’ lives that are situated outside of work but may still influence worker well-being.

Life Satisfaction, Well-Being, and the Workplace

HealthPartners data:
- N = 650,275
- Commercially insured members

Most likely to have a positive impact on overall life satisfaction
In Addition, Consider…

- Life satisfaction **around the world** correlates with:
  - Household income
  - Smiled yesterday
  - Learned something yesterday
  - No health problems
  - Freedom to choose what you do with your life
  - Work hard, get ahead belief
  - Some college/diploma
  - Employed full-time
  - Unemployed (negative)
Workplace Indicators Considerations...

Worker-level
- Health behaviors
- Mental health
- Physical health
- Injuries
- Disabilities / function
- Perceived safety climate/culture
- Perceived health climate/culture
- Work evaluation and experience
- Workplace policies
- Physical environment
- Life evaluation
- Health status
- Work ability index
- Social capital and cohesion
- Prosperity indicators (salary, rewards, benefits, etc.)

Enterprise-level
- Health and safety performance
- Workplace policies
- Physical environment
- Health status
- Equity/social justice indicators
- Partnership propensity
- Social capital and cohesion
- Corporate responsibility and Sustainability

Community-level
- Physical, social, and economic environment
- Prosperity indicators
- Poverty
- Social support capabilities
- Equity/social justice
Public Health, Business, and the Shared Value of Workforce Health and Well-Being

“Business and industry need to be actively engaged in shaping the narrative around health equity because they represent important partners in preventing a widening of health disparities.”

“The creation of shared value through research, partnerships, and evidence-based solutions will elucidate the connections and alignments between business, community, and prosperity.”

Pronk, NP. The Lancet Public Health, 2019;e323
Thank you

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