

A Statewide Assessment of Workplace Health Promotion Programs in Kentucky with a Comparison to National Trends

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Goals

- To assess current standing of Kentucky's workplace health promotion (WHP) & occupational safety and health (OSH) programs.
- To compare results to 2017 National Workplace Health in America Survey results.
- To suggest target areas to improve health of Kentucky workers and workplaces.

Background

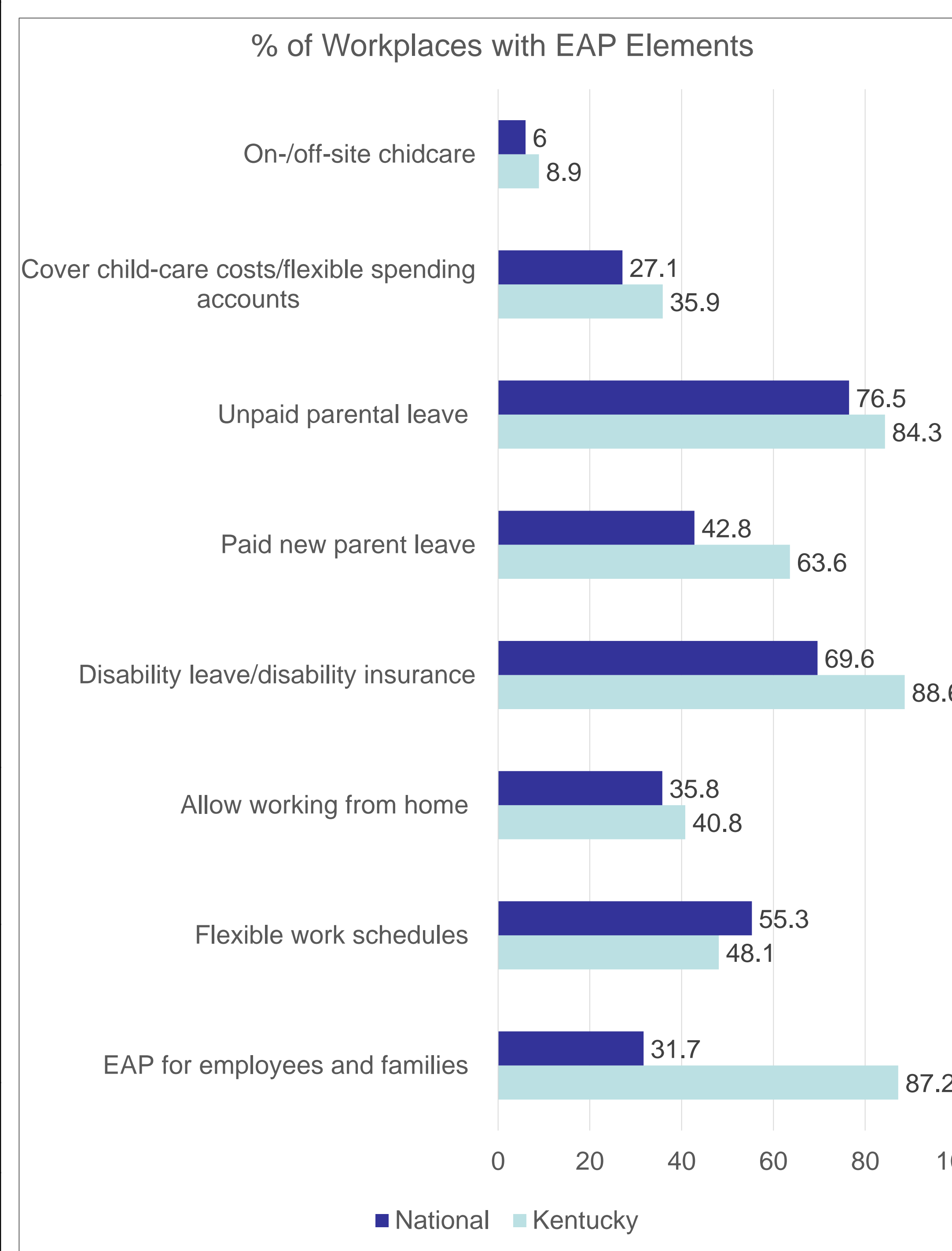
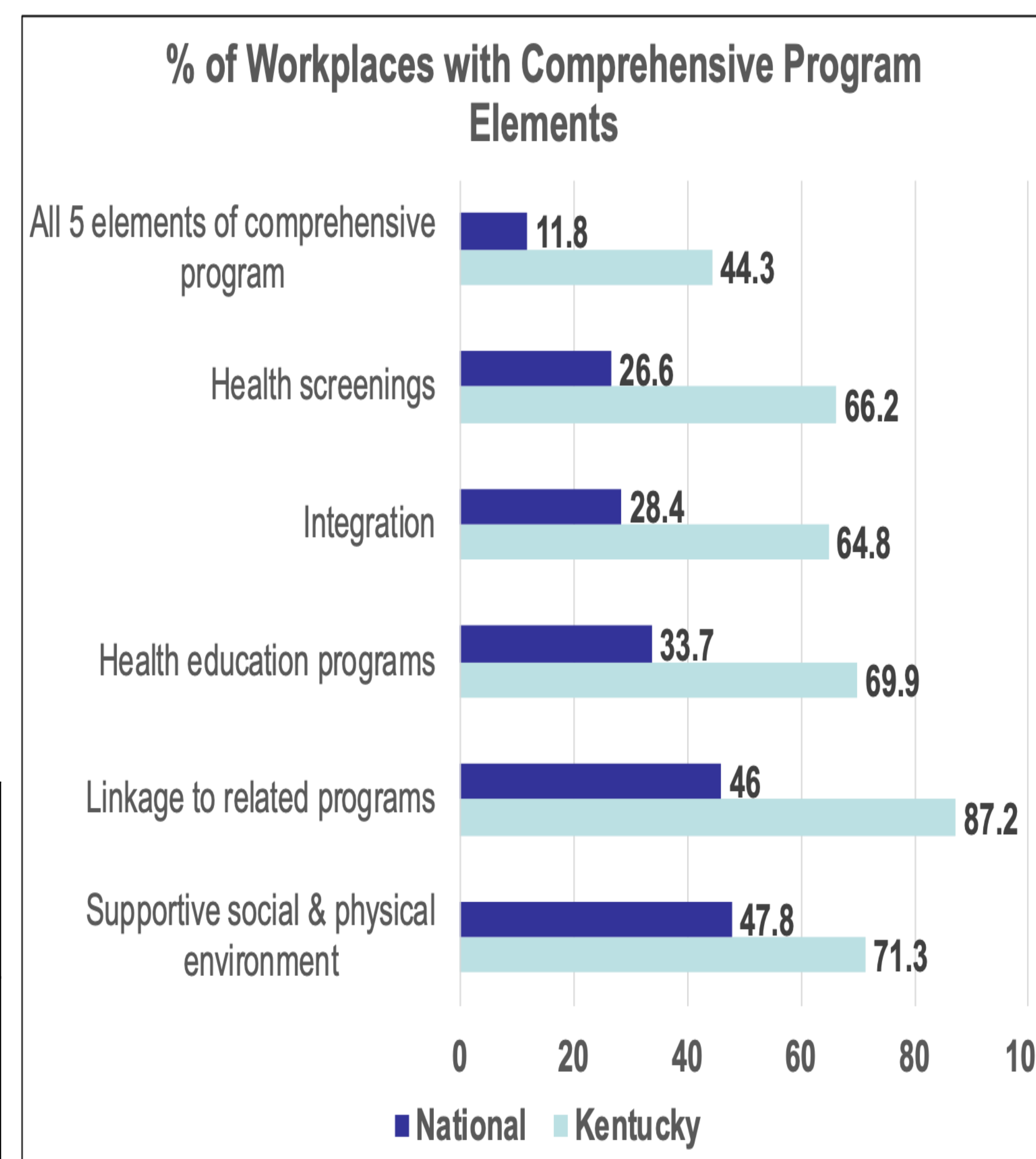
- Workplace presents an opportunity to positively influence health as most Americans spend a majority of their lives in workforce
- Workplace health promotion programs growing in popularity
 - Help control health care costs for employers & employees
 - Improve employee productivity and morale
 - Improve employee health
 - Help retain & attract employees
- Total Worker Health (integration of WHP & OSH) is becoming more common
 - WHP & OSH integrated is more effective for employee health than WHP & OSH separated
- Last national workplace health survey in 2017
- Last statewide Kentucky workplace health survey in 2013

Method

- Dun & Bradstreet Hoover database used to identify eligible participating workplaces in Kentucky
 - More than 100,000 worksites in database
 - Workplaces must have 10+ employees to be eligible to participate
 - Individuals selected with titles related to workplace wellness, health promotion, occupational safety and health, human resources, & upper management
 - Selected individuals emailed survey
- Utilized CDC's Workplace Health in America Survey
 - 204 core items & 41 supplemental items related to WHP, OSH, & emerging workplace health concepts such as Total Worker Health
 - One response per worksite recorded
 - Survey participation incentivized with opportunity for WHP, OSH, and/or Total Worker Health training
- Qualitative & quantitative data analyzed using differential and inferential statistics
- Total sample of 168 workplaces

Size based on number of full-time employees (FTE)	Frequencies	Percentages
10-24	12	7.1
25-49	20	11.9
50-99	27	16.1
100-249	45	26.8
250-499	29	17.3
500+	35	20.8
Total Sample	168	100

Workplace by Industry Category	Frequencies	Percentages
1: Agriculture, Forestry, Fishing; Mining; Utilities; Construction; Manufacturing	57	33.9
2: Wholesale/Retail Trade; Transportation; Warehousing	19	11.3
3: Arts, Entertainment, Recreation; Accommodations and Food Service; Other Services	29	17.3
4: Information; Finance; Insurance; Real Estate and Leasing; Professional, Scientific, Technical Services; Management; Administration Support; Waste Management	12	7.1
5: Education Services; Health Care & Social Assistance	21	12.5
6: Local, State, and Federal Public Administration	5	3.0
7: Hospitals	25	14.9
Total	168	100



Conclusion

Most KY workplaces have at least one element of a comprehensive WHP program, but only 44.3% of KY workplaces have all 5 program elements. Increasing the number of workplaces in KY that have all 5 elements can help to expand the reach of WHP programs and help to improve employee health.



Total Worker Health is a practice that involves a variety of factors to help promote worker well-being.

- 90.7% of KY workplaces had at least 1 person responsible for safety.
- 80.2% of KY workplaces had a written injury & illness prevention program.
- 78.3% of KY workplaces had at least 1 health promotion program (physical activity, nutrition, stress, tobacco, etc.).
- 87.2% of KY workplaces had an EAP for employees & families.
- 88.6% of KY workplaces offered disability leave or insurance.

Provided that most KY workplaces have elements of health promotion and safety, there is an opportunity to advance worker well-being beyond just a comprehensive WHP program by adopting a Total Worker Health approach.

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