

Sample Long-Range Plan

This sample long-range plan identifies a five year process to move a worksite wellness program from a participation based to an outcomes-based program. Before beginning Year One, be sure to understand all steps of the evidence-based worksite wellness process as outlined in this toolkit. If you do not already have a wellness committee or leadership support, you may need to spend time to lay a foundation. You can do this by gathering other employees who have a wellness mentality and working to build your capacity to engage the leadership at your organization.

Year One

- ▶ Data Collection: HRA, biometric, medical if available, workers compensation, etc.
- ▶ Wellness Plan: Awareness and education programs
- ▶ Evaluation: Measure participation and behavior change

Year Two

- ▶ Leadership: Pilot a “Point Program” with senior management (see Year Three)
- ▶ Data Collection: HRA, biometric, medical if available, workers compensation, etc.
- ▶ Wellness Plan: Awareness and education programs
- ▶ Evaluation: Measure participation and behavior change

Year Three

- ▶ Continue Data Collection, Wellness Plan, and Evaluation as before
- ▶ Benefits: Add the ability for employees to earn an incentive (Example: discount on health insurance premium) for the next year through a Three-Point Plan:
 - 1 point - HRA and biometric screen
 - 1 point - Physical and dental exam
 - 1 point - Choice of one behavior change program based on the needs and interest data gathered from your data collection efforts (Examples: 100 or more visits to gym, multi-week incentive challenge, participation in multi-week tobacco cessation class)

Year Four

- ▶ Continue Data Collection, Wellness Plan, and Evaluation as before
- ▶ Benefits: Expand your wellness program by requiring spousal participation to earn the incentive for the next year through a Four-Point Plan:
 - 1 point - HRA and biometric screen (employee)
 - 1 point - HRA and biometric screen (spouse)
 - 1 point - Physical and dental exam (employee)
 - 1 point - Choice of one behavior change program based on the needs and interest data gathered from your data collection efforts (employee)

Year Five

- ▶ Continue Data Collection, Wellness Plan, and Evaluation as before
- ▶ Benefits: Continue to expand your wellness program by tying the incentive to the outcome of their participation in your wellness program:
 - 1 point - HRA and biometric screen (employee)
 - 1 point - HRA and biometric screen (spouse)
 - 1 point - Physical and dental exam (employee and spouse)
 - 1 point - Choice of one behavior change program based on the needs and interests data gathered from your data collection efforts
 - 1 point – Maintain low risk status (low risk employees) or reduce modifiable risk factors (moderate to high risk employees)