



April 3, 2012

The Honorable Board of Supervisors
Administration Building
1221 Oak Street
Oakland, California 94612

SUBJECT: First Year HealthWorks Program in Partnership with Kaiser Permanente

Dear Board Members:

RECOMMENDATION:

Accept this report on the first year of the HealthWorks Program, the wellness, weight management and diabetes risk pilot program in partnership with Kaiser Permanente.

DISCUSSION:

In September 2010, your Board approved the HealthWorks Program, a three-year wellness, weight management and diabetes risk pilot program in partnership with Kaiser Permanente. Three hundred twenty-six (326) County employees from three pilot departments (Social Services, Health Care Services and the Sheriff's Office) have been voluntarily participating since January 2011 in the HealthWorks program based on the following criteria:

- BMI of over 25 or at least 30 pounds overweight **and/or**
- Diagnosed with diabetes **and**
- Ready to make lifestyle changes but needs assistance

Of the 326 participants, 90% are women and the average age is 46, although all age groups are well represented.

The official **HealthWorks Program Kick-Off** was held on January 13, 2011 for all participants. President Miley, CAO Susan Muranishi and the three Agency/Department Heads offered words of support to the program participants.

Biometric screenings were also held in January 2011, which collected baseline data on each participant's BMI, glucose, cholesterol, and blood pressure as follows:

- 97% of participants had a BMI classified as overweight or obese and
- 76% tested with either pre-hypertension or hypertension
- 40% were borderline on random glucose screenings and 9% tested in the undesirable range
- 27% of participants had cholesterol of over 200.

HealthWorks participants completed a **Total Health Assessment (THA)** in February 2011. The THA is an online program that helps participants make healthy lifestyle choices to prevent disease and improve their health.

Participants completed an online **survey** in March 2011 to gauge their interests in various activities and assess perceived challenges. A wide array of programs have been offered since March 2011, including:

- **A 10-week "Healthy Weight" series**, offered as an online webinar or onsite series. Six sessions were offered with staggered start dates from April-June 2011. This intensive series gave participants tools to develop lifelong habits to achieve and maintain a healthy weight.
- **"Navigating KP.org"**, a Webex training held on March 17, 2011 to help participants navigate the extensive weight management tools and resources available on kp.org.
- **"Weight Management "**, a one-hour onsite class conducted on March 31, 2011 at three locations (Hayward, San Leandro and Oakland).
- **Telephonic Health Coaching**, including 4 sessions to support participant in identifying barriers and setting achievable goals.
- **Online Healthy Lifestyle Programs (HLP)**, focusing on weight management, nutrition, depression as well as a host of other topics.
- **"Fit at 5" Exercise classes**, including **Zumba** and **Body Conditioning** beginning in June 2011 in 3 locations on Tuesday, Wednesday or Thursday evenings.
- **"Get Moving"**, a one-hour class conducted on September 8, 2011 in 3 locations to assist participants develop an exercise plan, overcome barriers, and stay motivated.
- **"Healthy Eating for the Holidays"**, a one hour onsite class conducted on November 1, 2011.
- **"Thrive Across America"**, an Activity Challenge that kicked off on September 26, 2011 and concluded on November 20, 2011. Participants signed up online to log activity minutes and go on a virtual tour of our nations' most interesting places, including national parks and cultural attractions.
- **Year End Celebration**, conducted on December 7, 2011. President Miley, CAO Susan Muranishi and the three Agency/Department Heads helped participants celebrate their successes.

Results for 2011: Participants completed an online evaluation survey in October 2011. The results of that survey are summarized below.

What activities were most effective in helping motivate participants to adopt a healthier behavior?

- Kick Off Event at the Marina Community Center 88%
- Wellness Screenings 86%
- 10 Week Healthy Weight Series 81%
- Zumba Exercise Class 81%
- Onsite Get Moving Class 77%

How motivated are participants to make lifestyle changes?

- 68% of participants reported that they had already made some changes and were motivated to continue.
- 22% of participants reported they had already made significant changes.
- 80-95% of participants of the onsite and online classes report they are confident they can make behavior changes.
- 79% agreed that the support of Alameda County leadership and management was a motivating factor to make behavior changes.

What are some of the healthy behavior changes that participants have made?

- 76.7% reported exercising 2 or more days per week
- 75% reported eating more fruits and vegetables
- 56.7% reported eating less sugar
- 54.2% reported drinking less soda
- 49.2% reported drinking 8 glasses of water per day
- 36.7% reported that their family is eating better
- 35% reported counting calories
- 35% reported that they have inspired family, friends or co-workers to make changes

What are some of the positive health outcomes that participants have reported?

- 58.5% reported having more energy
- 57.6% reported losing weight
- 50% reported feeling happier
- 28.8% reported that their blood pressure is under control
- 20.3% reported that their blood glucose/sugar is under control
- 18.6% reported that their cholesterol is under control

What impact did the “Thrive Across America” Program have on participants?

- 66% reported losing weight
- 74% reported having more energy
- 81% reported being more active
- The number of participants exercising 5-7 days a week increased from 31% before the program to 61% after the program
- 98% would participate in the program if offered again

HealthWorks Activities for 2012: The following activities will be conducted in 2012 for HealthWorks participants:

- Biometric Screenings in January 2012
- Total Health Assessment in January and February 2012
- Onsite Health Coaching throughout 2012
- 10 Week Healthy Weight Series beginning in March 2012
- Monthly Weight Discussion Group beginning in March 2012
- Healthy Cooking Classes beginning in the Spring 2012

- Lunch & Learn Sessions throughout 2012
- Thrive Across America beginning in September 2012
- Onsite Exercise Classes throughout 2012

Recognition and Thanks: We would first like to thank your Board for approving the HealthWorks Program and your commitment to Wellness, the County Administrator for her leadership and support, the Health Care Labor-Management Committee for sponsoring such an innovative program and the three Agency/Department Heads for volunteering to be part of this pilot program.

I would also like to thank the staff in HRS and the three Departmental Coordinators for their hard work and dedication to the HealthWorks Program and to our incredible partners at Kaiser Permanente for the time and work that they have spent to make the first year of this program such a success. And lastly, I would like to commend and thank all the HealthWorks participants for having taken this courageous step to improved health by participating in the HealthWorks Program throughout 2011.

FINANCING:

The cost of the HealthWorks Program was \$ 67,825.34 for 2011.

Very truly yours,



MARY WELCH, INTERIM DIRECTOR
Human Resource Services

MW/

cc: County Administrator's Office
Auditor-Controller's Agency
Health Care Labor-Management Committee