

Tuesday, July 19, 2022

# Summer Institute in Occupational Health Psychology & Total Worker Health®

Implementing a Total Worker Health®  
Approach panel (12:30 - 3pm)

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SAFETECH CONSULTANTS, INC.

# Enhancing our Culture of Health at L.L.Bean

A continued path of evolution and innovation.

A multi-year, long term investment in employees and their families.



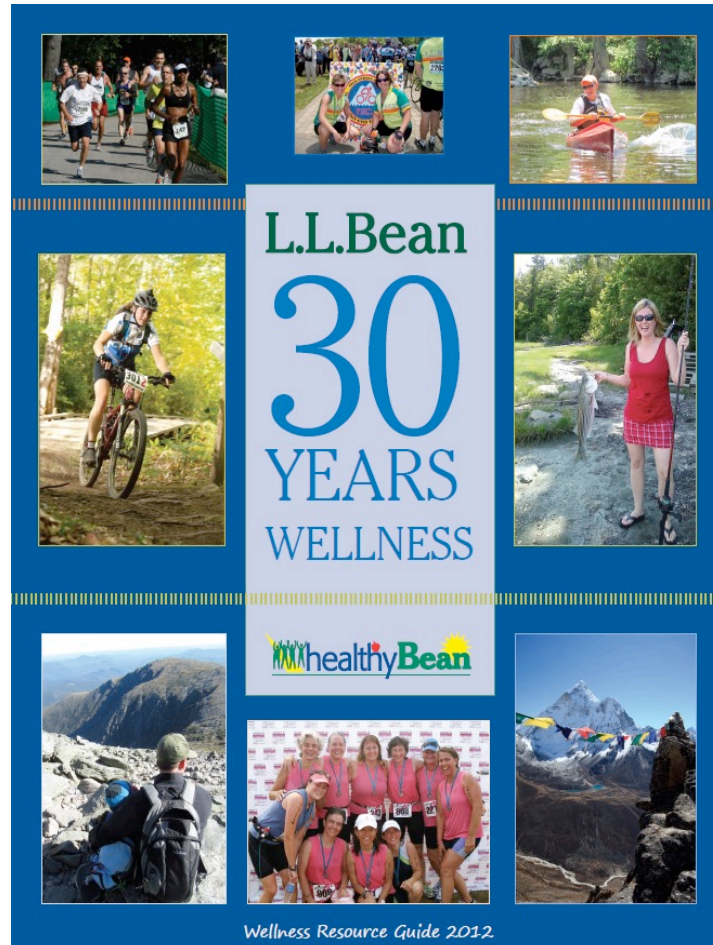


# Safe & Healthy Living Core Value



We believe healthy people lead fuller, more productive lives. Our employees and other stakeholders should feel their association with L.L.Bean contributes to their health and well-being.

# Well-being Program Offerings



- Comprehensive Health Risk Appraisal (HRA) Program
- Onsite Fitness Centers
- Health Education Classes
  - Elder care
  - Mindfulness
- Employees Assistance Program
- Activity Classes
- Tobacco Free Campuses
- Healthy Foods in Cafeteria and Vending
- Employee Outdoor Club

# Long Term Strategy

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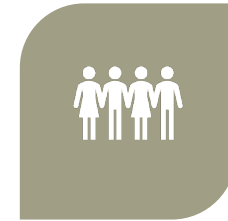
BASELINE DATA



UTILIZING HEALTH  
RISK APPRAISAL



NEEDS ASSESSMENT



MULTIDISCIPLINARY  
APPROACH WITH  
OTHER DEPARTMENTS



HEALTH PLAN DATA  
(SELF-INSURED OR  
NOT)

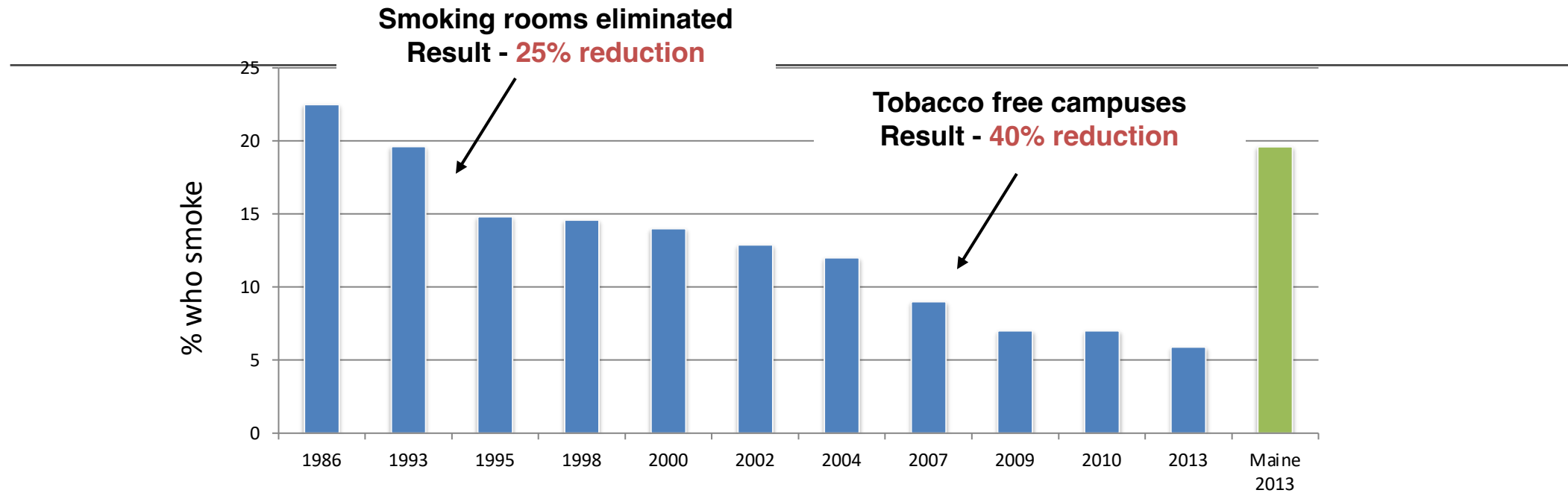


INCLUDE MENTAL  
HEALTH



PROOF OF CONCEPT  
(PILOT) TO START

# Health Risk - Smoking



In addition to programming, the environment and culture within an organization play critical roles in successful behavior change.



# Overview of JumpStart to fitness

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JumpStart is a **12-week supervised VOLUNTARY exercise program** on company time.

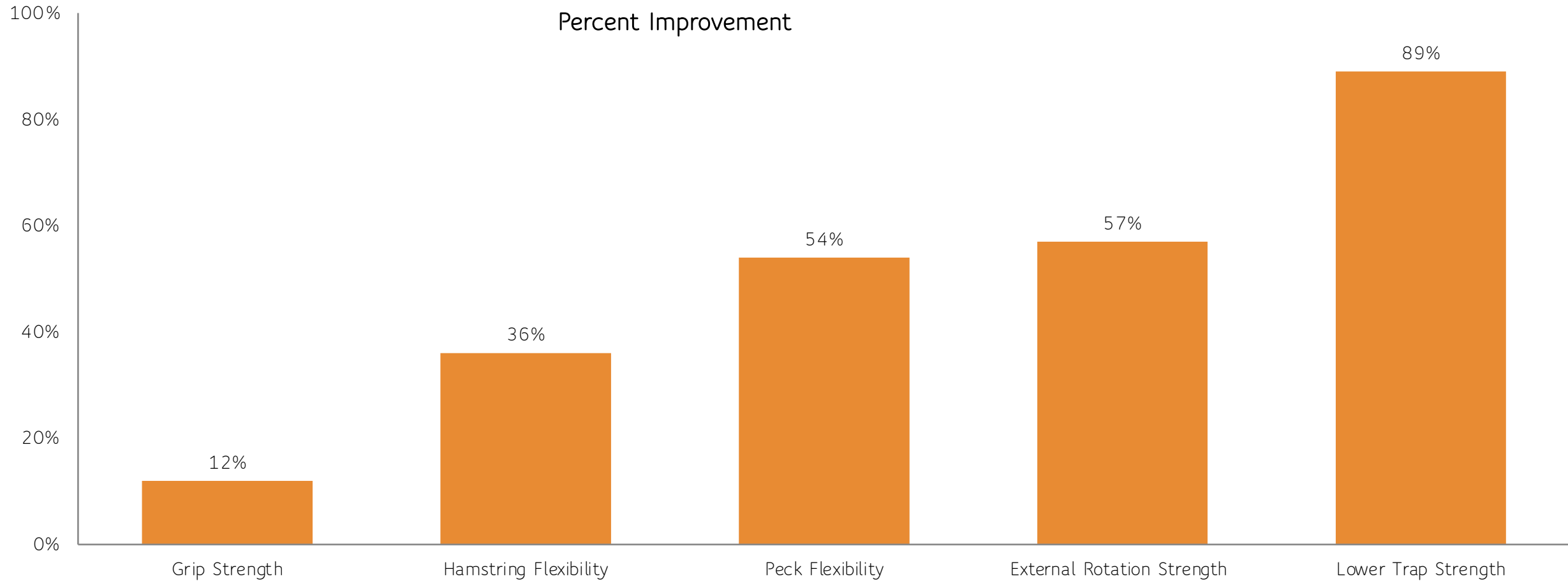
Included **pre/post testing** along with follow up after the program.

Leadership chose case handling employees for JumpStart due to **high risks of the job and frequency of shoulder injury** during previous year.

Workers had average age of 46 and 11 years of service



# Outcomes—Physical Therapy Assessment





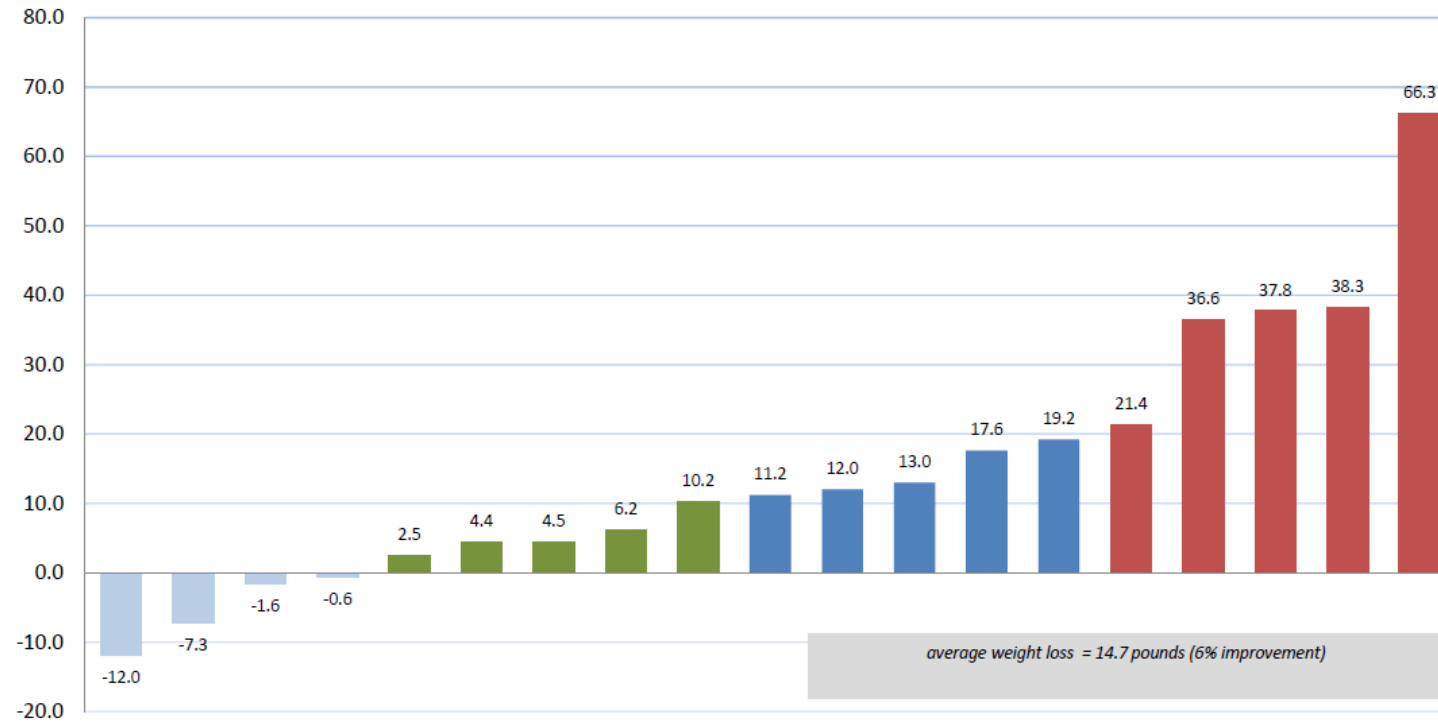
# BeanStrong Program Components

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- Exercise — on company time
  - 3 x 1 hour classes/week (6 months)
  - 2 x 1 hour classes/week (6 - 9 months)
  - 1 x 1 hour class/week (9 -12 months)
- Nutrition Education
  - 1 hour class every two weeks for 1 year
- Mental Health/Emotional Well Being
  - 1 x 1 hour class/month for 1 year

# Outcomes – Weight Loss

Total Weight Loss by Participant



# Key elements that make TWH successful

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- Integrate with the company culture and values
- Get upper management active involvement
- Partner with other disciplines
- Plan on long term commitment
- Start small with a proof of concept
- Actively include employee engagement
- Consider metrics before you start – establish baseline
- Protect employee privacy/confidentiality
- Maintain transparency to all levels

