



Fort HealthCare

Corporate Office: Fort Atkinson | **Employees:** 1,061
Employees Participating in Wellness Program: 529
Success Story: Overall Wellness Program

Program Highlights

Review of employee HRA results offered the organization an opportunity to expand and adjust programming efforts to enhance the wellness initiative. Most recently, the HRA data indicated that the program should focus on weight management, physical activity, and diabetes. Fort HealthCare recently recreated their entire cafeteria menu, getting rid of the deep fryer and bringing in fresh fruits, vegetables, and meals made from scratch. The kitchen staff was also restructured on proper portion sizes when serving food. The cafeteria menu board now makes healthy food choices easy by placing an apple next to items that are part of the “Healthy Choice Incentive” (Fort HealthCare’s version of the “sweet tax”). Employees are encouraged to participate in quarterly wellness challenges, such as the recent team step challenge, to engage employees and encourage them to increase physical activity while at work. In addition, employees with a Body Mass Index greater than or equal to 30 were sent postcards with information on the weight loss management class Get L.I.T.E. that was offered at the hospital. Employees can participate in these classes at a discount.

Program Success

Recently, a representative from Simply Well, Fort HealthCare’s online provider for wellness, presented Fort HealthCare’s current organizational health report. Over the past two years, participation in the program has increased by 25 percent. The results show that employees are enthusiastic about the Live Well Program. Biometric data results show that the program has been successfully addressing issues of high blood pressure, high cholesterol, nutrition, exercise, and cancer prevention.

Overcoming Challenges

Despite the overall success of the Live Well program, an increasing number of participants continue to show signs of pre-diabetes and increased Body Mass Index. The organization has used this information to help create a stronger focus on wellness and programming that combats the greatest health risks. Adding “Walk and Talk Wednesdays,” employee mapped-out walking routes for indoor and outdoor use and intranet presentations on wellness, has helped educate employees and move them toward wellness.

Wellness Program Components

- The “Live Well” wellness program is voluntary and allows employees to earn points in six dimensions of wellness.
- Employees are offered an annual health risk questionnaire and assessment, along with biometrics and several telephone feedback sessions based upon risk category.
- Participating employees earn rewards quarterly through events and a points system, which can be reimbursed for cash.
- Wellness ambassadors help to carry out employee wellness efforts at all offsite locations.

“The Live Well program is a wonderful way to keep wellness top-of-mind on a daily basis, and keep our organization’s health insurance costs down. I encourage everyone to join the program and start benefiting from all the motivation, helpful tools and information the program provides.”

– Sharon Rateike, Fort HealthCare Employee and Corporate Wellness Program Coordinator