

Title of Intervention and Website: Wellness – Paths to Health

Intervention Strategies: Individual Education

Purpose of the Intervention: To reduce employee health risks through exercise-based programming

Population: Employees in a production-oriented division of a chemical manufacturing plant.

Setting: Philadelphia, Pennsylvania; worksite-based

Partners: None mentioned

Intervention Description:

- Individual Education: The Wellness – Paths to Health company health promotion program included preventive medical exams, hypertension screening and counseling, smoking cessation, rehabilitation of disabled employees, general health education and employee assistance programs. Physical activity was encouraged through organizational support and promotion of the worksite fitness center.

Theory: Not mentioned

Resources Required:

- Staff/Volunteers: not mentioned
- Training: counselors, smoking cessation instructors, medical staff for preventive exams, rehabilitation specialists
- Technology: not mentioned
- Space: not mentioned
- Budget: not mentioned
- Intervention: rehabilitation equipment, workout facility, health and fitness center staff
- Evaluation: General Fitness Assessment, measurement tools (stopwatch, pneumatic mercury-column sphygmomanometer, Lange skinfold calipers, standard balance scale, Trunk Flexibility Tester, bicycle ergometer)

Evaluation:

- Design: pilot project
- Methods and Measures:
 - General Fitness Assessment Inventory: records demographic data, test monitoring data and data on the physiological variables (resting heart rate, resting systolic and diastolic blood pressure, percent body fat, body weight, upper-body strength, abdominal strength, low-back flexibility)
 - Adherence to the program: frequency of fitness center use was monitored and classified as non-exercisers, low adherence, adherence or high adherence

Outcomes:

- Short term Impact:
 - Statistically significant improvement on all health and physical fitness measures for those who participated in the program.
 - Increased adherence to the program was significantly related to improved low-back flexibility, fitnesscores, abdominal strength, upper body strength, a reduction in pounds lost and diastolic blood pressure
 - At-risk employee groups showed significant improvements in risky health behaviors. High-risk blood pressure group and low fitness score group improved blood pressure, percent body fat, and reduced fat
 - Differences between hourly and salaried employees related to pounds lost, reduction of percent body fat and improved fitness scores were observed.
- Long Term Impact: not measured

Maintenance: Not mentioned

Lessons Learned: Results support belief that the worksite health and fitness program had a significant impact on improving the health of program participants.

Citation(s):

Eddy, J. M., D. Eynon, et al. (1990). "Impact of a physical fitness program in a blue-collar workforce." *Health Values* 14(6): 14-23.