

Title of Intervention	Thurston County "WorkWell" Initiative of Steps to a Healthier Washington	
Website	http://www.co.thurston.wa.us/health/personalhealth/wellness/WorkWell.html	
	http://origin.cdc.gov/healthycommunitiesprogram/communities/steps.htm	
	http://www.thurstonchamber.com/workwell/information.html	
Intervention Strategies	Environments and Policies, Campaigns and Promotions	
Purpose	Reduce the prevalence of chronic diseases through policy, practice, and environmental changes.	
Populations	Employers of Thurston County	
Settings	Community -based, work-site	
Partners	United States Department of Health & Human Services Office on Women's Health, Centers for Disease Control, Thurston County Chamber of Commerce, Thurston County Public Health and Social Services Department, and local employers.	
Intervention Description	The Thurston County WorkWell Program offers customized support for employers wanting to make changes to their workplace to support employee health. WorkWell focuses on changes to workplace environment and policies that increase employees' access to healthier choices. The focus is on three areas of workplace health: healthy eating at work, physical activity at work, and LiveWell workshops.' There are separate programs for private and public employers. The LiveWell program focuses on private employers and awards WorkWell designations to employers based on their level of implementation (bronze, silver, or gold). Thurston County Steps is focused on policy change in the public sector employers and through assessment and action planning.	
Theory	Not Mentioned	
Resources required	Staff/Volunteers:	Not mentioned
	Training:	Not mentioned
	Technology:	E-mail, website.
	Space:	None
	Budget:	Not mentioned.
	Intervention:	E-mail, advertisements, and website recruitment. WorkWell Decals and awards certificates. Workplace assessment and action planning tools.
	Evaluation:	Tracking of participants and designations.
Evaluation	Design:	Case Study

	Methods and Measures:	Thurston County Steps recruited local employers from public and private organizations to identify workplace interventions that would be feasible for the employer and to improve employee health through workplace policy, practice, and environment changes. Employer-based advisory work groups were formed in 2005 to identify ways to raise awareness of health promotion strategies that could be used to improve employee health, decrease absenteeism, and reduce health care costs. The Thurston County Steps work groups' efforts led to the WorkWell initiative. Two different approaches were created to account for the differences in organizational culture, workforce composition, and resources among private and public employers.' For Private employers, WorkWell designation awards and decals were given based on level of participation. For public sector employers worksite assessment and action plans were given.
Outcomes	Short term impact:	"In the first 2 years of the initiative in the private sector, 26 employers representing small and large workforces totaling approximately 4,700 employees were awarded WorkWell designations." In the public sector initiative 3 employers are considering 18 different workplace and environment policy changes.
	Long term impact:	"The Thurston County Chamber of Commerce broadened its vision to encompass workplace health and began to feature WorkWell as one of the main programs for its members and other employers. The chamber signed a memorandum of agreement with Thurston County Public Health and Social Services Department to continue the collaboration around workplace health promotion. The chamber's Web site now promotes WorkWell and provides employers with examples of organizational support and healthy eating and physical activity options that they can implement to reach different designation levels. The WorkWell Healthy Workplace Designation Program was designed so that the Thurston County Chamber of Commerce became the lead entity for its implementation, further sustaining this valuable employer resource."
Maintenance	Ongoing collaboration, website Maintenance, and WorkWell awards.	
Lessons Learned	Community partnerships and coalitions are key in establishing and maintaining program success. Establishing and operating these partnerships in a sustainable manner that yields tangible results require careful consideration of diverse interests and needs of community partners.	

Citation(s)	Hawkins C, O'Garro M, Wimsett K. (2009) Engaging employers to develop healthy workplaces: the WorkWell initiative of Steps to a Healthier Washington in Thurston County. Prev Chronic Disease 2009; 6(2). Http://www.cdc.gov/pcd/issues/2009/apr/08_0209.htm .
Current Program Status	WorkWell Thurston is maintained by the Thurston County Chamber of Commerce in collaboration with the Thurston County Public Health and Social Services Department with on-going funding provided by DHHS.