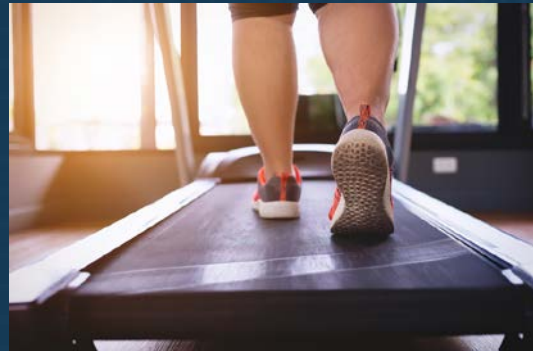


INTRODUCTION TO THE “NEW AND IMPROVED” CDC WORKSITE HEALTH SCORECARD



NATIONAL CENTER FOR CHRONIC DISEASE PREVENTION AND HEALTH PROMOTION

Division of Population Health



AGENDA

- Introduction to the Study Team and Presenters
- Benefits of Workplace Health Promotion Programs
- Background and History of the CDC ScoreCard
- New 2019 CDC ScoreCard (Version 3)
 - Rationale for Updating the CDC ScoreCard
 - Update Process
 - Summary of Key Changes
- Where to Find the Updated CDC ScoreCard
- Timeline for the Updated CDC ScoreCard Release
- Q&A



INTRODUCTION TO THE STUDY TEAM AND PRESENTERS

Centers for Disease Control and Prevention

- Jason E. Lang MPH, MS
- Dyann M. Matson-Koffman, DrPH, MPH, CHES

Johns Hopkins University

- Enid Chung Roemer, PhD – Co-Principal Investigator
- Karen Kent, MPH
- Kate McCleary, MS

IBM Watson Health

- Ron Goetzel, PhD – Co-Principal Investigator
- Amanda Mummert, PhD
- Jacquelyn Palmer, MA
- Kathleen Prince, MPH
- Kathleen Lane
- Jenna Jones, PhD, MPH, PMP

PRESENTERS



Jason Lang, MPH, MS

CDC Workplace Health Program

Division of Population Health

PRESENTERS



Dyann Matson Koffman, DrPH, MPH, CHES
CDC Office of Science on the Guidelines and
Recommendations Activity Team

PRESENTERS



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**IBM Watson Health & Institute for Health
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Bloomberg School of Public Health**

PRESENTERS



Enid Chung Roemer, PhD

**Institute for Health and Productivity
Studies, Johns Hopkins Bloomberg School
of Public Health**



BENEFITS OF WORKPLACE HEALTH PROGRAMS

BENEFITS OF WORKPLACE HEALTH PROMOTION FOR U.S. EMPLOYERS

Chronic and mental health conditions represent about 90% of the nation's \$3.3 trillion annual health care expenditures

Interventions in the workplace can help to mitigate this trend:

- Improve employee health, well-being and safety
- Decrease disability, healthcare utilization and costs
- Reduce absenteeism and presenteeism
- Increase worker productivity, creativity and engagement
- Attract/retain top talent
- Bolster stock market performance

SOURCE: Buttorff C, Ruder T, Bauman M. Multiple Chronic Conditions in the United States. Santa Monica, CA: Rand Corp.; 2017.

Center for Medicare & Medicaid Services. National Health Expenditure Data for 2016—Highlights.

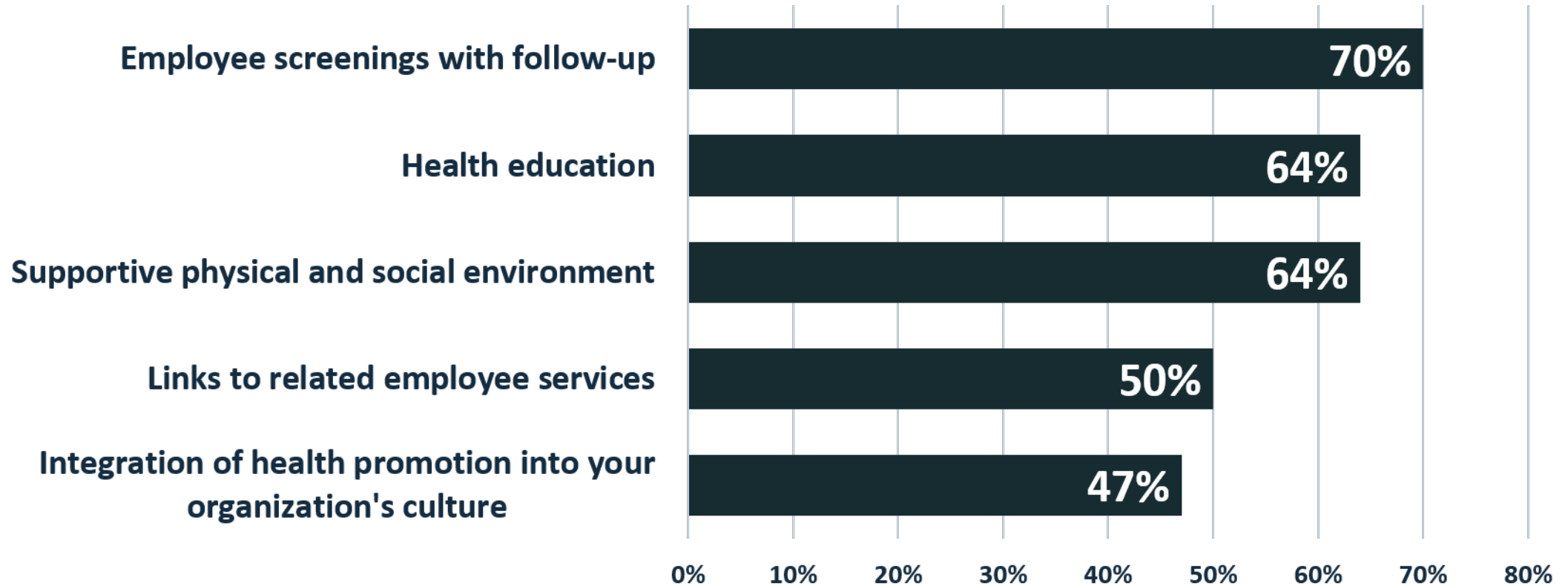
Fabius R, Thayer RD, Konicki DL, et al. The link between workforce health and safety and the health of the bottom line: tracking market performance of companies that Nurture a 'culture of health'. *J Occup Environ Med.* 2013;55:993–1000.

Goetzel RZ, Fabius R, Fabius D, Roemer EC, Thornton N, Kelly RK, Pelletier KR. The Stock Performance of C. Everett Koop Award Winners Compared With the Standard & Poor's 500 Index. *J Occup Environ Med.* 2016 Jan;58(1):9-15.

82% OF EMPLOYERS WITH 200 OR MORE EMPLOYEES OFFER ANY WELLNESS PROGRAM



HOWEVER, ONLY 13% OF EMPLOYERS WITH 200 OR MORE EMPLOYEES HAVE COMPREHENSIVE PROGRAMS IN PLACE



Elements Included in WHP Programs (%) as Reported by Employers Who Offer Programs

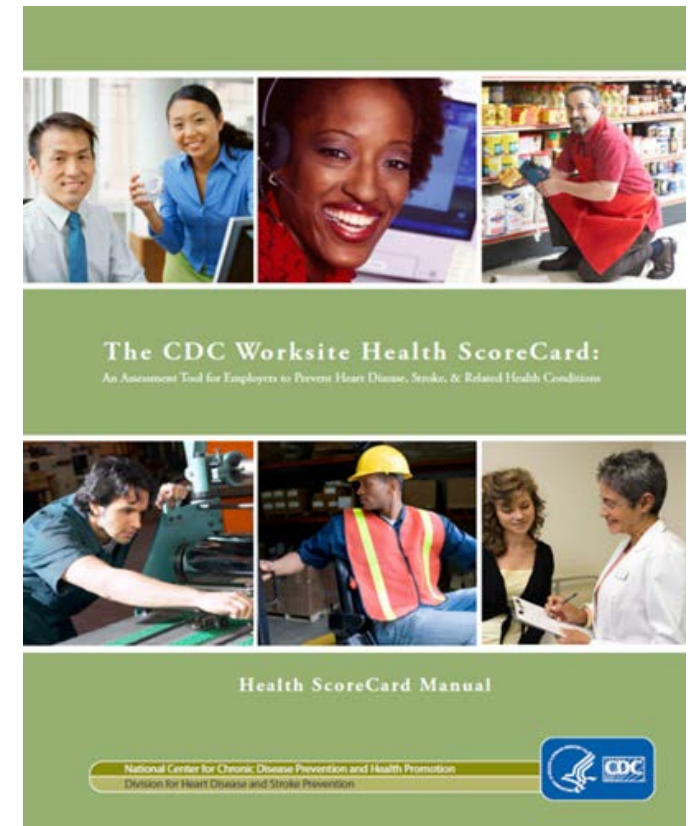
Adapted from: McCleary K, Goetzel RZ, Roemer EC, et al. Employer and Employee Opinions About Workplace Health Promotion (Wellness) Programs: Results of the 2015 Harris Poll Nielsen Survey. *J Occup Environ Med.* 2017 Mar;59(3):256-263. Key elements for effective WHP: *Healthy People 2010: With Understanding and Improving Health and Objectives for Improving Health.* Washington, DC: US Dept of Health and Human Services; 2000.



BACKGROUND AND HISTORY OF THE CDC WORKSITE HEALTH SCORECARD

BACKGROUND

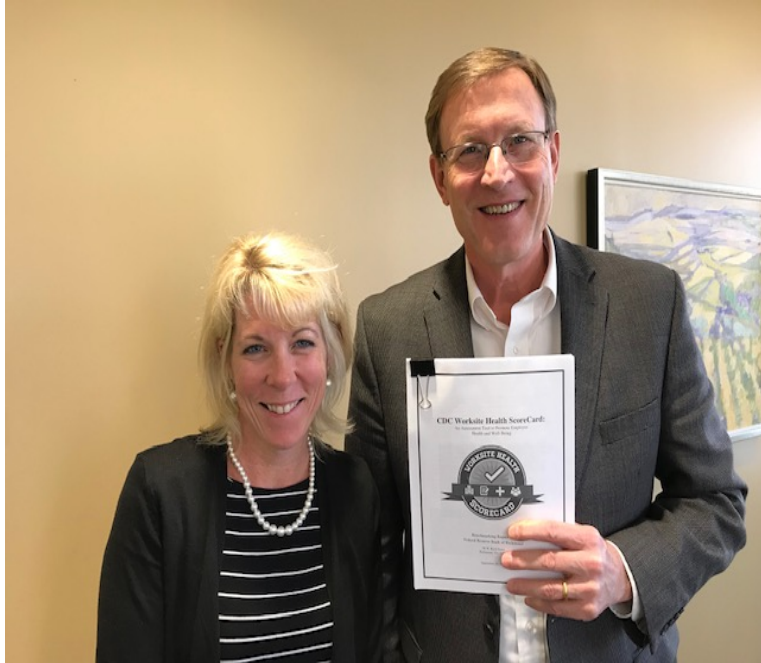
- The CDC Worksite Health ScoreCard was first released in 2012 (Version 1)
- The purpose of the ScoreCard:
 - Organizational assessment and planning tool for worksite health promotion
 - Guidance on key evidence-based strategies to promote a healthy workforce
- The CDC updated the ScoreCard in 2014 (Version 2) and now in 2019 (Version 3)



CDC WORKSITE HEALTH SCORECARD 2014 (VERSION 2) MODULES

125 Yes/No questions assessing health promotion interventions
(policies, programs, environmental supports) in 16 topic areas

- Organizational supports
- Tobacco control
- Nutrition
- Physical activity
- Weight management
- Stress management
- Depression
- High blood pressure
- High cholesterol
- Diabetes
- Signs and symptoms of heart attack and stroke
- Emergency response to heart attack and stroke
- **Lactation support**
- **Occupational health & safety**
- **Vaccine-preventable diseases**
- **Community resources**

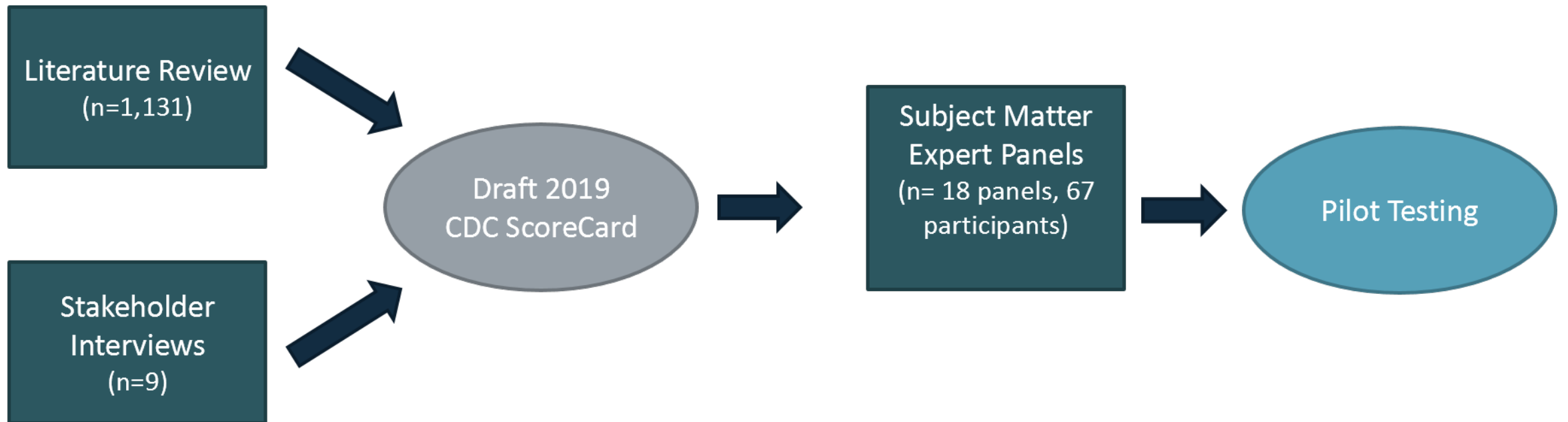


NEW 2019 CDC WORKSITE HEALTH SCORECARD (VERSION 3)

RATIONALE FOR THE 2019 UPDATE (VERSION 3)

- To ensure that the CDC ScoreCard:
 - Remains current
 - Reflects the best available evidence
 - Is valid, reliable, and easy-to-use
 - Assists employers in:
 - Responding to organizational needs, priorities, and major cost drivers
 - Identifying health promotion programming gaps
 - Prioritizing and applying high-impact, evidence-based strategies and promising practices
 - Increasing understanding of programs, policies, and practices that work
 - Improving overall employee health and wellbeing

THE 2019 UPDATE PROCESS: SURVEY DEVELOPMENT



VALIDATION AND RELIABILITY STUDY GOALS

- Validate the pilot survey with a heterogeneous sample of employers
- Identify problems in wording and interpretation
- Assess information retrieval, decision making, and response processes



THE 2019 UPDATE PROCESS: SURVEY TESTING



VALIDATION AND RELIABILITY STUDY PARTICIPANTS

Characteristic	Count	Percentage
Worksite Size (n=93)		
< 100 employees	22	24%
100-249 employees	15	16%
250-749 employees	19	20%
>= 750 employees	37	40%
Business Type (n=92)		
For-profit	26	28%
Non-profit/government	43	47%
Non-profit/other	23	25%
Region (n=93)		
Midwest	30	32%
Northeast	10	11%
South	41	44%
West	12	13%

KEY CHANGES IN THE UPDATED CDC SCORECARD: MODULES

- Addition of 4 new modules
 - Sleep & Fatigue
 - Alcohol & Other Substance Use
 - Musculoskeletal Disorders
 - Cancer
- Combining of 2 modules into 1
 - Signs and Symptoms of Heart Attack and Stroke + Emergency Response to Heart Attack and Stroke = **Heart Attack and Stroke**
- Renaming and reorienting 3 modules
 - Tobacco Control renamed to **Tobacco Use**
 - Diabetes expanded to include prediabetes condition and renamed to **Prediabetes and Diabetes**
 - Lactation Support expanded to include maternal health and renamed to **Maternal Health and Lactation Support**
- Placing the “Community Resources” module into the background section

KEY CHANGES IN THE UPDATED CDC SCORECARD: QUESTIONS AND POINTS

- Number of questions
 - 47 new questions
 - 20 in existing modules
 - 27 in four new modules
 - 13 deleted from existing modules
- Question phrasing and enhanced subtext addressed for 100 questions
- Point values adjusted to reflect current evidence for 30 questions

2014 (Version 2)	2019 (Version 3)
125 core questions	154 questions
264 points	294 points

KEY CHANGES IN THE UPDATED CDC SCORECARD: MODULE AND QUESTION ORGANIZATION

- Module order
- Question order
- Grouped questions thematically in Organizational Supports:
 - Leadership Commitment and Support
 - Measurement and Evaluation
 - Strategic Communication
 - Participation and Engagement
 - Programs, Policies, and Environmental Supports

EXAMPLE OF ALIGNING CORE QUESTIONS

2014 Question

Refer tobacco users to a state or other tobacco cessation telephone quit line?

Answer “yes” if, for example, your worksite refers tobacco users to 1-800-QUIT NOW or smokefree.gov.

2019 Updated Question

Provide educational materials that address tobacco cessation?

Answer “yes” if, for example, your worksite offers brochures, videos, posters, or newsletters on tobacco cessation, including referral to 1-800-QUIT-NOW or smokefree.gov, either as a single health topic or along with other health topics.

EXAMPLE OF RECOGNIZING THE NEED TO PROMOTE

2014 Question

Provide organized individual or group physical activity programs for employees (other than the use of an exercise facility)?

Answer “yes” if, for example, your worksite provides walking or stretching programs, group exercise, or weight training.

Have a written injury and/or illness prevention program?

Answer “yes” if there is a written policy, whether or not it is posted.

2019 Updated Question

Provide **and** promote organized physical activity programs for employees (other than the use of an exercise facility)?

Answer “yes” if, for example, your worksite organizes walking groups, stretching programs, group exercise classes, recreational leagues, or buddy systems to create supportive social networks for physical activity.

Have **and** promote a written policy on injury prevention and occupational health and safety?

This policy could be promoted to employees regularly through emails, newsletters, or signage in public places.

EXAMPLE OF CLARIFYING A QUESTION

2014 Question

Provide health insurance coverage with no or low out-of-pocket costs for influenza (flu) vaccination?

2019 Updated Question

Provide health insurance coverage with free or subsidized influenza (flu) vaccinations?

EXAMPLES OF NEW QUESTIONS

Module	Question Text
Alcohol and Other Substance Use	<p>Provide a health plan with insurance benefits that include substance use disorder prevention and treatment?</p> <p><i>Answer “yes” if, for example, your worksite health plan offers coverage for medication-assisted treatment without prior authorization and lifetime limits, while preventing overuse of addictive substances such as use of prescription opioids, use of illicit opioids, and use of illicitly-manufactured fentanyl (e.g., reimbursement for non-drug treatments for pain relief as a results of an injury such as exercise, physical therapy, and psychological therapies, use of drug utilization review, and pharmacy lock-in).</i></p>
Physical Activity	<p>Promote the use of activity trackers to support physical activity?</p> <p><i>Answer “yes” if, for example, your worksite provides or subsidizes the cost of pedometers, wearable trackers, online tools, or mobile apps.</i></p>

EXAMPLES OF NEW QUESTIONS

Module	Question Text
Physical Activity	<p>Encourage active transportation to and from work?</p> <p><i>Answer “yes” if, for example, your worksite subsidizes public transportation; subsidizes a bike share program; provides secure bicycle storage, lockers and shower facilities for employees; allows for a flexible dress code; and/or organizes workplace challenges, employee recognition programs, or community events to increase active transportation.</i></p>

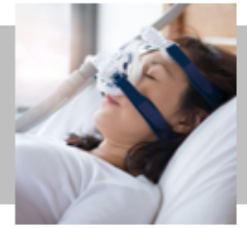


Module	2014 CDC ScoreCard		2019 CDC ScoreCard	
	# Questions	Possible Points	# Questions	Possible Points
Background/Community Resources (optional)	20 (17+3)	0	22	0
Organizational Supports	18	33	25	44
Occupational Health and Safety	10	22	9	18
Maternal Health and Lactation Support	6	15	7	15
Nutrition	13	21	14	24
Physical Activity	9	24	10	22
Sleep and Fatigue	N/A	N/A	6	9
Tobacco Use	10	19	8	18
Cancer	N/A	N/A	8	11
Heart Attack and Stroke	13	21	12	19
High Blood Pressure	7	17	6	16
High Cholesterol	6	15	5	13
Musculoskeletal Disorders	N/A	N/A	7	9
Prediabetes and Diabetes	6	15	6	15
Vaccine-Preventable Diseases	6	18	7	14
Weight Management	5	12	4	8
Alcohol and Other Substance Use	N/A	N/A	6	9
Depression	7	18	7	16
Stress Management	6	14	7	14
TOTAL	125 (core)	264	154 (core)	294

SLEEP AND FATIGUE MODULE



Sleep and Fatigue



During the past 12 months, did your worksite:	Yes	No	Score
1. Have and promote a written policy related to the design of work schedules that aims to reduce employee fatigue? <i>Answer "yes" if, for example, your worksite has a policy related to self-scheduling, limiting the number of consecutive days or hours allowed to be worked, or specifying a minimum time interval between shifts.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
2. Provide access to a self-administered sleep screening tool that provides a feedback report with recommendations for clinical action, as needed? <i>Answer "yes" if, for example, these services are provided through a health risk assessment (HRA), health insurance plan, or employee assistance program (EAP).</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
3. Provide educational materials that address sleep habits and treatment of common sleep disorders? <i>Answer "yes" if, for example, your worksite offers brochures, videos, posters, or newsletters that address topics such as recommended sleep schedules, recognizing the signs and symptoms of fatigue or daytime sleepiness, and appropriate use of caffeine.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
4. Provide and promote <u>interactive educational programming</u> that addresses sleep habits and treatment of common sleep disorders? <i>Answer "yes" if, for example, your worksite offers seminars, workshops, or classes that teach and promote appropriate sleep habits. These sessions can be provided in-person or online; on or off site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
5. Provide training for managers to improve their understanding of the safety and health risks associated with poor sleep and their skills for organizing work to reduce the risk of employee fatigue?	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
6. Offer solutions to discourage distracted or drowsy driving?? <i>Answer "yes" if, for example, employees are given realistic expectations for mileage, adequate rest breaks, overnight stays after long trips, and limited distractions and work demands (e.g., phone calls/email) while driving.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
Your Worksite's Sleep and Fatigue Score			30
Maximum Sleep and Fatigue Score			9

BENCHMARKING REPORTS – OVERALL SCORES

Figure 1. Average CDC Worksite Health ScoreCard Overall Score for Your Worksite and the Study Sample

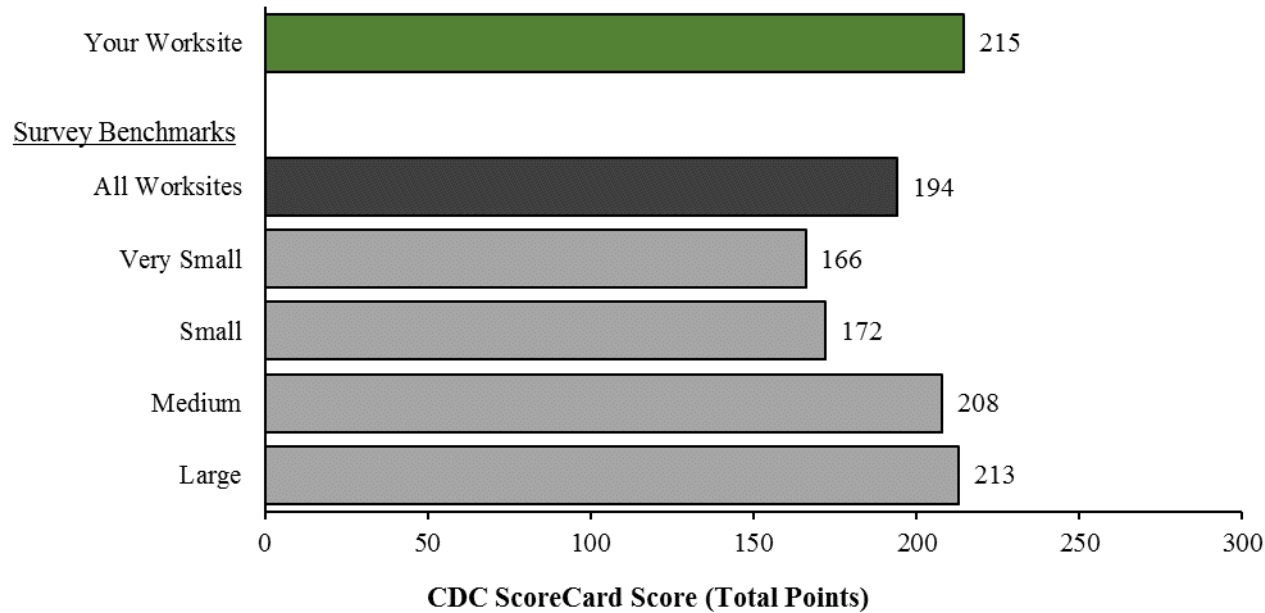
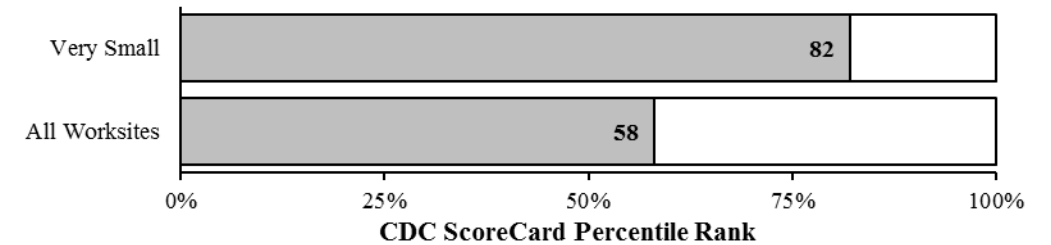


Figure 2. CDC Worksite Health ScoreCard Percentile Rank for Your Worksite Compared to Very Small Worksites and the Overall Study Sample



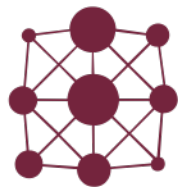
BENCHMARKING REPORTS – TOPIC SCORES

Table 1. CDC Worksite Health ScoreCard Scores by Health Topic

Health Topic	Total Points Possible	Your Score	Average Scores				
			All Work-sites	Very Small (10-99)	Small (100-249)	Medium (250-749)	Large (750+)
Organizational Supports	44	35	32.4	30.3	30.0	32.2	34.7
Tobacco Use	18	15	12.8	9.8	11.8	14.6	14.1
High Blood Pressure	16	16	11.0	10.0	9.7	11.1	12.1
High Cholesterol	13	13	8.7	8.3	7.6	9.3	9.0
Physical Activity	22	8	14.5	12.5	11.9	14.6	16.7
Weight Management	8	8	5.9	5.0	5.1	6.4	6.5
Nutrition	24	9	11.1	7.5	9.4	12.2	13.4
Heart Attack and Stroke	19	17	12.5	10.6	10.6	13.5	13.9
Prediabetes and Diabetes	15	15	11.1	10.4	10.1	11.4	11.7
Depression	16	11	9.6	8.0	7.6	10.6	10.9
Stress Management	14	12	8.7	7.9	7.2	9.7	9.3
Alcohol and Other Substance Use	9	5	6.1	5.4	5.3	7.4	6.2
Sleep and Fatigue	11	3	3.4	3.5	2.4	4.1	3.4
Musculoskeletal Disorders	9	2	5.0	3.4	4.2	5.7	5.9
Occupational Health and Safety	18	18	14.3	12.4	13.7	15.3	15.3
Vaccine-Preventable Diseases	14	12	11.4	9.5	11.2	12.5	12.0
Maternal Health and Lactation Support	15	9	9.6	6.8	9.0	10.6	11.1
Cancer	11	6	5.7	4.5	4.7	6.5	6.3
TOTAL	296	215	194	166	172	208	212

CDC WORKPLACE HEALTH RESOURCE CENTER (WHRC) – WWW.CDC.GOV/WHRC

500+ resources and growing



Case studies



Emerging Issues
(e.g., Sleep)



**CDC Workplace Health
Resource Center**
Make Wellness Your Business



Evidence-based
summaries and issue
briefs



Library of webinars
and videos



Workplace health
strategies for small
business

WHERE CAN YOU FIND THE UPDATED SCORECARD?

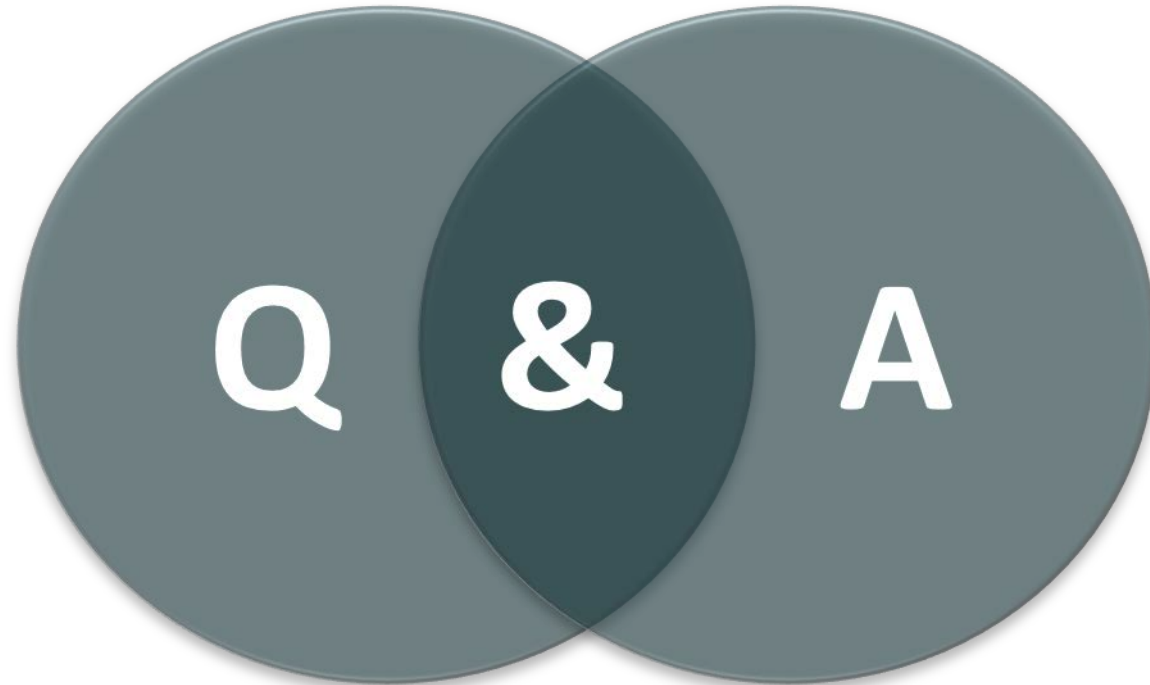
- The “Manual” [printable (PDF) version] and online version will both be available for download at: <https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/index.html>.
- Other materials are available to help you learn more about the CDC ScoreCard
 - “Methodology and Citations” (Blue Book) Report
 - Glossary
 - Online video tutorials: <https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/usingscorecard.html>



TIMELINE FOR UPDATED CDC SCORECARD RELEASE

- Target date in January 2019





THANK YOU

MORE INFORMATION ABOUT THE CDC WORKSITE HEALTH SCORECARD IS AVAILABLE ONLINE AT

[HTTPS://WWW.CDC.GOV/WORKPLACEHEALTHPROMOTION/INITIATIVES/HEALTHSCORECARD/INDEX.HTML.](https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/index.html)

PLEASE EMAIL WORKPLACEHEALTH@CDC.GOV WITH ANY QUESTIONS



NATIONAL CENTER FOR CHRONIC DISEASE PREVENTION AND HEALTH PROMOTION

Division of Population Health

The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.



Module	2014 CDC ScoreCard		2019 CDC ScoreCard		Summary of Changes to Questions			
	# Questions	Possible Points	# Questions	Possible Points	Revised Text	New	Deleted	Un-changed
Background/Community Resources (optional)	20 (17+3)	0	22	0	4	2	0	16
Organizational Supports	18	33	25	44	18*	5	1	2
Occupational Health and Safety	10	22	9	18	6	3	2	0
Maternal Health and Lactation Support	6	15	7	15	6	1	0	0
Nutrition	13	21	14	24	12	1	0	1
Physical Activity	9	24	10	22	7	2	1	1
Sleep and Fatigue	N/A	N/A	6	9	N/A	6	N/A	N/A
Tobacco Use	10	19	8	18	7	1	3	0
Cancer	N/A	N/A	8	11	N/A	8	N/A	N/A
Heart Attack and Stroke	13	21	12	19	8	0	1	4
High Blood Pressure	7	17	6	16	4	0	1	2
High Cholesterol	6	15	5	13	4	0	1	1
Musculoskeletal Disorders	N/A	N/A	7	9	N/A	7	N/A	N/A
Prediabetes and Diabetes	6	15	6	15	6	0	0	0
Vaccine-Preventable Diseases	6	18	7	14	5	2	1	0
Weight Management	5	12	4	8	4	0	1	0
Alcohol and Other Substance Use	N/A	N/A	6	9	N/A	6	N/A	N/A
Depression	7	18	7	16	7	0	0	0
Stress Management	7	14	7	14	2	3	1	2
TOTAL	125 (core)	264	154 (core)	294	100	47	13	29

* This include 3 questions from the 2014 version that were relocated from other modules.