

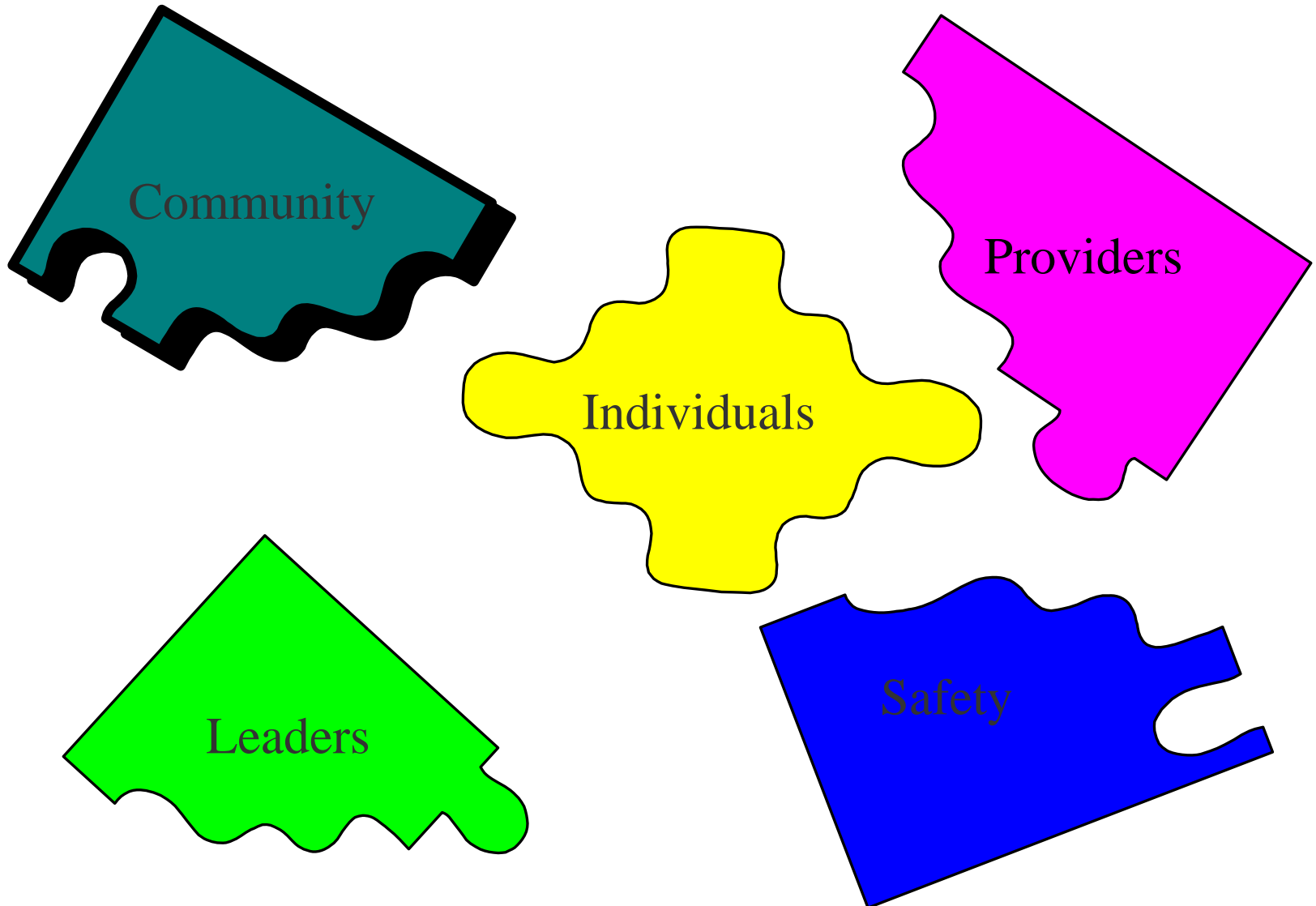
HEALTH CARE DELIVERY SYSTEM IN PINAL COUNTY

**Building Healthy Communities
March 28, 2008**

**Presented by: Amanda Accatino MEd
Senior Consultant, APS Benefit Services**



What can be done to create an environment of wellness at the workplace?



APS Demographics

- More than 30 site locations
- 6,500 employees, 1,700 represented by IBEW
- 2,300 retirees
- Employee Average Age is 47, with 14 years of service

Key Drivers

- Culture
- Program and Plan Design
- Communication/Education
- Planning/Strategy

Culture

- Integration of our Benefits, Health, Safety, Financial, HR, and Corporate Stakeholders
 - Value
 - Cost effectiveness
 - Focus on getting results
- Leader Commitment
 - Philosophy
 - Education and training
 - Enhanced awareness at all levels
 - Support and modeling

2008 Health Initiatives Calendar

Quarterly Program Focus and Regular *PNWHealthquest.com* Engagement

Q1: EmbodyHealth & HQ Launch

Q2& Q3 Nutrition/Weight Pilot Launch & Programs

Q4: Physical Activity & Tobacco Free Launch

Healthquest Screening and HRA Campaign

HQ & HRA Strategy

Mammography Screening

Flu Shots

Musculoskeletal MoveSmart & HMC

Cancer & Heart Health Awareness

Hearing

Emergency Preparedness

Outdoor Recreational Safety

Prenatal

Osteoporosis Awareness

Diabetes Awareness

Depression & Drug/Alcohol Awareness

- Ongoing Employee Communications & Awareness
- Data metrics/Analysis
- Interventions

Healthy Weight Program & Nutrition content & tools

Mayo Clinic Walk to Wellness

Tobacco Free Program

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

Awareness Initiatives

- February:** Cancer awareness and prevention (first MAJOR topic)
2/23/08 Climb for Cancer
- March:** Heart month (Newsline article only)
3/1/08 Heart walk
- April:** World Health Day (Window display at CHQ and a Newsline article)
Roll out of Prenatal Program
4/19/08 March of Dimes walk
4/26/08 Domestic Violence Walk
- May / June:** Nutrition and Weight management (second MAJOR topic)
- July / August:** Musculoskeletal (MoveSmart, Tie to HMC)
- September:** Walk to Wellness (third MAJOR topic)
Diabetes Awareness / Diabetes Walk (fourth MAJOR topic)
- October:** Depression Awareness (Newsline article)
FLU shot promotion
- November:** Great American Smokeout / Smoking Cessation (fifth major topic)
- December:** Drug / Alcohol Awareness

Screening & Assessment

Healthquest

- 32 company sites
- 40% participation

Mammography Screening

- 5 sites
- 191 participants

Health Risk Assessment

- Mayo Clinic EmbodyHealth web site
21% participation
- www.pnwhealthquest.com

Education/Lifestyle

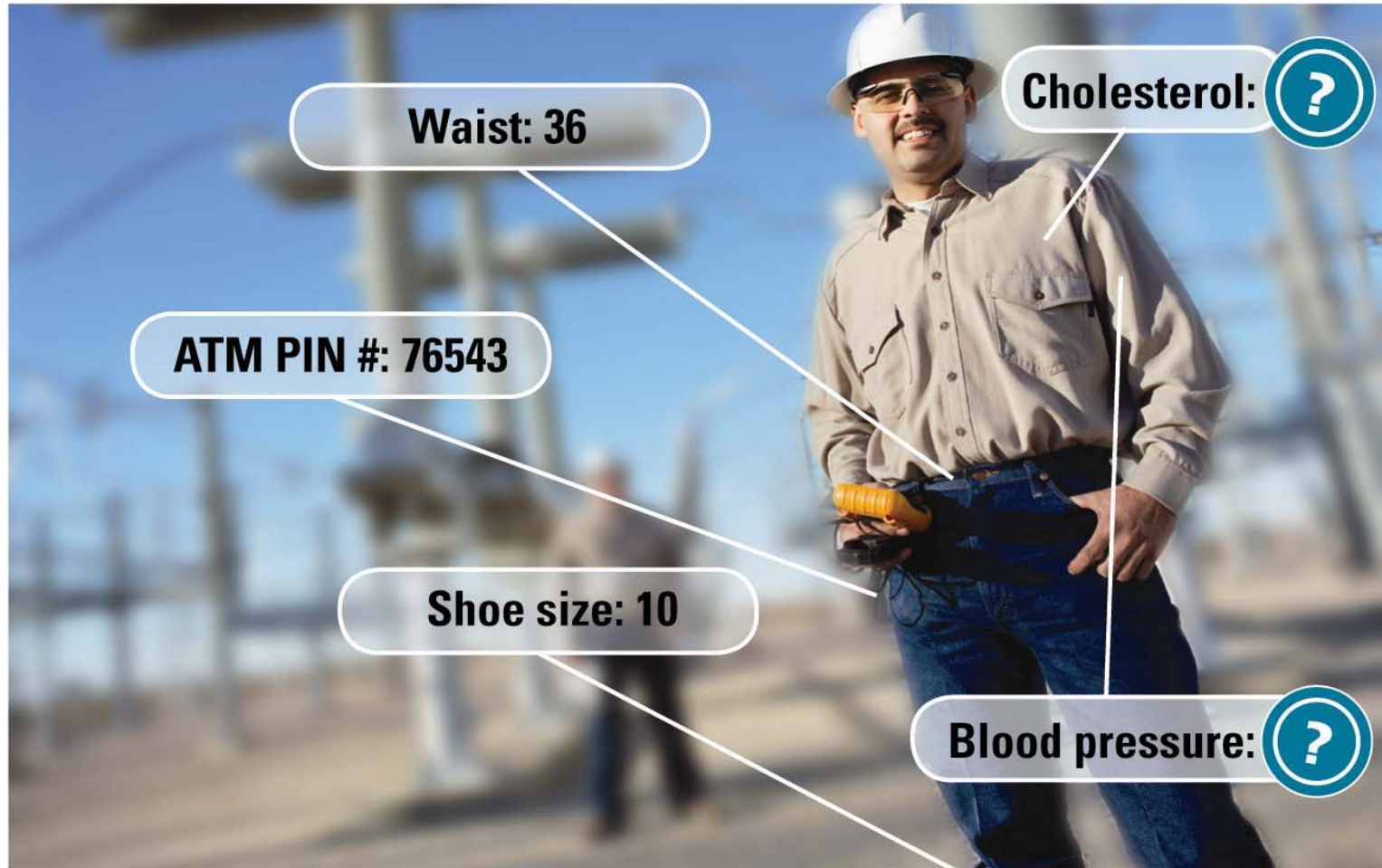
- Am I Hungry?© Lifestyle Management
 - 10 week sessions over lunch
- Stress Management/EAP
- Brown-bags
- Targeted Risk Reduction/Management
 - Flu Shots
 - Ergonomic Assessments/Training
 - APS Working Stretch
 - DM

Education/Lifestyle

- On-Site Initiatives
 - Educational workshops (Safety Meetings, etc.)
 - Work-out rooms
 - Walking paths
- Healthy Lifestyle Loan
 - Fitness center memberships
 - Personal training/coaching
 - Home use fitness equipment
 - Weight management
 - Nutrition Counseling
 - Smoking/Tobacco Cessation
- Discounts on Fitness Club Memberships
- Self-Paced Incentive Programs
 - 10,000 steps/Pedometer programs
 - Race Across America



The **most important numbers** may be the ones **you don't know.**



Stay on top of your health. Participate in Healthquest every year.

Essential elements of a successful prevention/wellness program include:

- Evaluation of opportunities, resources, and obstacles
- A strategic plan that sets forth clear objectives, timelines, and metrics
- Strong endorsement and acceptance from Executive and Senior management
- Ongoing communications efforts
- Employee and stakeholder involvement
- Health screening and health risk assessment
- Program support for targeted behavior change
- Incentive components to enhance participation
- Effective program management including robust evaluation and measurement and implementation
- Partnering with health plans, providers and community resources
- Use of predictive modeling, trend analysis, and future technology