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The CDC Worksite Health ScoreCard

An Assessment to Promote Employee Health and Well-being

Resources for Action



The CDC Worksite Health ScoreCard is designed to be used with other CDC guidance documents, such as the CDC's *Successful Business Strategies to Prevent Heart Disease and Stroke Toolkit*. This toolkit provides information, materials, tools, and resources that employers can use in developing comprehensive heart disease and stroke worksite programs and preventive services.

For additional resources available to employers, review the NCCDPHP Workplace Health Promotion Web site (www.cdc.gov/whp), which contains information, tools, guidelines, and resources to guide employers on ways to establish or improve their workplace programs for most of the health topics covered in the CDC Worksite Health ScoreCard.

Topic-specific resources are offered below.

Organizational Supports

[The NCCDPHP Workplace Health Promotion Toolkit Planning/Workplace Governance Module](#)

This site describes a number of organizational strategies that provide the infrastructure to ensure program objectives are achieved, employee health risks are appropriately managed, and the company's resources are used responsibly. The site includes information on leadership support, wellness council or committees, health improvement action plans, dedicated resources, communications, and data.

[CDC Healthier Worksite Initiative—Health Risk Appraisals \(HRA\)](#)

This site provides practical guidance for the use of Health Risk Appraisals (HRA). The site describes what an HRA is; reasons why employers might use HRAs; and important employer considerations when implementing and using an HRA, such as ethics, incentives, and method of follow-up with employees.

[National Cancer Institute \(NCI\) Making Health Communications Programs Work](#)

This site offers a planning guide developed by the NCI with participation from the CDC on all aspects of effective communication of health information.

Tobacco Use

[CDC's Tobacco Web page](#)

This Web site provides a variety of information on tobacco, including data and statistics, effective policies, programs and campaigns, recommended strategies, and other resources for consumers and the health professional. It includes a link to a PDF that discusses the importance of health insurance coverage for tobacco cessation services. [The Public Health Services \(PHS\) Guideline for Effective Cessation Treatments](#) that focuses on smoking cessation is located at the tobacco site.

[A Purchaser's Guide to Clinical Preventive Services](#)

The [“Tobacco Use Treatment”](#) section of *A Purchaser's Guide to Clinical Preventive Services: Moving Science into Coverage* describes the importance of developing, implementing, and evaluating a comprehensive tobacco dependence treatment benefit. Tobacco-use treatment has been ranked as one of the top three preventive services for impact, cost effectiveness, and effectiveness. Summary Plan Description (SPD) language and coding for benefit implementation is included.

[Tobacco Cessation Benefit Coverage and Consumer Engagement Strategies: A California Perspective](#)

This report summarizes current employer coverage of smoking cessation benefits and addresses the following questions: To what degree do large California employers currently offer such benefits? Of those that offer them, what treatments do they cover? In addition, the report summarizes knowledge about the use of such services among employees and the barriers that may prevent them from using this important resource. Finally, it highlights best practices for employer coverage of tobacco cessation support programs and services, including promising employer incentive programs to promote their use.

[Investing in Health: Proven Health Promotion Practices for Workplaces](#)

Included in this guide are steps any employer can take to improve employee health by reducing tobacco use and exposure; promoting breast, cervical, and colon cancer screening and early detection; and encouraging physical activity and healthy eating.

Nutrition

[CDC's Nutrition Web page](#)

This site provides a variety of information on nutrition, including data and statistics, programs and campaigns, recommended strategies, and other resources for the health professional.

[CDC Healthier Worksite Initiative—Nutritious Eating Toolkits](#)

This site is designed specifically for worksites to encourage nutritious eating and contains checklists, guides, budgets, and other tools to aid in program planning, design, and management.

[CDC Healthier Worksite Initiative—Establish a Garden Market](#)

This toolkit provides information about how to establish a garden market in a federal agency or other organization, and demonstrates how it works at CDC.

[Choosing Foods and Beverages for Healthy Meetings, Conferences, and Events](#)

This resource provides guidelines for selecting healthful foods and beverages for breaks or meals at workplace meetings, conferences, and events.

[Improving the Food Environment Through Nutrition Standards: A Guide for Government Procurement](#)

This resource provides practical guidance to states and localities for use when developing, adopting, implementing, and evaluating a food procurement policy.

Maternal Health and Lactation Support

[HRSA's Business Case for Breastfeeding](#)—A comprehensive program designed to educate employers about the value of supporting breastfeeding employees in the workplace and offers tools to help employers provide worksite lactation support and privacy for breastfeeding mothers to express milk.

[National Business Group on Health: Investing in Workplace Breastfeeding Programs and Policies](#)—a toolkit that covers the essential information employers need to understand the components of breastfeeding programs, getting started, and measuring success. Valuable resources include breastfeeding program options, employer case studies, and materials for employees.

The [Making It Work Toolkit](#) is an online resource for breastfeeding mothers developed by the New York State Department of Health with support from the Centers for Disease Control and Prevention and the Special Supplemental Nutrition Program for Women, Infants, and Children returning to work or school. The toolkit is designed to provide assistance to breastfeeding mothers, as well as tools and information for businesses and families. A helpful Checklist for Employers is included in the Making it Work: For Employers section to assist supervisors' plans for employee lactation accommodations requests.

Physical Activity

[Physical Activity Guidelines for Americans](#)

This site provides information on the *2008 Physical Activity Guidelines for Americans*. The guidelines address physical activity for Americans of all ages, including special populations.

[National Physical Activity Plan](#)

This site provides information on the *US National Physical Activity Plan*, a comprehensive set of policies, programs, and initiatives that aim to increase physical activity among all segments of the American population. There is a section of the plan focused on business and industry.

[Physical Activity Workplace Toolkits](#)

This Web page provides links to toolkits that address reducing barriers and increasing access to places for physical activity in the workplace.

[Worksite Policies](#)

This Web page contains specific policies that affect health promotion at federal workplaces. Workplaces that are not federal agencies can use this information to generate ideas about how policies may affect health promotion in their organizations.

[CDC's Physical Activity Web site](#)

This site provides a variety of information about physical activity, including physical activity guidelines and recommendations, data and statistics, recommended strategies, and other resources.

[Physical Activity Tools for Health Professionals](#)

This Web page provides resources and tools for professionals to use, including planning, promoting, and evaluating physical activity programs. The promotion section includes links to brochures that the CDC has developed for the public and links to other organizations that provide resources for physical activity promotion.

[Active Environments](#)

This Web page provides links to public health, community design, and related sites that complement active environment efforts.

[Exercise is Medicine](#)

This Web page addresses physical activity counseling for health care providers.

Weight Management

[CDC's Overweight and Obesity Web site](#)

This site provides a variety of information about overweight and obesity, including obesity trends, economic consequences, state-based programs, recommended strategies, and other resources for the health professional.

[CDC's Healthy Weight Web page](#)

This site provides a variety of information about achieving and maintaining a healthy weight, including important information about weight assessments, balancing calories, health effects of overweight and obesity, and other resources.

Stress Management

[NIOSH's *Stress...At Work*](#)

This publication highlights knowledge about the causes of stress at work and outlines steps that can be taken to prevent job stress.

[The Changing Organization of Work and the Safety and Health of Working People](#)

This report presents a comprehensive research agenda to investigate and reduce occupational safety and health risks associated with the changing organization of work.

[The USA perspective: current issues and trends in the management of work stress](#)

This journal article provides a US perspective on emergent issues about work stress and current efforts to reduce stress at work.

[Exposure to Stress: Occupational Hazards in Hospitals](#)

The brochure can be used to identify the sources of occupational stress, identify the adverse health effects of occupational stress, and recommend work practices to reduce occupational stress.

Depression

[A Mental Health-Friendly Workplace: It's in Every Company's Best Interest](#)

The Substance Abuse and Mental Health Services Administration (SAMHSA) has developed this resource to help human resources professionals understand the benefits and design of a mental health-friendly workplace.

[Productivity Impact Model: Calculating the Impact of Depression in the Workplace and the Benefits of Treatment](#)

This resource allows businesses to calculate the impact of depression in their workplaces and project the benefits when depressed employees receive treatment.

[Treatment Works: Get Help for Depression and Anxiety](#)

This CDC Web page offers a podcast called Defeating Depression and guidance on the signs of depression and where to find help.

[CDC Total Worker Health](#)

This resource provides a strategy integrating occupational safety and health protection with health promotion to prevent worker injury and illness and advance health and well-being.

High Blood Pressure and High Cholesterol

[CDC's High Blood Pressure Web site](#) and [CDC's High Cholesterol Web site](#)

These two sites provide a variety of information on high blood pressure and cholesterol, including trends and statistics, economic consequences, state-based programs, related CDC Web sites, recommended strategies, and other resources for patients and professionals.

[A Purchaser's Guide to Clinical Preventive Services](#)

Developed with the National Business Group on Health and the CDC, the Purchaser's Guide translates clinical guidelines and medical evidence, providing large employers with the information they need to select, define, and implement preventive health benefits, such as [hypertension](#) and [lipid screening](#), counseling, and treatment.

[National Heart, Blood, Lung Institute](#)

This site includes publications, fact sheets, Web sites, and interactive Web applications, such as Your Guide to Lowering High Blood Pressure and Your Guide to Lowering Cholesterol with Therapeutic Lifestyle Changes.

[American Heart Association—High Cholesterol](#)

This site provides information about cholesterol, including why cholesterol matters; understanding your risk for cholesterol; symptoms, diagnosis, and monitoring of cholesterol; prevention and treatment of cholesterol; and cholesterol tools and resources.

[American Heart Association—High Blood Pressure](#)

This site provides information about high blood pressure (HBP); why HBP matters; your risk for HBP; symptoms, diagnosis and monitoring of HBP; and prevention and treatment of HBP.

[Stanford Patient Education Research Center](#)

The Chronic Disease Self-Management Program is a 2 ½-hour workshop given once a week, for 6 weeks, in community or worksite settings, such as senior centers, churches, libraries, and hospitals. People with different chronic health problems, such as high blood pressure or cholesterol, can attend together. Workshops are facilitated by two trained leaders, one or both of whom are nonhealth professionals with a chronic disease themselves. Each participant in the workshop receives a copy of the companion book, *Living a Healthy Life with Chronic Conditions, 3rd Edition*, and an audio relaxation tape, *Time for Healing*. Employers can access this program through the Stanford School of Medicine for their employees.

Prediabetes and Diabetes

[Diabetes At Work](#)

This easy-to-use Web site helps companies to assess their need for diabetes education at the worksite. Users can download more than 30 lesson plans and fact sheets—resources that can be used to inform employees about how to best manage their diabetes while at work and how to reduce their risk of further complications. This site was developed by the National Diabetes Education Program’s (a joint CDC/NIH program) Business Health Strategy Workgroup for top-level managers, occupational health providers, benefits and human resource managers, and employees.

[The National Diabetes Education Program \(NDEP\)](#)

NDEP is a partnership of the National Institutes of Health, the Centers for Disease Control and Prevention, and more than 200 public and private organizations. NDEP translates the latest science and spreads the word that diabetes is serious, common, and costly, yet controllable and, for type 2, preventable. The resources do not have a copyright so may be cobranded.

Heart Attack and Stroke

[National Heart, Lung, and Blood Institute Heart Attack Signs](#)

The National Heart, Lung, and Blood Institute has free downloadable posters, brochures, and other support materials available for the Act In Time To Heart Attack Signs campaign.

[Massachusetts Department of Public Health “Stroke Heroes Act FAST”](#)

The Massachusetts Department of Public Health Heart Disease and Stroke Prevention has free downloadable videos, posters, brochures, and other materials available from their “Stroke Heroes Act FAST” campaign in English, Spanish, Portuguese, and Khmer. The “Stroke Heroes Act FAST” message was created by using the evidence-based Cincinnati Pre-Hospital Stroke Scale.

[Stroke Information Toolkits and Posters](#)

The National Institute of Neurological Disorders and Stroke has a Know Stroke Community Education Kit and support materials available in English and Spanish.

Emergency Response to Heart Attack and Stroke

[ACOEM Automated External Defibrillation \(AED\) in the Occupational Setting](#)

The American College of Occupational and Environmental Medicine (ACOEM) has a position statement titled, “Automated External Defibrillation in the Occupational Setting,” which summarizes pertinent legislation and provides guidelines for AED use in the workplace.

[OSHA's Best Practices Guide: Fundamentals of a Workplace First-Aid Program](#)

The Occupational Safety and Health Administration's (OSHA's) *Best Practices Guide: Fundamentals of a Workplace First-Aid Program* has information and resources for AEDs, CPR, and workplace first aid.

[American Red Cross Workplace CPR, First Aid, and AED Information](#)

The American Red Cross has many resources related to AEDs and CPR training.

Occupational Safety and Health

NIOSH (National Institute for Occupational Safety and Health): These sites provide information from the CDC for job safety and health. They include safety and prevention programs, total worker health, a list of workplace safety and health topics, training, and a workplace development section.

[National Institute for Occupational Safety and Health Web site](#)

[Total Worker Health](#)

[Workplace Safety and Health](#)

[OSHA \(Occupational Safety and Health Administration\)](#)

This site provides materials on ergonomic outreach and assistance. It includes ergonomic eTools, cooperative programs, training and education, and industry-developed guidelines.

[Nonprofit Risk Management Center Resources](#)

This site provides information about workplace safety climates and cultures. It includes a checklist of what leadership and supervisors can do to strengthen safety culture and climate. The [second link](#) includes a variety of tools for improving workplace safety.

Vaccine-Preventable Diseases

Build awareness among your employees about **which vaccines are right for them**. A user-friendly quiz is found here: [What Vaccines Do You Need?](#) A two-page handout titled, "[Do You Know Which Vaccines You Might Need?](#)" prepares employees to have more meaningful discussions with their health care providers about their individual vaccine needs.

[CDC's Adult Immunization Schedule](#)—You can **syndicate CDC's adult immunization schedule** so it appears on your Web site under your company's banner. Through this process, the immunization schedule that appears on your page will always be the most current version. Whenever CDC updates a schedule, your page will automatically display the same update. Instructions and a link for technical assistance (if needed) is found here: [Display Immunization Schedules on Your Web Site](#).

[CDC's Flu Information for Businesses and Employers Web page](#) offers resources for employers, including guidelines, checklists, ecards, posters, and other resources. The document [Make It Your Business to Fight the Flu](#) is a toolkit with recommended strategies for employers and businesses.

[Vaccinating Against Flu: The Business Case](#), developed by the National Business Group on Health, reviews the case for employee vaccination from the business perspective.

Community Resources

[The Communities Putting Prevention to Work \(CPPW\) Online Resource Center](#) provides many tools to support environmental changes that address obesity and tobacco use. These tools include webinars, model policies, tool kits, databases, fact sheets, and other practical materials.

[Leading by Example: Creating Healthy Communities through Corporate Engagement](#) (2011) highlights initiatives to improve community health that are sponsored by local and national companies.

The [CDC's National Heart Disease and Stroke Prevention Program Guide for Public Health: Partnering with Pharmacists in the Prevention and Control of Chronic Diseases](#) is a guide for CDC partners and grantees to engage pharmacists as active participants in chronic disease management as a part of team-based care.

