



WORKING WELL

AFFILIATED WITH THE SC HOSPITAL ASSOCIATION

Healthy Workplaces, Healthy Communities

WORKING WELL

Working Well is a proven, strategic solution for employers who look to create thriving workplaces that optimize employee wellbeing and professional fulfillment to enhance organizational performance. Since 2010, we've worked with over 240 worksites of all sizes and sectors, impacting over 200,000 employee lives in SC.

DIMENSIONS



Wellness Culture
& Environment



Nutrition &
Food Environment



Physical Activity



Tobacco Free



Emotional &
Mental Wellbeing



Risk Assessment
& Outreach



Financial
Wellbeing



Engagement
Strategies



Evaluation



Workplace Health
& Safety



Professional
Fulfillment

WE CAN HELP YOUR ORGANIZATION

- Focus on policy, environmental and systems change
- Enhance, align and sustain current wellness initiatives
- Shift cost of poor health to that which supports optimal health
- Create a culture of wellbeing
- Make the healthy choice the easy choice
- Invest in human capital by taking care of your most valuable asset – your employees

WELLBEING IS GOOD FOR BUSINESS

Comprehensive, well-designed employee wellbeing initiatives can lower or stabilize healthcare costs, improve productivity, reduce turnover, and boost employee wellbeing, engagement, job satisfaction, and retention. Employee wellbeing initiatives should not be viewed as an operational expense, but rather as an investment in your workforce. Like any investment, it takes time to see results. A wealth of research demonstrates that well-designed programs can expect to see financial savings within 3-5 years.

- Comprehensive employee wellbeing programs reduce medical costs by an average of \$3.27 for every dollar invested and reduce absenteeism costs by \$2.73 for every dollar invested.

- A study from the Health Enhancement Research Organization (HERO) found a correlation between investment in corporate wellbeing programs and company stock performance. Companies with comprehensive, best-practice wellbeing programs outperformed the S&P 500 Index over the course of six years.

- appreciated 235% compared to 159%

- outperformed the S&P 500 in 16 out of 24 quarters

- Participation in organizational wellbeing programs is associated with increased job satisfaction. (Parks, K. M. Steelman, L. A. (2008). Organizational Wellbeing Programs: A Meta-Analysis. Journal of Occupational Health Psychology, 13 (1), 58-68.)

(Baicker K, Cutler D, Song Z. Workplace Wellness Programs Can Generate Savings. Health Affairs Literature Review. (2010) 29(2). Published online 14 January 2010.)

(Grossmeier J, Fabius R, Flynn JP, Noeldner SP, Fabius D, Goetzel RZ, Anderson DR. Linking workplace health promotion best practices and organizational financial performance: Tracking market performance of companies with highest scores on the HERO Scorecard. Journal of Occupational and Environmental Medicine . 2016;58(1):1623.)

OUR FRAMEWORK

Most employers offer wellness programs, but only a small percentage of these are comprehensive. While most wellness initiatives focus heavily or solely on programming, education, and incentives, Working Well helps employers to design a best-practice, effective and sustainable wellbeing strategy. We help employers to move from “random acts of wellness” to a thoughtfully designed strategy with a proper foundation. Offering programs that are not supported by the workplace culture and environment is counterproductive, sets employees up for failure, and wastes resources. Instead, Working Well helps organizations create a workplace that makes the healthy choice the easy choice for all employees.

PERKS & INCENTIVES

Thoughtfully designed monetary and/or non-monetary incentives which provide adequate flexibility and choice.

TAILORED PROGRAMMING

Education, awareness, resources, screening, health coaching, etc.

EFFECTIVE COMMUNICATIONS

Tailored, targeted, multichannel, bidirectional, and timely messaging.

STRATEGIC WORKPLACE DESIGN

Policies, systems, environment, and benefits designed to promote health.

LEADERSHIP SUPPORT & ENGAGEMENT

Leadership understands the value of employee wellbeing and shows visible support.

PEOPLE-CENTRIC CULTURE

Employees are viewed as the organization's most valuable asset and are treated as such.

OUR SERVICES

Working Well members have access to our suite of resources. Our approach, while based on best practices, is also tailored to the unique needs and goals of each employer. Our interactive Strategy for Wellbeing online platform provides employers with unlimited access to an evidence-based assessment with immediate results, real-time recommendations, and on-demand resources. They also have access to one-on-one organizational coaching and technical assistance, group training opportunities, and statewide recognition.

STRATEGY FOR WELLBEING ONLINE PLATFORM

- Evidence-based organizational assessment
- Scorecard with results and benchmarking
- Customized improvement opportunities
- Searchable toolbox with hundreds of resources

ORGANIZATIONAL COACHING

- Site visits with one-on-one consultation
- Strategic meetings
- Ongoing technical assistance

TRAINING OPPORTUNITIES

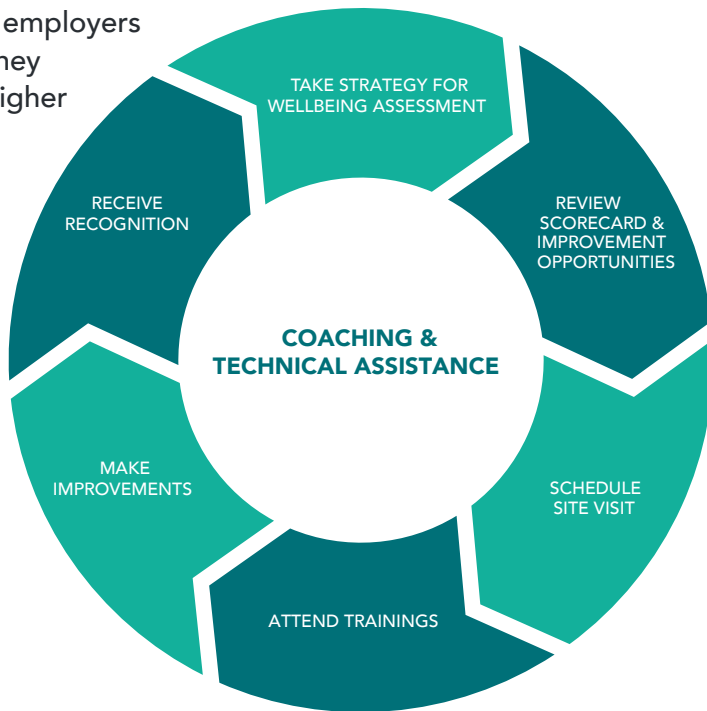
- In-person trainings
- Live and archived webinars
- eNewsletters

STATEWIDE RECOGNITION

- Award certificates
- Press releases
- Recognition in eNews articles
- Recognition at Working Well meetings
- Onsite award presentation

OUR PROCESS

Our dynamic process meets employers where they are on their journey to creating a healthier and higher performing workforce.

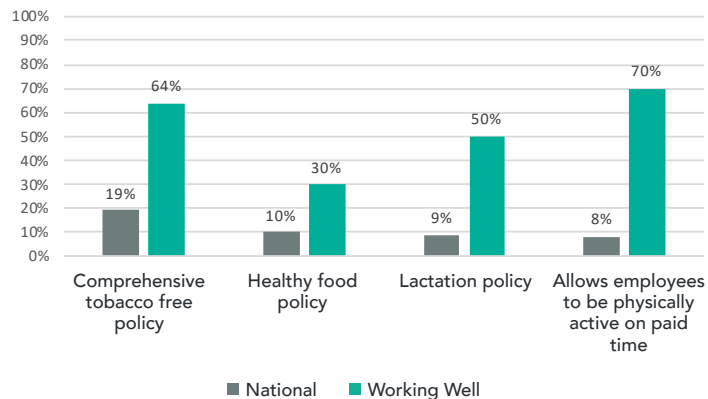


OUTPERFORMING

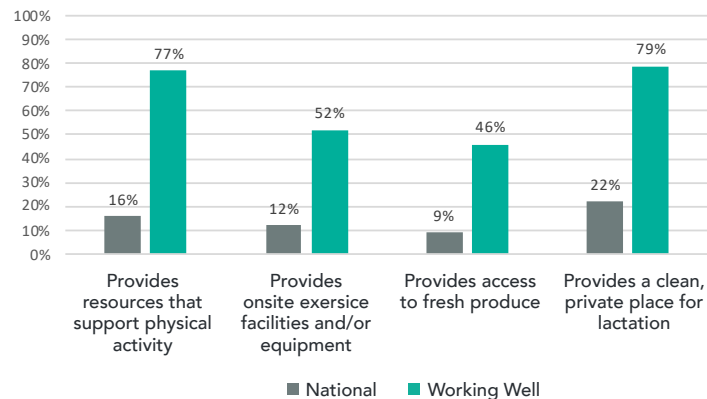
WORKING WELL VS. NATIONAL BENCHMARKS

Based on the 2017 Workplace Health in America Survey data was released in 2019, organizations engaged in Working Well outperform national benchmarks in many areas.

Policies & Practices



Environmental Support



EMPLOYER OUTCOMES

TIDELANDS HEALTH

- Tidelands Health joined Working Well in 2011.
- Total cost avoidance since 2011 is \$36.5 million.
 - Compound annual growth rate for claims is -2.8%, while the industry standard is 7.4%.
- 18.2% under budgeted amount for medical and pharmacy claims in 2018.
- Short-term disability was down 25% and long-term disability down 28% in 2018.
- They reduced workers compensation from 2% in 2005 to 0.3% in 2016. Their frequency of incidents is approximately 50% below the industry standard.
- They experienced significant improvements in employee lab values from 2013-2015.

ACS TECHNOLOGIES

- Joined Working Well in 2015
- Percentage of total health spend attributed to chronic disease dropped from 36.5% in 2015 to 24.42% in 2017.
- Medical spend was well below the national health spending growth between 2012 and 2017.
- For every \$1.00 spent on wellness, they saved \$11.68 on benefit costs in 2017.
- 12% increase in revenue generated per employee from 2013 to 2017.

MUSC

Joined Working Well in 2011 and experienced a 45% reduction in tobacco use among university and hospital staff within the first four years of participating (2011 to 2015).

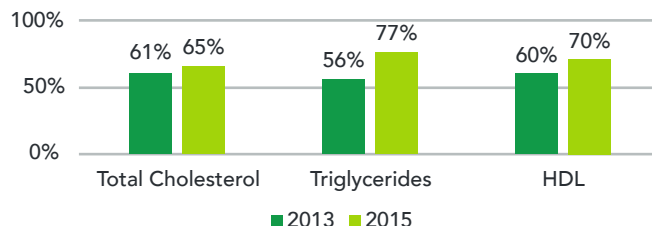
PRISMA HEALTH

Prisma Health Upstate Laurens County Medical Campus (formerly Laurens County Healthcare System) Joined Working Well in 2011 and achieved a \$1,000,000 reduction in medical claims within the first year of participating in Working Well. They also experienced improvements in biometrics and lab values and an 8% reduction in tobacco use among employees within the first year.

Prisma Health Upstate Oconee Memorial Hospital

- Joined Working Well in 2011.
- They experienced a 22% increase in food sales in just four weeks after removing their fryer and all sugar-sweetened beverages.
- Sales remained up by 16% after one year.

Percentage of Employees at Low Risk



TESTIMONIALS

- “We attribute many of the successes we’ve accomplished to our participation in this program. Our partnership with Working Well provides collaborative opportunities to extend our reach and to maximize the impact of our work.” – *MUSC*
- “Working Well has helped us work smarter, not harder. We couldn’t have achieved our employee wellness goals as quickly without Working Well’s resources, networking, and staff assistance.” – *Tidelands Health System*

MEMBER SATISFACTION

(BASED ON 2018 SATISFACTION SURVEY)

- 97% of members gave Working Well a “good” or “excellent” overall satisfaction rating
- 97% of members agree that the services offered through Working Well meets their needs
- Favorite features of Working Well:
 - [Working Well] “gives us the tools and resources to succeed with our program”
 - “The staff are excellent, and they work hard to provide opportunities for organizations to have resources for their programs to succeed.”
 - “The team! Staff is truly invested in our collective success and are always available, regardless of the ask.”
 - “Excellent resource for policies, processes and information about best practices.”

QUESTIONS? CONTACT US!

EMILY O’SULLIVAN

Manager, Working Well

eosullivan@scha.org

803.454.6969

JEN WRIGHT

Director, Working Well

jwright@scha.org

803.744.3553

OUR PARTNERS





WORKING WELL

AFFILIATED WITH THE SC HOSPITAL ASSOCIATION

Healthy Workplaces, Healthy Communities