



The Eau Claire Area Chamber of Commerce Worksite Wellness Initiative Goals include:

- To promote the benefits of having a well workforce including: reduced healthcare costs, greater workforce productivity, decreased absenteeism, reduced stress levels, improved employee health, increased morale, etc.
- To recognize employers in the Eau Claire area who promote wellness and implement wellness best practices in the workplace.

Below is a summary of the criteria needed for your business or organization to start an effective wellness program and promote the benefits of a healthy workforce. This program is intended to help you get started in worksite wellness using best practices and encourage you to tap into the many great local resources to make your program more effective and increase ROI. Please join us!

8 Standards	<p>(NOTE: Businesses starting a wellness initiative or have started one less than 1 year are eligible for the Bronze award)</p> <p><u>Bronze</u> Award Criteria</p> <p>See <i>resource list</i> for specific examples and ideas for each standard.</p>	<p>(NOTE: Business who have had a wellness initiative in place for at least 1 year are eligible for the Silver award)</p> <p><u>Silver</u> Award Criteria</p> <p>See <i>resource list</i> for specific examples and ideas for each standard.</p>	<p>(NOTE: Business who have had a wellness initiative in place for at least 1 year are eligible for the Gold award)</p> <p><u>Gold</u> Award Criteria</p> <p>See <i>resource list</i> for specific examples and ideas for each standard.</p>
<p>1. Management Support</p>	<p>◆ Documented Senior Management support</p>	<p>◆ Documented Senior Management support ◆ Bronze or similar program in operation a minimum of 1 year</p>	<p>◆ Documented Senior Management support ◆ Silver or similar program in operation a min. of 1 year</p>
<p>2. Wellness Coordinator/ Committee</p>	<p>◆ Must have a wellness coordinator or committee (business with < 25 employees) ◆ Must have a committee of at least 2 employees (business with > 25 employees)</p>	<p>◆ See Bronze Criteria</p>	<p>◆ See Bronze Criteria</p>
<p>3. Baseline Data/ Needs Assessment</p>	<p>◆ Employee Interest/Needs Assessment/survey</p>	<p>◆ Employee Interest/Needs Assessment/survey ◆ Annual Health Screenings ◆ Health Appraisal (HA) ~ Voluntary Participation ◆ Medical Claims Data (<i>optional</i>)</p>	<p>◆ Employee Interest/Needs Assessment/survey ◆ Annual Health Screenings ◆ Health Appraisal Incentivized Participation ◆ Medical Claims Data</p>
<p>4. Wellness Mission Statement & Goals</p>	<p>◆ Clear statement of who you are & what you do including goals, timeline.</p>	<p>◆ Clear statement of who you are & what you do including goals, timeline.</p>	<p>◆ Clear statement of who you are & what you do including goals, timeline.</p>

NOTE: To Download a Worksite Wellness Initiative application and obtain specific examples for each of the 8 standards on our resource document, please log onto www.eauclairechamber.org (Portions of the wellness initiative criteria, application and brochure use best practices from programs including, but not limited to WELCOA, states of Wisconsin, Montana and Florida) (over)

<p>5. Wellness Activities and Interventions</p> <p>(Physical, nutritional, mental health/stress, tobacco alcohol/drug use, Safety, injury prevention, emergency medical response plan)</p> <p>*Remember – see the resource page for specific examples and ideas for each intervention!</p>	<p>♦ Include the following 3 interventions:</p> <p>a) Health Education b) Fitness Campaign / Walking Club c) Healthy Eating Promotion</p> <p>Plus at least 2 of the following:</p> <p>d) Employee Assistance Program (EAP) or Professionally-run Support Groups e) Wellness Educational Classes(Brown Bag Lunches, speakers on and off site) f) Advertise/Promote Community Health/Wellness Services g) Offer a Fitness Product Sales/Give-aways h) Annual Health Fair participation i) Ergonomic Assessments j) Tobacco, drug and alcohol use written policy k) Have a written plan for an emergency medical response l) Participate in community walk/run with a company team m) Offer CPR classes</p>	<p>♦ At least 5 Bronze options: <i>Same as Bronze options listed at left, except:</i></p> <p><i>Improve on the following if chosen:</i></p> <p>d) Employee Assistance Program (EAP) only e) Additional Wellness Educational Classes</p> <p>♦ Plus at least 3 of the following Silver options:</p> <p>n) Health Screenings/HA with Biometrics o) Wellness Website or wellness resources/library p) Fitness Facility: Onsite or Employer Co-Sponsored Discount q) Active Targeted Program with Documented Outcomes r) Incentive Program s) Offer tobacco cessation reimbursement t) Other (subject to approval by review committee)</p>	<p>♦ At least 5 Bronze options <i>Same Bronze options as listed under Silver criteria at left</i></p> <p>♦ Plus at least 3 Silver options <i>Same as Silver options at left.</i></p> <p>♦ Plus the following 2 of 3 Gold options:</p> <p>u) Health Coaching/Health Mentoring/Life Coaching for participants v) Implement Wellness efforts with employees spouse and family. w) Other (subject to approval by review committee)</p>
<p>6. Track & Measure Outcomes</p>	<p>♦ Program Evaluations (participant satisfaction) ♦ Track participant activity utilization</p>	<p>♦ Program Evaluations ♦ Track participant activity utilization ♦ Health Appraisal (HA) Data</p>	<p>♦ Program Evaluations (see Silver criteria at left) ♦ Track participant activity utilization ♦ HA Data</p>
<p>7. Communicate Results</p>	<p>♦ Summary of Program Evaluations ♦ Annual Wellness Report</p>	<p>♦ Summary of Program Evaluations ♦ Annual Wellness Report ♦ HA Corporate Report – Executive Summary</p>	<p>♦ Annual Wellness Report ♦ HA Corporate Report – Executive Summary ♦ Economic Impact Report</p>
<p>8. Marketing</p>	<p>♦ At least 3 marketing strategies to increase employee participation</p>	<p>♦ At least 4 marketing strategies</p>	<p>♦ At least 5 marketing strategies</p>