Gunnison County

ASSESSMENT OF EMPLOYEE

NEEDS & INTERESTS

Why Focus on Workplace Health & Safety?

- Improve employee health outcomes
- Reduce work-related injuries and illnesses
- **Improve productivity**
  - Reduce absenteeism and presenteeism
- **Employee retention and attracting high quality new hires**
- Improve corporate culture
- Enhance morale
- Improve job safety
- Improve job performance

Gunnison's Action Steps for Wellness

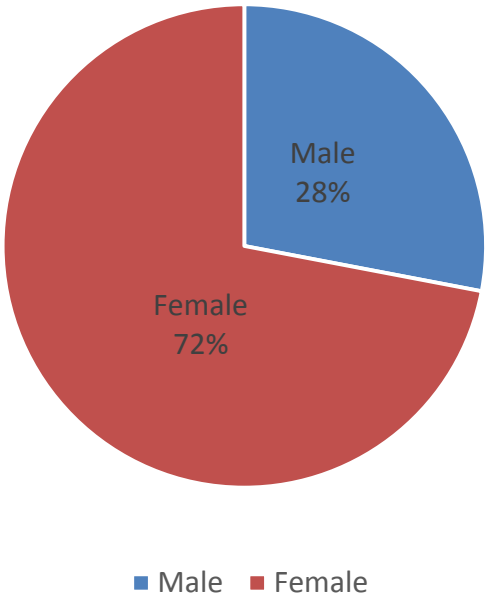
1. Complete Health Links Organizational Assessment
   a. Competed Spring 2016
2. Conduct Employee Survey
   a. Completed Summer 2016
3. Create Wellness Committee and Implement Programs & Policies
   a. Wellness Committee - Started Fall 2016
   b. Program and Policy Implementation – Ongoing
4. Apply For Health Links *Healthy Business Certification*
   a. Expected to apply in Winter or Spring of 2017

Results from Gunnison County Employee Needs & Interest Survey

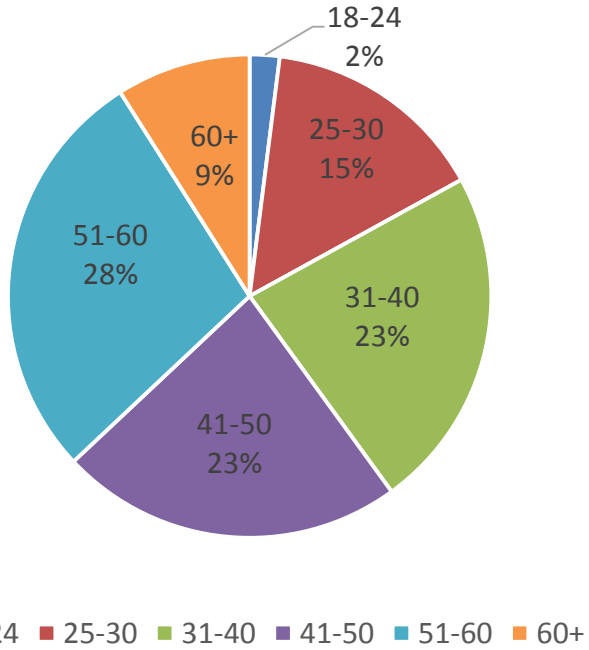
Employee Demographics

97 Employees Completed the Survey with representation from all county departments.

GENDER DISTRIBUTION

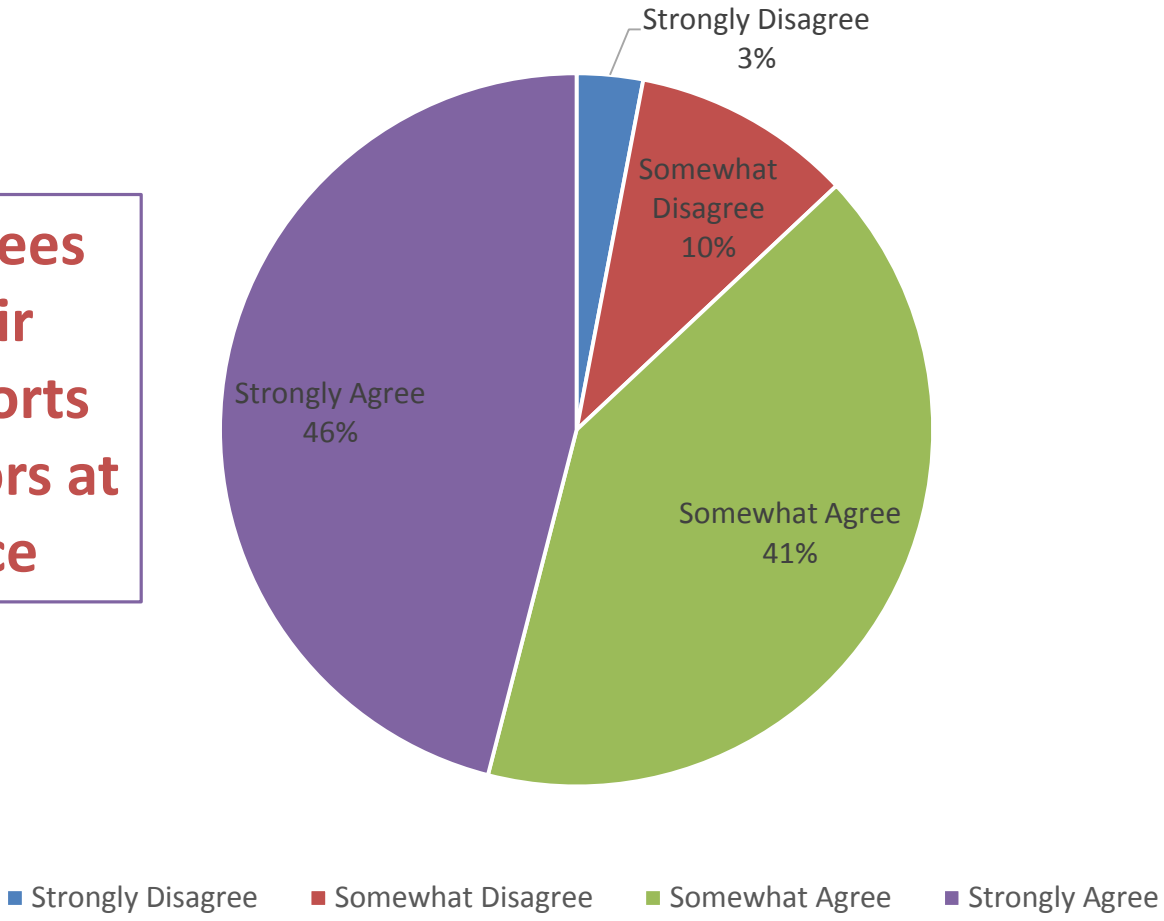


AGE DISTRIBUTION



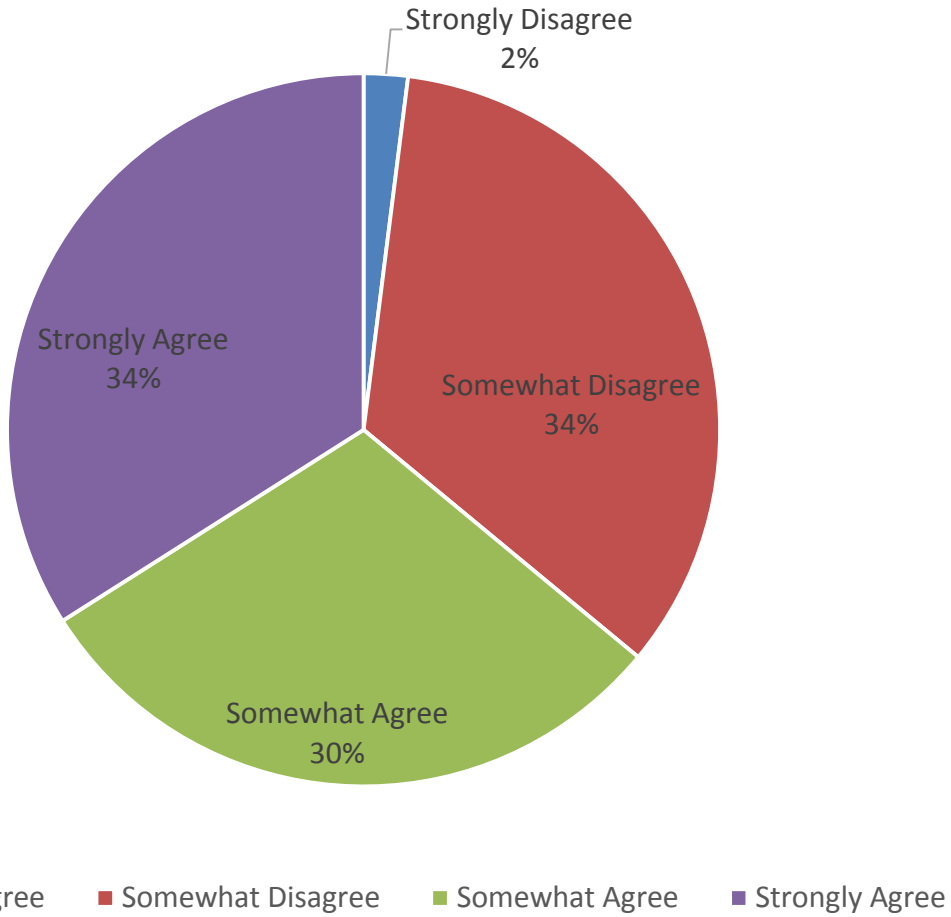
Leadership Support

87% of Employees Feel Like Their Manager Supports Healthy Behaviors at the Workplace

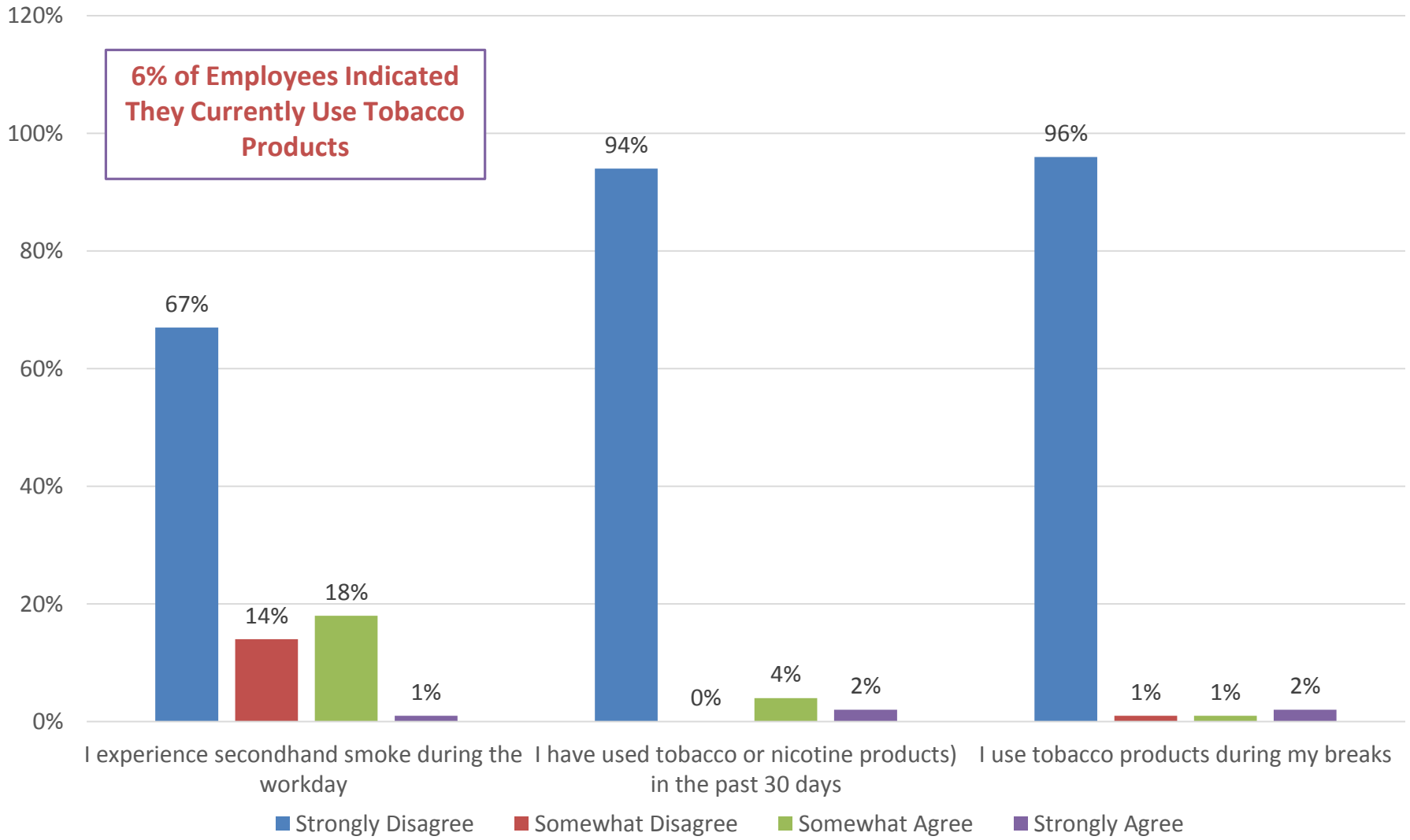


Workplace Support

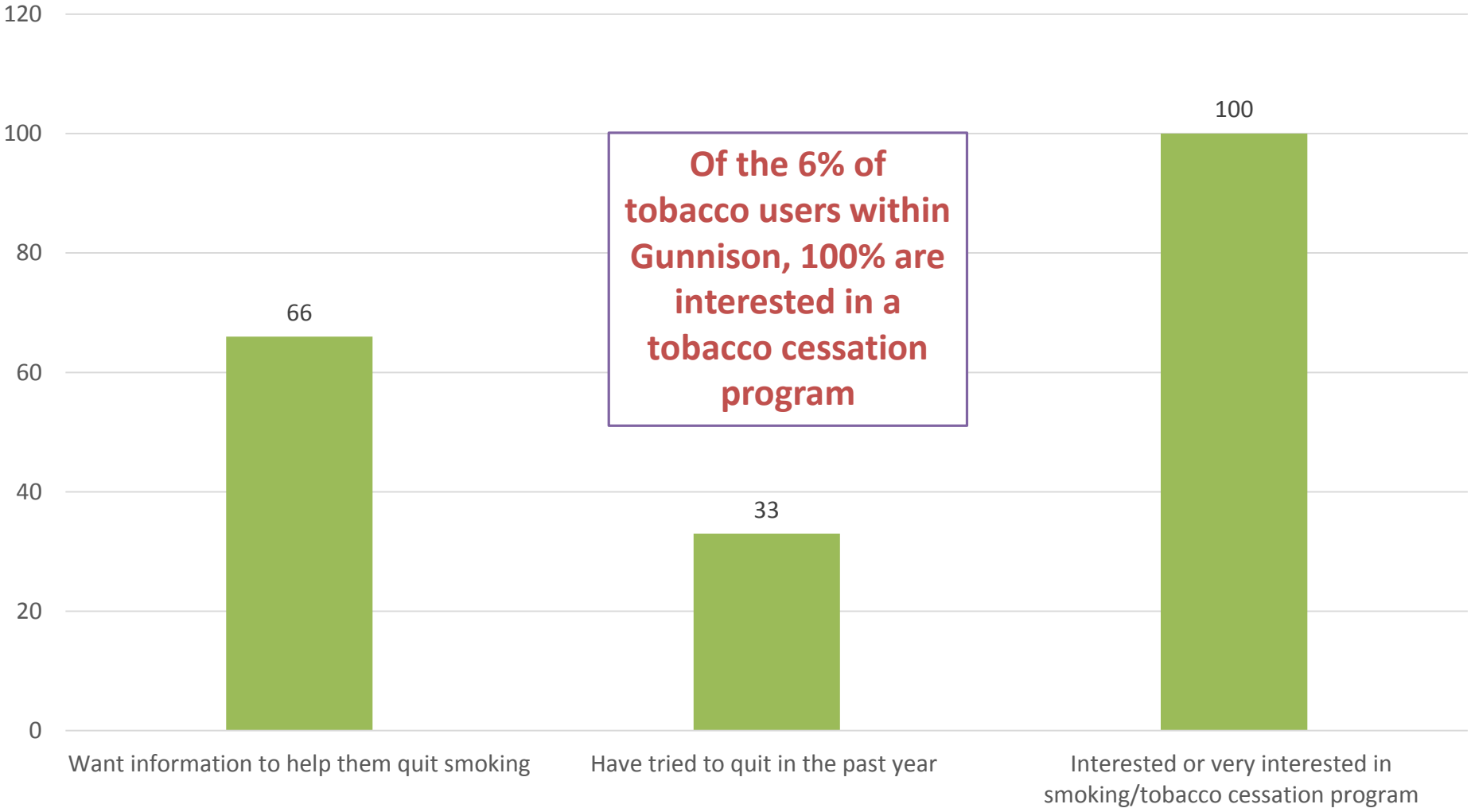
64% of Employees Feel Supported by Their Work Environment/Culture to Make Healthy Decisions



Tobacco Use & Exposure at the Workplace

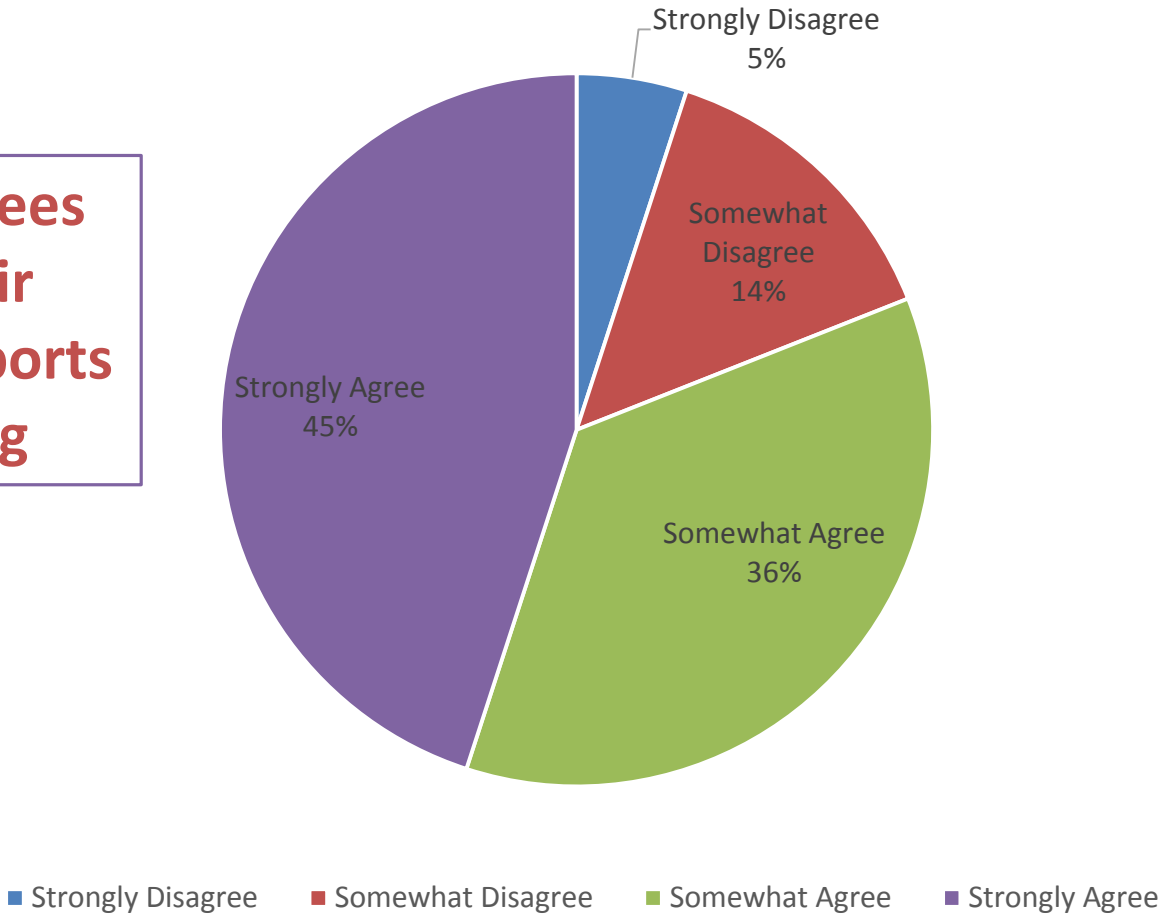


Tobacco Cessation Needs

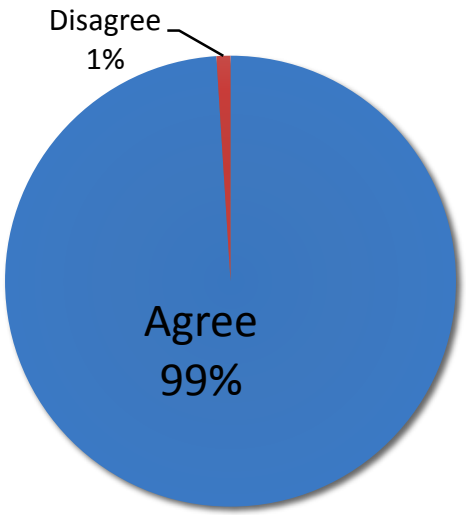


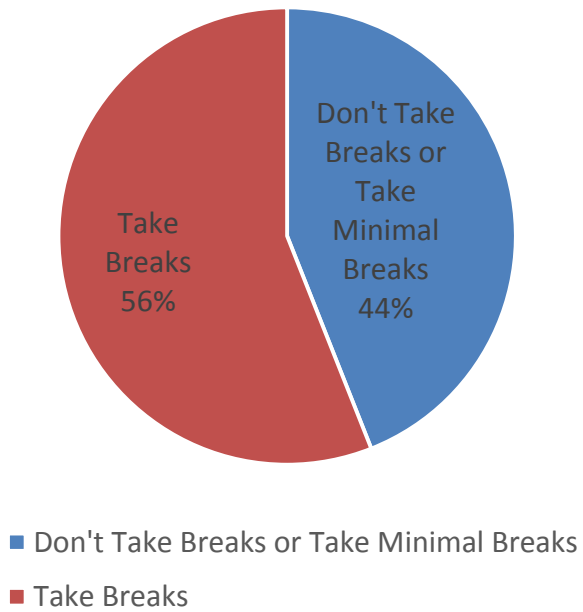
Breastfeeding Accommodations

81% of Employees Feel Like Their Workplace Supports Breastfeeding



Workplace Culture

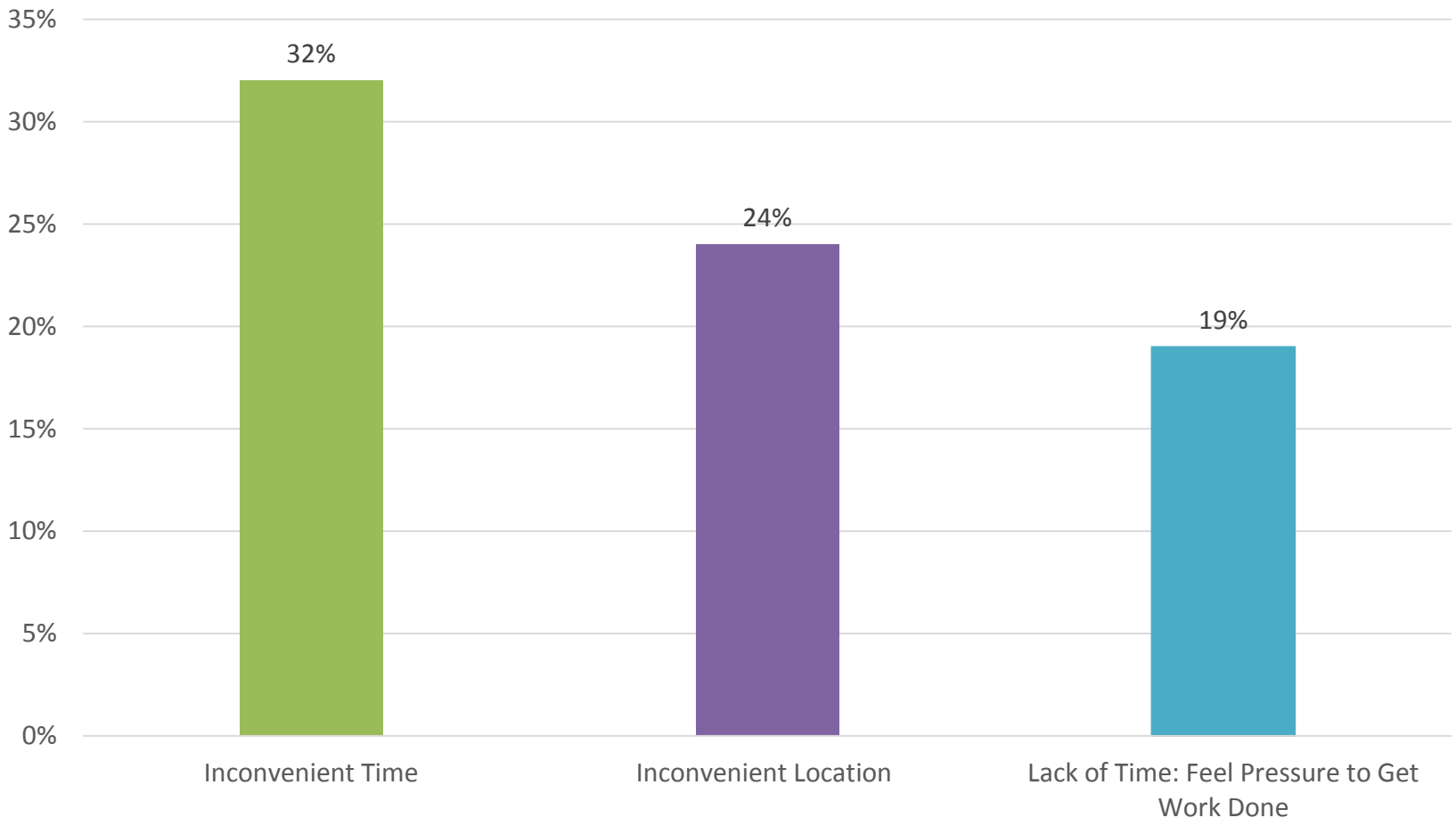




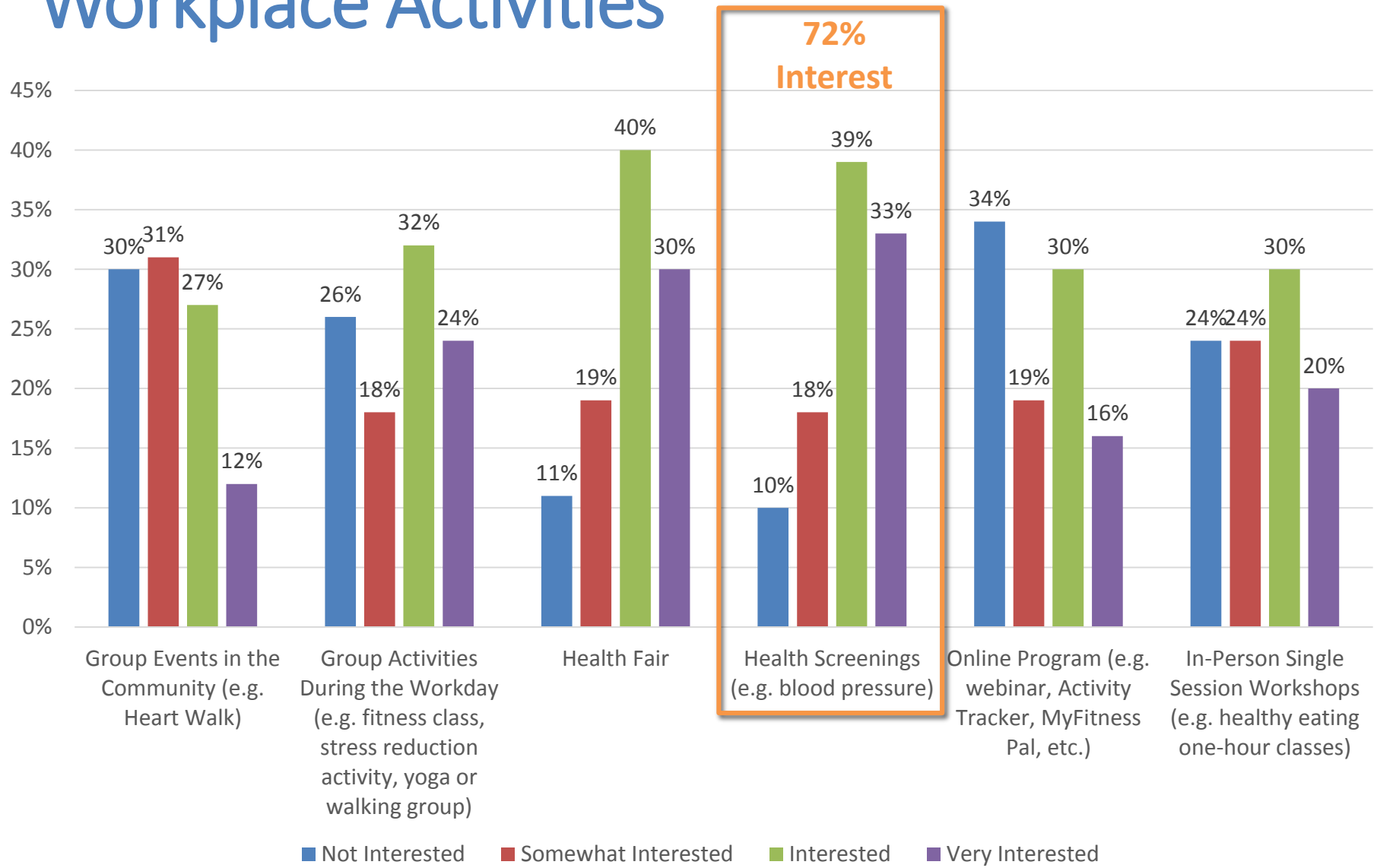
99% of employees agree that regular physical activity will increase their productivity at work. . .

. . .but only 56% of employees take regular breaks throughout the day, and 16% of employees don’t take breaks at all.

Barriers to Participation



Workplace Activities



Top Categories of Interest

- Physical Activity
- Healthy Eating
- Healthy Cooking
- Understanding Health Insurance
- Stress Management & Sleep
- Workplace Ergonomics

Recommendations

- **Identify Champions** to Run Programs
- Create **Workplace Policies**
  - This can help build a culture of health, safety and well-being and increase participation and support for programs.
- **Think About Barriers** to Participation
  - Meet employees where they are at; think about incorporating programs into work that they are already doing (e.g. walking meetings)
- Focus on **Top Interests**
- **Start Small** and Build as You Go
- Think About the **Workforce**
  - 60% of respondents were 40 or older
  - Young professionals entering the workforce
- Continue to **Check-In & Evaluate** Along the Way