

CDC Worksite Health ScoreCard

What is *The CDC Worksite Health ScoreCard*?

The CDC Worksite Health ScoreCard is a tool designed to help employers assess whether they have implemented **evidence-based health promotion interventions or strategies** in their worksites to prevent heart disease, stroke and related conditions such as hypertension, diabetes and obesity. The tool was developed by the Centers for Disease Control and Prevention (CDC) Division for Heart Disease and Stroke Prevention in collaboration with the Emory University Institute for Health and Productivity Studies (IHPS), the Research Triangle Institute, the CDC National Center for Chronic Disease Prevention and Health Promotion Workplace Workgroup, and an expert panel from the federal, state, academic and private sectors.

Why Use *The CDC Worksite Health ScoreCard*?

A wellness program aimed at keeping employees healthy is a key long-term human asset management strategy. To curb rising health care costs, many employers are turning to workplace health programs to make changes in the worksite environment, help employees adopt healthier lifestyles and, in the process, lower their risk of developing costly chronic diseases.

The approach that has proven most effective is to implement an **evidence-based comprehensive health promotion program** that includes individual risk reduction programs, coupled with environmental supports for healthy behaviors, and is coordinated and integrated with other wellness activities. However, only 6.9% of employers offer a comprehensive worksite health promotion program, according to a 2004 national survey.

While employers have a responsibility to provide a safe and hazard-free workplace, they also have abundant opportunities to promote individual health and foster a healthy work environment. The CDC encourages employers to provide their employees with preventive services, training and tools, and an environment to support healthy behaviors.

The CDC Worksite Health ScoreCard includes questions on many of the key evidence-based and best practice strategies and interventions that are part of a comprehensive worksite health approach that addresses the leading health conditions driving health care and productivity costs.

What can *The CDC Worksite Health ScoreCard* tell you?

The tool contains 125 questions that assess how evidence-based health promotion strategies are implemented at a worksite. These strategies include health promoting counseling services, environmental supports, policies, health plan benefits, and other worksite programs shown to be effective in preventing heart disease, stroke and related health conditions. Employers can use this tool to assess how a comprehensive health promotion and disease prevention program is offered to their employees, to help identify program gaps, and to prioritize across the following health topics:

- Organizational Supports (18 questions)
- High Cholesterol (6 questions)
- Tobacco Control (10 questions)
- Diabetes (6 questions)
- Nutrition (13 questions)
- Signs and Symptoms of Heart Attack and Stroke (4 questions)
- Lactation Support (6 questions)
- Emergency Response to Heart Attack and Stroke
- Physical Activity (9 questions)
- Weight Management (5 questions)
- Occupational Health and Safety (10 questions)
- Stress Management (6 questions)
- Vaccine-Preventable Diseases (6 questions)
- Depression (7 questions)
- Community Resources (3 questions)
- High Blood Pressure (7 questions)

Sample Section from the CDC Worksite Health ScoreCard:

Organizational Supports		  	
1.	Conduct an employee needs and interests assessment for planning health promotion activities? Answer "yes" if, for example, your organization administers focus groups or employee satisfaction surveys to assess your employee health promotion program(s). Answer "no" if your organization administers general surveys that do not assess your employee health promotion program(s).	<input type="radio"/> Yes	<input type="radio"/> No
2.	Conduct employee health risk appraisals/assessments through vendors, on-site staff, or health plans and provide individual feedback plus health education? Answer "yes" if, for example, your organization provides individual feedback through written reports, letters, or one-on-one counseling.	<input checked="" type="radio"/> Yes	<input type="radio"/> No
3.	Demonstrate organizational commitment and support of worksite health promotion at all levels of management? Answer "yes" if, for example, all levels of management participate in activities, communications are sent to employees from senior leaders, the worksite supports performance objectives related to healthy workforce, and/or program ownership is shared with all staff levels.	<input type="radio"/> Yes	<input type="radio"/> No
4.	Use and combine incentives with other strategies to increase participation in health promotion programs? Answer "yes" if, for example, your organization offers incentives such as gift certificates, cash, paid time off, product or service discounts, reduced health insurance premiums, employee recognition, or prizes.	<input checked="" type="radio"/> Yes	<input type="radio"/> No
5.	Use competitions when combined with additional interventions to support employees making behavior changes? Answer "yes" if, for example, your organization offers walking or weight loss competitions.	<input type="radio"/> Yes	<input type="radio"/> No
6.	Promote and market health promotion programs to employees? Answer "yes" if, for example, your worksite's health promotion program has a brand name or logo, uses multiple channels of communication, or sends frequent messages.	<input type="radio"/> Yes	<input type="radio"/> No
7.	Use examples of employees role modeling appropriate health behaviors or employee health-related "success stories" in the marketing materials?	<input type="radio"/> Yes	<input type="radio"/> No
8.	Tailor some health promotion programs and education materials to the language, literacy levels, culture, or readiness to change of various segments of the workforce? Answer "no" if you do not perceive a need for your organization to tailor its health promotion programs and education materials to any specific group(s).	<input type="radio"/> Yes	<input type="radio"/> No
9.	Have an active health promotion committee? Answer "yes" if your health promotion committee exists and has been involved in planning and implementing programs.	<input type="radio"/> Yes	<input type="radio"/> No
10.	Have a paid health promotion coordinator whose job (either part-time or full-time) is to implement a worksite health promotion program? Answer "yes" if implementing the employee health promotion program(s) at your worksite is included in a paid staff member's job description or performance expectations.	<input type="radio"/> Yes	<input type="radio"/> No