

Working Well in Texas

2024 State Agency Wellness & Benefits Coordinator Conference
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Overview

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- Wellness at Work
 - Government Code Chapter 664
 - Our Roles
 - What We Can Do
- Wellness Programs
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 - Wellness Program Components
 - Wellness Topics
 - Addressing Wellness Topics
 - Worksite Wellness Tips

Worksite Wellness Works

- The workplace is a key setting for health promotion.
- Benefits on two levels:
 - For individuals: Improve health behaviors, reduce health risks, and enhance overall health.
 - For organizations: Lower health care costs, reduce absenteeism, boost productivity, aid in recruitment and retention, and improve workplace culture and employee morale.

Wellness at Work



TEXAS
Health and Human
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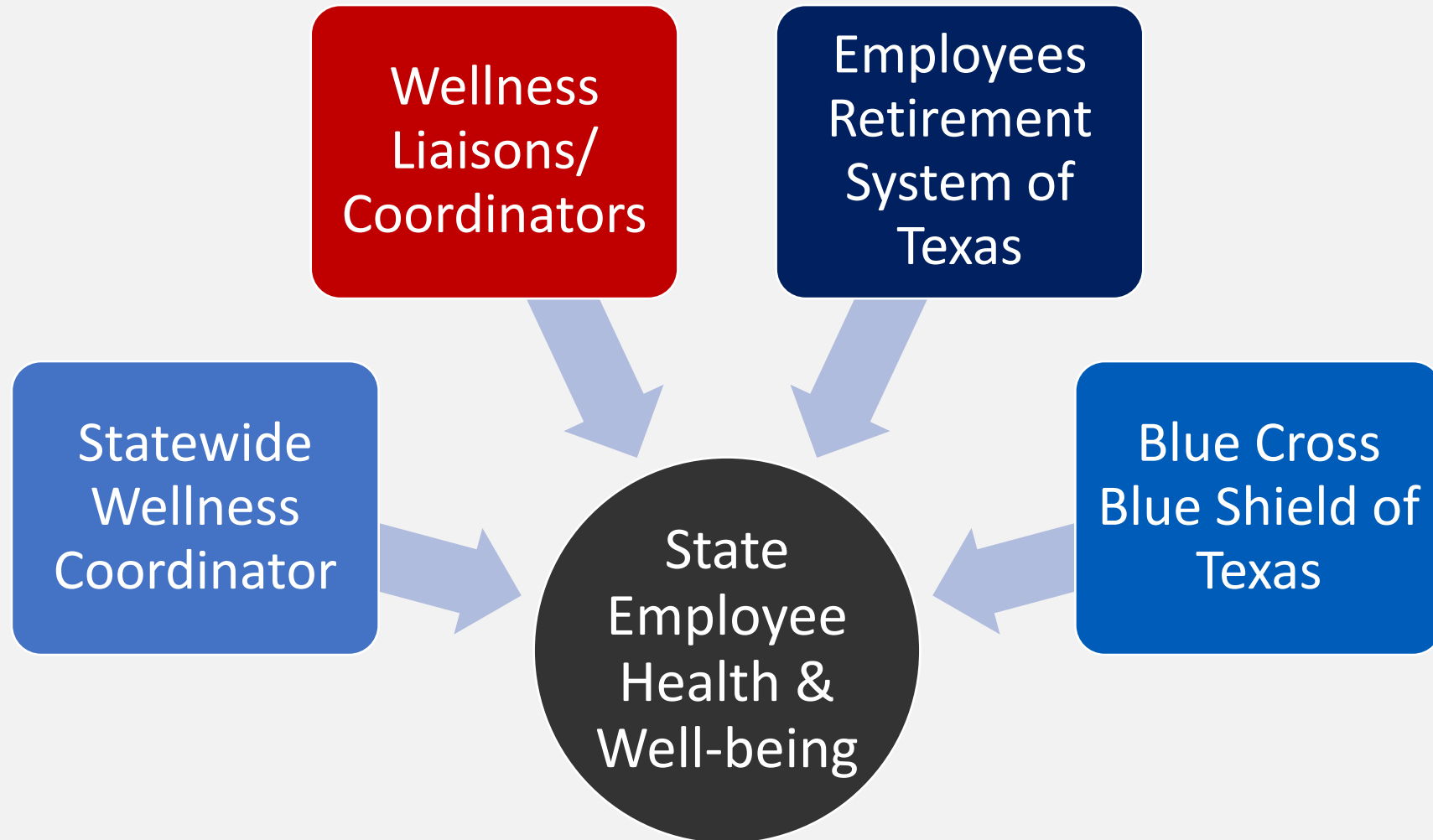
Texas Department of State
Health Services

Government Code Chapter 664

- State Employees Health Fitness and Education Act
- State administration is enhanced by programs designed to encourage and create a condition of health



Our Roles



What We Can Do

State agencies **may**:

- Develop a wellness program, or components of the model wellness program.
- Facilitate the development of a wellness council.
- Allow each employee 30 minutes during normal working hours for exercise three times each week.
- Allow all employees to attend on-site wellness seminars.
- Provide eight hours of leave for completing HRA and preventive visit.



What We Can Do (continued)

State agencies **may**:

- Offer activities, education, and incentives.
- Use available facilities for health fitness programs.
- Create agreements with other state agencies to support wellness.
- Adopt additional wellness policies, as determined by the agency.
- Offer on-site clinic or pharmacy services.

Wellness Programs

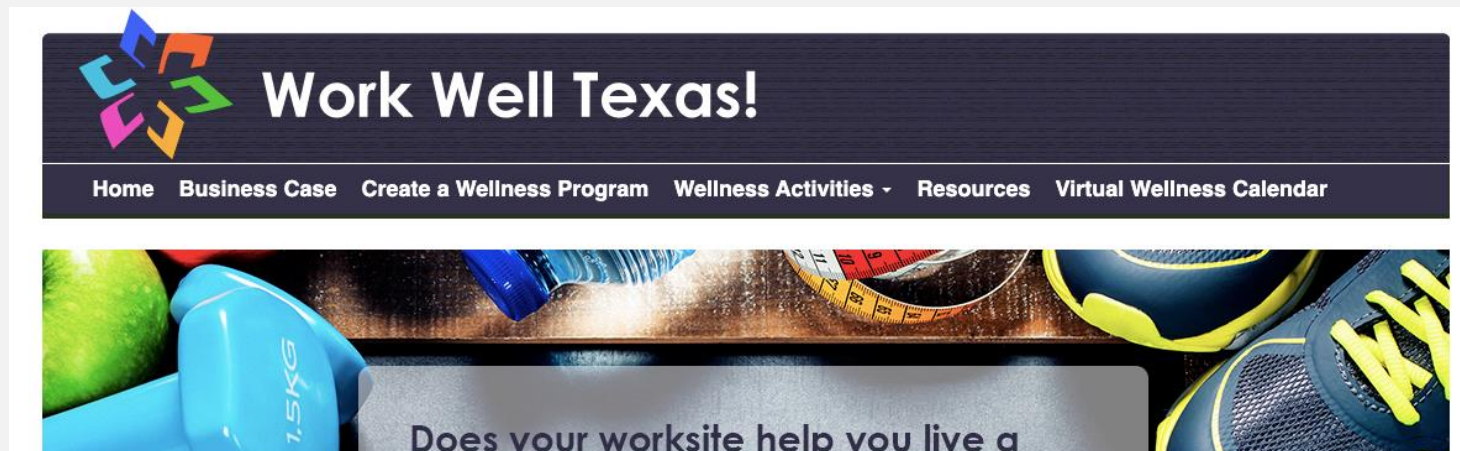


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Services

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Work Well Texas

- <https://wellness.texas.gov/>
- Model worksite wellness program established by the Texas Department of State Health Services (DSHS).
- Provides information, opportunities, and resources to support employee health.
- Focuses on key risk factors driving chronic disease.



Building a Wellness Program



Step 1: Find a champion.



Step 2: Establish a wellness council.



Step 3: Conduct a workplace assessment.



Building a Wellness Program (cont'd.)



Step 4: Develop a plan.



Step 5: Create or improve policies.



Step 6: Measure success.



Wellness Program Components

Education/Tools

- Health risk assessment
- Webinars
- Monthly toolkits

Health Promotion Strategies

- Health screening events
- Vaccination clinics
- Wellness campaigns

Environmental Change Strategies

- Healthy food choices
- Tobacco-free worksites
- Improve policies/facilities

Demonstration Projects

- Challenges
- Cooking demos
- Stress management activities

Optional Incentives

- Flexible scheduling
- Leave award
- Discounts with gyms & fitness centers

Wellness Topics

Work Well Texas! and key health behaviors:

- Physical Activity
- Healthy Eating
- Stress Management
- Preventive Screenings
- Lactation Support
- Tobacco Cessation



**Work Well
Texas!**

Addressing Wellness Topics

Example: Physical Activity

Activities



- Walking groups
- Get Fit Texas! Challenge
- Exercise classes

Environments



- Walking trails/maps
- Fitness room
- Flex or other time

Resources

Work Well Texas!

Home Business Case Create a Wellness Program Wellness Activities

Virtual Wellness Calendar

The calendar displays health and wellness events throughout the year. Click on an event to view details.

Use the subscribe feature to get weekly updates on new events.

AUGUST 2024

| Sunday | Monday | Tuesday | Wednesday |
|--------|---|---|--|
| 28 | 29 9a 15-Minute Motivation Monday with Jewel & Lacy 12p 30-Minute Zumba Toning with Jewel Smith | 30 12p WEBCAST: 30-Minute Core, Flex, & Stretch with Jewel Smith | 31 9a 30-Minute Workplace Yoga with Chris Young 12p 45-minute Total Body Strength & Recovery with Mackenzie McIntyre |
| 4 | 5 9a 15-Minute Motivation Monday with Jewel & Lacy 12p 30-Minute Zumba Toning with Jewel Smith | 6 12p 30-Minute Core, Flex, & Stretch with Jewel Smith | 7 9a 30-Minute Workplace Yoga with Chris Young 12p 45-minute Total Body Strength & Recovery with Mackenzie McIntyre |
| 11 | 12 | 13 | 14 |

- Virtual wellness calendar
- Online trackers and coaching
- Wellness intranet site


Get Fit Texas! Challenge

- <http://getfittexas.org>
- Annual 10-week competition
- January 20 – March 30, 2025
- Encourages physical activity as a regular habit
- Occurs on two levels:
 - Individually: Participants earn 6 stars
 - Between organizations: Grouped based on size
- Concludes with award ceremony



Virtual Wellness Calendar

- <http://www.wellness.texas.gov/Challenge.htm>
- Live, virtual events hosted year round during the work week





Work Well Texas!

Home Business Case Create a Wellness Program Wellness Activities Resources Virtual Wellness Calendar

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◀ ▶ SEPTEMBER 2024   Subscribe

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|---|---|---|--|---|----------|
| 1 | 2 | 3 12p 30-Minute Core, Flex, & Stretch with Jewell Smith | 4 9a 30-Minute Workplace Yoga with Chris Young 12p 45-minute Total Body Strength & Recovery with Mackenzie McIntyre | 5 9a Chair Fitness 12p Zumba Loco with Laci Edwards | 6 12p Intermediate Yoga with Lacy Wolff | 7 |
| 8 | 9 9a 15-Minute Motivation Monday with Jewell & Lacy 12p 30-Minute Zumba | 10 12p 30-Minute Core, Flex, & Stretch with Jewell Smith | 11 9a 30-Minute Workplace Yoga with Chris Young | 12 9a Chair Fitness 12p Zumba Loco with Laci Edwards | 13 12p Intermediate Yoga with Lacy Wolff | 14 |

Addressing Wellness Topics (cont'd.)

| | Activities, Programs, Events, etc. | Changes to Policies, Practices, or Facilities | Resources |
|-------------------------------------|---|--|--|
| Healthy Eating | Weight management programs, water challenge, meatless Mondays, Farm to Work | Informal policy to serve healthy foods or water at meetings, birthday parties, etc. | Online classes, trackers, health coaches, Real Appeal® , Wondr Health™ |
| Tobacco Cessation | Onsite tobacco cessation classes | Smoke-free or tobacco-free campus policy | Online classes, cessation medications |
| Screenings & Assessments | Annual routine check-up | Leadership awards time off for completing HRA & annual physical | Online HRA, health plan |
| Stress Management | Lunch & learns, classes, meditation | Leadership approves flexible scheduling, working remotely, permanent use of certain spaces for relaxation/meditation | Classes, trackers, Health Coaches, EAP |
| Lactation Support | Educate employees about best practices for worksites | Implement policies setting aside time and facilities for nursing mothers | Texas Mother Friendly Worksite Program website |

Worksite Wellness Tips



Walk and talk.



Take mini breaks.



Sneak in steps.



Stay cool & hydrated.



Release some tension.



Snack smart.

Thank you!

Working Well in Texas

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