Americans spend a large part of their day—and their lives—at work. Health insurance plans and many employers recognize that the workplace provides an ideal setting for implementing programs and initiatives to improve the health of employees; and as a result, curb health care costs, reduce absenteeism, increase productivity, and boost morale. Health plans offer comprehensive, innovative worksite wellness programs that are evidence-based, follow best practices, and demonstrate impressive results for encouraging healthy lifestyles and improving health outcomes. To learn more, please visit www.ahip.org/worksitewellness.

**Impact of Unhealthy Lifestyles**

- **Cost of Chronic Disease:** $1.3 Trillion Annually
- **Lost Productivity:** $1.1 Trillion Per Year
- **Treatment:** $277 Billion Per Year
- **Annual Medical Care Costs of Obesity:** $147 Billion (2008 Dollars)
- **Tobacco Use Costs:** $193 Billion (2000-2004)

**Health Plans and Worksite Wellness**

Health plans create and implement evidence-based programs and strategies for large and small employer groups and for their own employees. These programs are continually evaluated to ensure high participation and satisfaction rates, cost-effectiveness, and in the long term, improved health outcomes and cost-savings. An analysis of comprehensive wellness program studies by Hewitt Associates indicates the potential for $3 to $6 saved for every $1 invested.

**Best Practices and Trends**

**BEST PRACTICES**

1. Organizational Commitment
2. Incentives to Participate
3. Effective Screening and Triage
4. Evidence-based Interventions
5. Effective Implementation
6. Ongoing Program Evaluation

**TRENDS IN HEALTH PLAN PROGRAMS**

1. Health Coaching
2. Web-based Programs
3. Friendly Peer Competitions
4. Fostering Culture of Wellness
5. Healthy Vending/Cafeteria

Sources: http://www.milkeninstitute.org/publications/publications.taf?function=detail&id=38801018&cat=resrep; http://content.healthaffairs.org/content/28/1/64.full