

Screening and intervention programs

Health screenings are important programs to identify chronic disease in their early stages. Once identified, wellness intervention programs can help prevent a disease from progressing. Working with local hospitals and other organizations, you can obtain information on providing screening and intervention programs that could improve your employees' health and save your company money in absenteeism, treatment for disease complications, and reduced productivity. Below are some ideas to help get you started.

Based on your Employee Needs & Interest Survey and the demographics of your workplace, consider offering periodic screenings to find specific health risks such as:

- ◆ Blood Pressure Checks to identify employees with pre-hypertension or hypertension (high blood pressure),
- ◆ Cholesterol Screenings for total, HDL (good cholesterol), LDL (bad cholesterol) and/or Triglycerides
- ◆ Blood Sugar Screenings fasting or non-fasting to screen for possible diabetes,
- ◆ Body composition, such as body mass index (BMI) or body fat measures
- ◆ Bone density for potential risk of osteoporosis,
- ◆ Cancer screenings such as, skin examinations, mammograms, or PSA screenings,
- ◆ Vision checks for glaucoma, or visual acuity
- ◆ Other screenings depending on your worker population and needs

Your local hospital, company physician practice, or health department may provide assistance. However, if you have a young workforce you may want to concentrate on programs that will keep them healthy rather than screening for early identification of chronic disease. The focus of your wellness program might be healthy lifestyle practices to reduce risk and prevent disease.

In addition to the health screenings, consider offering a health risk assessment (HRA) to all employees. The HRA will help to identify factors that may lead to additional risks, such as smoking history, stress levels, perception of health, family history, job satisfaction, support systems, and mental health. Often the screening results are included on the HRA, which provides a more comprehensive snapshot of health risks. The summary results provide the important information to plan appropriate interventions.

Interventions

The key to the success of screenings and HRAs is the interventions or follow-up programs. The information from the screenings increases awareness and often motivates employees to consider making healthier changes. It's the follow up interventions that provide the essential support and assistance needed for employees to actually make and maintain those changes. The interventions can include individual follow-up and ongoing counseling, individual or group health coaching on the risk factors, behavior change programs, and/or organizational support. Examples include:

- Strategies to lower blood pressure
- Managing diabetes
- Taking care of your heart
- Healthy eating
- Weight loss strategies
- Increasing physical activity
- Smoking Cessation

And you can find a sample HRA without leaving this website! Just go to the Fit Together homepage at www.FitTogetherNC.org and click on "You & Your Family". A Personal Health Assessment will appear. Of course, this is for individual information only. Any follow-up interventions planned by the company would be based on interest expressed by the employee.

Based on the results and your Wellness Committee goals you can plan the best strategies for your company and employees. Consider the community resources available to provide services, such as health associations, hospitals, health care providers, and/or public health agencies.

The [Quick Wellness Program Ideas](#) provides Quick program idea tips for your consideration. Also refer to [Prevention Strategies](#) to determine the best approach for your company based on the wellness budget in order to reach the desired outcomes and goals established.