

CDC Work@Health® Trainee KAB Survey

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INTRODUCTION

The Centers for Disease Control and Prevention (CDC) has developed Work@Health®, a worksite health/wellness training and technical assistance program for employers. Your worksite has been chosen to participate in Work@Health®. We are excited to welcome you to the Work@Health® training! As a participant of Work@Health® we ask that you complete the attached survey so that we can learn more about your involvement with your organization's worksite health programs and your familiarity with worksite health programs. **For the purposes of this survey, a worksite health program is defined as a coordinated and comprehensive set of health promotion and protection strategies implemented at the worksite, that includes programs, policies, benefits, environmental supports, and links to the surrounding community designed to encourage the health and safety of all employees.**

INFORMED CONSENT

Before you get started, we'd like to give you some more information to help you decide whether or not you would like to participate.

- This project is funded by the Centers for Disease Control and Prevention (CDC). Many parts of this project are being managed by the ASHLIN Management Group (ASHLIN). ASHLIN is a private sector consulting firm with a focus in the area of health and human services based in Greenbelt, MD. They are helping CDC implement the Work@Health® program. The Public Health Management Corporation (PHMC), a non-profit, public health institute located in Philadelphia, PA and part of the ASHLIN Team designed this survey.
- You are being asked to complete the survey because you will be participating in the Work@Health® training.
- Your participation is voluntary, and you may skip any questions you do not want to answer. You may also choose to end the survey at any time.
- The survey is designed to take about 20 minutes.
- There are no right or wrong answers or ideas – we want to hear about YOUR experiences and opinions.
- All of the comments you provide will be maintained in a secure manner. We will not disclose your responses or anything about you unless we are compelled by law. Your responses will be combined with other information we receive and reported in aggregate as feedback from the group. In our project reports, your name and your employer's name will not be linked to the information or comments you provide.
- There are no risks or benefits to you personally for participating in this survey.
- CDC is authorized to collect information for this project under the Public Health Services Act.
- We are interested in your comments so that we can improve the Work@Health® program for future participants. If you have any questions, you can contact Jennifer Lauby at PHMC. Her phone number is 215-985-2556 and her email is Jennifer@phmc.org.

Next

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Let's get started! First we would like to learn about your opinions, attitudes, and knowledge about work place health. Your responses will help us tailor the Work@Health® trainings to meet your needs!

Employer ID (please paste from email that contained the link to this survey): *

Please indicate to what extent you agree or disagree with each of the following statements about the role of worksite health programs.

	Strongly Disagree	Disagree	Neither disagree nor agree	Agree	Strongly Agree
It is an employer's responsibility to provide a worksite health program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worksites should provide help to employees to balance work and life responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worksites should provide help to employees to understand and manage chronic diseases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worksite health programs can be effective in helping employees to improve their health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The next set of questions ask about your knowledge related to worksite health, the reasons for implementing a worksite health program, and strategies to support a worksite health program.

From an organization's perspective what are some reasons for supporting worksite health programs? Check all that apply.

- Combat escalating healthcare costs
- Improve productivity
- Create a great place to work
- The Affordable Care Act mandates that employers have worksite health programs
- Don't know

What are the benefits to the employer that may be realized from a worksite health and well-being program? Check all that apply.

- Lower employee absenteeism
- Lower employee morale
- Fewer disability and workers compensation claims
- Fewer injuries on and off the job
- A more engaged workforce
- Lower health care spending
- Don't know

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Best practices in worksite health today are focusing on the social and physical work environments and their positive or negative influences on health behaviors.

- True
- False
- Don't know

Which of the following are examples of productivity-related data sources? Check all that apply.

- Hours per days lost to illness/non-illness related absences
- Family Medical Leave Act Data
- Recruitment costs
- Pharmacy claim data
- Premium cost data and trends
- Don't know

All employee data collected through health assessments or biometric screenings should be kept completely confidential according to federal and state laws and, only reported in aggregate form for wellness planning purposes.

- True
- False
- Don't know

Most employers can get a good "snapshot" of the worksite health needs of their employees by using what assessment tool? Check all that apply.

- Satisfaction or needs assessments
- Health assessments

- CDC Worksite Health Scorecard
- Disability claims
- Family Medical Leave absences
- Don't know

The Total Leadership Model includes what levels of leadership? Check all that apply.

- Health Promotion Staff or Manager
- Senior Leadership
- Lay Leadership
- Middle or Supervisory Leadership
- Don't know

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A Health Promotion committee should have representation from which of the following groups?

- Benefits
- Human Resources
- Legal and/or Facilities Management
- Unions
- All of the above
- Don't know

Which levels of leadership play a key role in implementing and enforcing policies? Check all that apply.

- Senior Management
- Health promotion committee
- Middle/Supervisory staff
- Don't know

On average, small businesses pay about 18 percent more than large firms for the same health insurance policy.

- True
- False
- Don't know

Worksite health programs that provide health-plan related rewards to employees based on the status of their health are required to comply with certain HIPAA requirements.

- True
- False

- Don't know

Which of the following is NOT an environmental support that can be found in a healthy worksite?

- Stress management counseling
- Healthy foods at meeting
- Policies to encourage daily physical activity
- Tobacco free campus
- Don't know

Which element is NOT part of a communication audit? A communication audit is a review of all your communications tools, including an assessment of their effectiveness.

- Preferred learning styles
- Demographics
- Audiences
- Needs or interests
- Communications channels
- Don't know

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A worksite health program's communication plan should be planned at least _____ months ahead of implementation of a work place program.

- 3
- 6
- 12
- 24
- Don't know

Which of the following elements of a successful communication strategy articulates why a worksite health program exists and how it aligns with business objectives?

- Business case
- Mission statement
- Goals and objectives statement
- Health assessment
- Program plan
- Don't know

On average, how long does it take for an employer to realize a return on investment (ROI) from a worksite health program?

- 1 year
- 1-3 years
- 3-5 years
- 6 years
- Don't know

Evaluation results should be reported to _____.

- Management
- Employees
- Staff/Health Promotion Committee
- Vendors (if used)
- All of the above
- Don't know

A worksite health program's goals and objectives may be revised based on periodic program evaluations.

- True
- False
- Don't know

Which of the following core elements of worksite health programs removes barriers and promotes change?

- Benefits
- Policies
- Incentives
- Don't know

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10%

A Health Promotion committee is best formed by asking for volunteers.

- True
- False
- Don't know

Which of the following tools would you use to identify specific program areas where you have the greatest opportunity for worksite health program success?

- Strengths, Weaknesses, Opportunities, Threats (SWOT)
- Screening
- Specific, Measurable, Attainable, Relevant, Time-bound (SMART)
- Survey
- Don't know

When measuring and tracking employee engagement rates, which metric is usually the most valid for reporting purposes?

- Registration rates
- Readiness to change
- Completion rates
- Attrition
- Don't know

A good option for small employers in one city/area is to combine resources to form a multi-organization wellness coalition.

- True
- False

- Don't know

Most worksite health programs are built best by using a full program approach rather than rolling out the program in sections.

- True
- False
- Don't know

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The next section of the survey includes questions about your current feelings about implementing a worksite health program.

What are your top three concerns about implementing a comprehensive worksite health program?

1.

2.

3.

How motivated are you to carry out the work required to implement or enhance a worksite health program at your place of employment?

- Not at all motivated
- A little bit motivated
- Somewhat Motivated
- Very motivated
- Extremely motivated

How confident are you in your ability to start or expand a worksite health program at your employer? (Circle one rating)

- Not at all confident
- A little bit confident
- Somewhat confident
- Very confident
- Extremely confident

How would you rate your proficiency in developing a worksite health program?

- I fully understand how to develop a worksite health program, can provide vivid examples and answer pertinent questions to demonstrate my knowledge, and can implement the program in my place of employment.
- I partially understand how to develop a worksite health program, can provide some examples and answer some questions to demonstrate my knowledge, and can probably implement the program in my place of employment.
- I am familiar with and just beginning to understand how to develop a worksite health program for my place of employment.
- I have no knowledge of how to develop a worksite health program for my place of employment.

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The next questions ask about how you have used the information you learned from the Work@Health® training. Please indicate which of the following you have done since the training.

What did you do with the information you learned in the trainings? Check all that apply.

- Shared it with others in my organization.
- Engaged leadership for support.
- Established a health promotion committee or team.
- Identified and collected data for worksite health program development.
- Developed a worksite health plan but have not taken action.
- Developed a worksite health plan and have begun to take action.
- Evaluated employee satisfaction and overall impact of the worksite health program.
- Used it to select a vendor to implement a health program at my worksite.
- Nothing, because we do not have the resources to implement a worksite health program.
- Nothing, because I did not think we would have leadership support at my worksite.
- Nothing, because I did not find the training information to be useful.
- Used it to develop a new health program, activity, policy, or environmental change at my worksite. Specify:
- Used it to improve an existing health program, activity, policy, or environmental change at my worksite. Specify:
- Used it to purchase an off-the-shelf health program for my worksite. Specify:
- Other (specify):

Did the Work@Health® training sessions help you overcome any barriers to the successful implementation of a health program at your worksite?

Yes

No

Which of the following factors helped you to apply the knowledge and skills you learned from the Work@Health® training? (Check all that apply)

- Support and/or encouragement from leadership at my company
- Technical assistance that I received after the initial training
- Coaching from Work@Health® staff that I received after the initial training
- Lessons shared among my fellow trainees in the Work@Health® peer learning network
- Funding that my employer received for achieving some or all of the Work@Health milestone stages (i.e., Assessment, Planning, Implementation, Evaluation)
- Other (please specify)

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78%

Finally please tell us your overall impressions of the Work@Health® program.

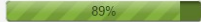
What are the top three lessons or messages you learned from the Work@Health® program?

1.
2.
3.



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Submit





Thank you for completing the Work@Health® KAB survey. Your responses have been submitted.

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100%