

Webinar

Employer Implementation of a CDC-Recommended Physical Activity Program

Improve Productivity & Reduce Pain for People with Musculoskeletal Conditions

A Collaboration between the National Association of Chronic Disease Directors, MedWorks Consulting, the Greater Philadelphia Business Coalition on Health, and the Health Promotion Council



NATIONAL ASSOCIATION OF
CHRONIC DISEASE DIRECTORS

Promoting Health. Preventing Disease.

Broad Definition of the Condition

Arthritis = Musculoskeletal Pain



Arthritis Types

Arthritis means inflammation or swelling of one or more joints. It describes more than 100 conditions that affect the joints, tissues around the joint, and other connective tissues. Specific symptoms vary depending on the type of arthritis, but usually include joint pain and stiffness.

A hand holding a blue marker, writing the word "ARTHRITIS" in blue capital letters on a whiteboard. The word is underlined with a blue line.

ARTHRITIS

Osteoarthritis

Fibromyalgia

Rheumatoid Arthritis (RA)

Gout

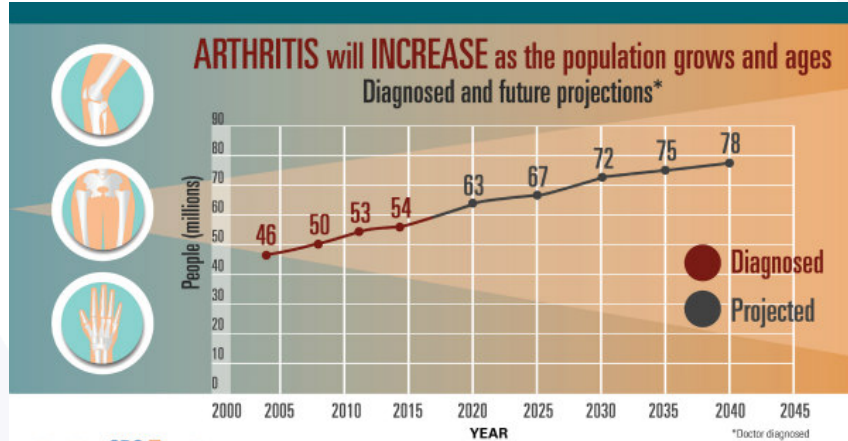
Childhood Arthritis

Lupus
[CDC's Lupus website](#)

Managing pain & stiffness in the workplace improves productivity & reduces costs.



Growing Problem Impacting Workforces

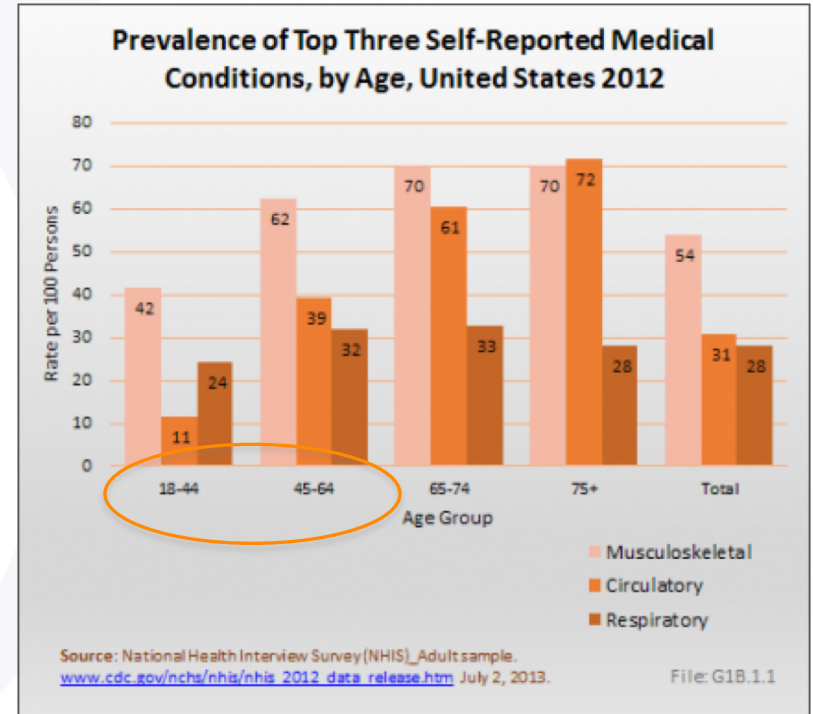


CDC
Vitalsigns™
www.cdc.gov/vitalsigns/arthritis

SOURCE: National Health Interview Survey, 2013-2015.



22.7% of
Adults

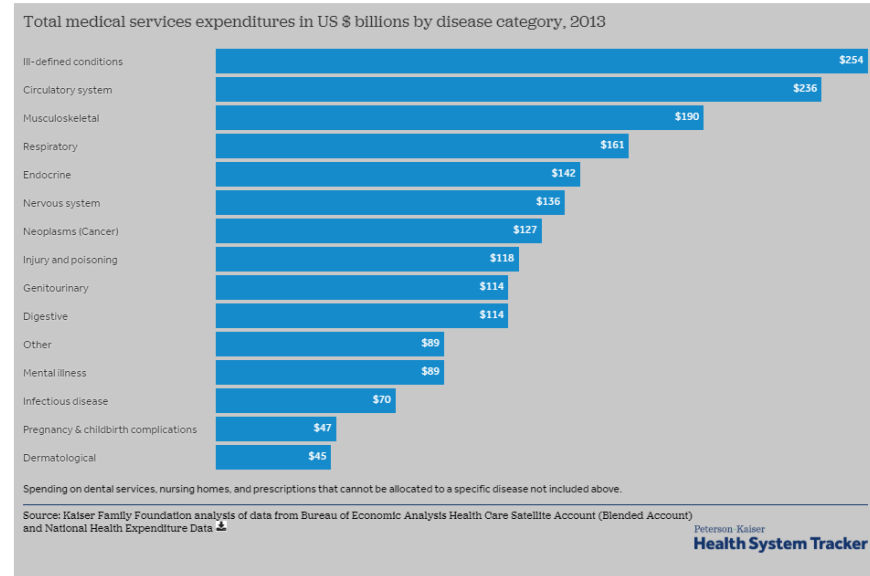


Nationwide, Musculoskeletal #3 Overall Cost

“Musculoskeletal”

Also a Significant Comorbidity
Obesity 31%
Diabetes 47%
Heart Disease 49%

Circulatory and ill-defined conditions, such as check-ups, are the largest categories of spending



Significant Loss of Productivity

Large Studies

- Journal of Occupational and Environmental Medicine: July 2011
 - 30,868 employees, aged 20 to 64 in the study
 - 2,670 with arthritis
 - 4,920 with back pain
 - 439 with fibromyalgia
 - 8,029 Total (26% of total)
- Study Summary:
 - **Musculoskeletal conditions are highly prevalent and have a clinically meaningful higher productivity loss even after adjusting for demographic and health characteristics**
- Journal of the American Medical Association: 2003
 - Explored pain conditions' adverse effect on work
 - Random sample of 28,902 working adults
 - Measured loss of productive hours in a two week period
 - 7.2% of the population experienced arthritis, back and musculoskeletal pain
- Results
 - Workers experienced 5.2 hours per person per week in lost productivity due to these conditions (or *10,820 total hours of lost productivity*)
 - Projected to be 21.6 days in lost productivity annually per person

Source:

https://journals.lww.com/joem/Abstract/2011/07000/Musculoskeletal_Pain_in_the_Workforce_The_Effects.12.aspx

Source:

<https://jamanetwork.com/journals/jama/fullarticle/197628>



Musculoskeletal Pain Symptoms and Treatments

- Symptoms

- Pain
- Sleep Disturbances
- Fatigue

CDC's Lifestyle Change Focus is on increased exercise. Increased exercise benefits other conditions as well.

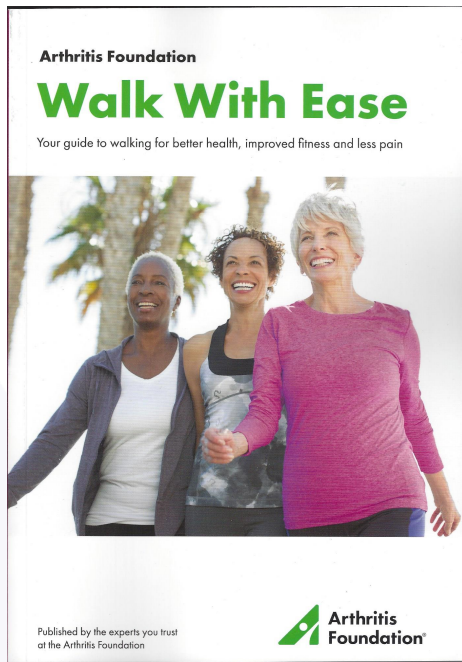
- Treatments

- Variety of pain meds
 - (NSAIDs)
- Exercise including
 - Massage
 - Chiropractic Care
 - Osteopathic Manipulation
- Relaxation
- Acupuncture



Walk with Ease

An Effective Affordable Program



- Developed by the Arthritis Foundation
 - 5th Edition
- CDC-endorsed
 - One of the US Centers for Disease Control and Prevention (CDC) Arthritis Appropriate Evidence Based Interventions (AAEBI's)
- *Walk with Ease* has been shown to:
 - Reduce the pain and discomfort of arthritis
 - Increase balance, strength, and walking pace
 - Build confidence in participants' ability to be physically active
 - Improve overall health & quality of life
- Available in a coach-led or self-directed format



Walk with Ease

Program Content and Focus

Program content

- Health education
- Proper exercise for comfort & safety
- Stretching & strengthen exercises
- 10-35 minutes of walking
- Tips and tools for staying motivated
- Self-management tools

Walk Your Way to Good Health!

Walk With Ease is a fitness program shown to reduce pain and improve your health. Brought to you by experts you trust at the Arthritis Foundation, Walk With Ease provides techniques to build and maintain a successful walking program. Used on your own or as part of a group, this book will help you:

- Walk safely and comfortably
- Create a fitness program tailor-made for you
- Improves your flexibility, strength and stamina
- Fight the I-don't-want-to-exercise blues
- Follow simple warm-up and cool-down stretches
- Keep track of your progress with a walking diary
- Motivate yourself to finally get in great shape
- Reduce pain and feel great

Put your best foot forward and start your walking program TODAY!

For more information and for electronic resources, go to arthritis.org/ww



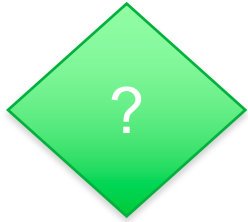
Recommending

Enhanced Self-Directed Walk with Ease

- Built around proven self-directed content
 - Clinically effective based on review by the CDC
 - Manual is inexpensive and it is a one time per participant not a recurring per member cost
- Flexible
 - Target larger audience: exercise is beneficial for any sedentary person
 - Arthritis Foundation / Johns Hopkins Study WWE appeals to all fitness levels.
 - Alternative media possible: CDC-assessed coach led option is available
 - Offered as a standalone solution or as an enhancement to existing programs
 - Staffing options
 - Existing internal or external staff can be trained as Walk with Ease Coaches
 - Third-party support via the Health Promotion Council (HPC) and others in place
 - Variety of options available for participant accountability
- Part of CDC efforts to standardize and optimize lifestyle change programs



Example Walk with Ease Design Process



Customized for
your benefit plan

Define & Identify
Eligible
Population

- Employees and their adult dependents?
- Musculoskeletal only or other sedentary individuals?
- Analytic identification?.
- Voluntary enrollment?
- Added intervention to an existing offering?

Engage Eligible
to ID Participants

- Integrate with existing member engagement options
- Blast emails or other tech processes
- Awareness briefings.
- Worksite clinics or occupational health identification.

Mailing List
& Book
Distribution

- Internal & External Options
- Individuals Mailing
- Manual distribution

Self-Directed Effort
with Follow-up

- Passive and active planned follow-up.
- Scheduled in-person or by phone follow-up..
- In place onsite meetings

Reporting
& Analysis

- Existing survey formats



Example #1

- Organization with about 5,000 employees in 14 States
 - Participation limited to the first 250 participants (target met)
 - Expanded targeted population to include multiple conditions
 - Completion incentive offered
- Internal promotion by the organization
 - Blast email and newsletter information
 - Material included an active link to HPC for information and engagement
- HPC Support included
 - The active link, dedicated phone number, and email access for employee engagement with HPC
 - HPC captured personal information, distributed the manuals with instruction sheet
 - HPC positioned to do active and passive follow-up with participants
- Overall results are pending



Example #1

- Organization with ~5,000 employees in 14 states
 - Participation limited to the first 250 participants (target met)
 - Targeted employees with a variety of conditions
 - Completion incentive offered
- Promotion
 - Blast email and newsletter information
 - Active link in emails to HPC (for more information and engagement)
- Participant engagement
 - Active link, text, email allowed employees to engage with HPC
 - HPC captured personal information, and distributed WWE manuals with instruction sheets
 - Instruction sheets requested participant to complete three surveys with a third party using a code for anonymity
 - HPC positioned to do both active and passive follow-up
- Overall results pending

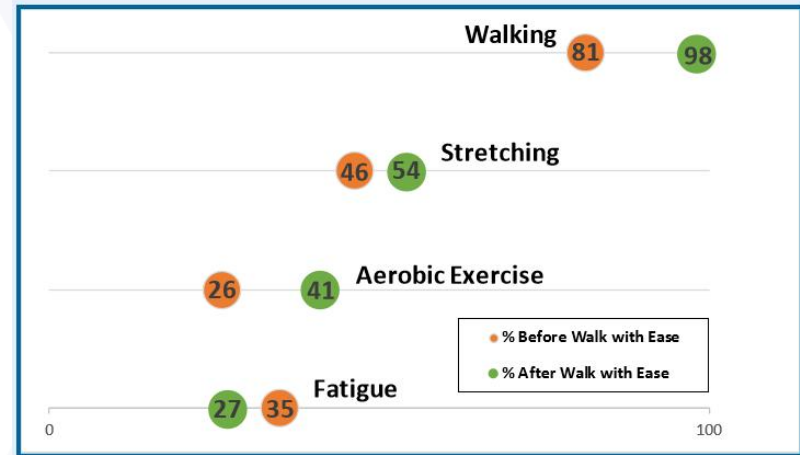


Example #2

- Organization with 21,500 employees
 - WWE added to an ongoing worksite wellness program in 2015
 - 3,070 participants between 2015-2017
 - Multiple conditions (76% musculoskeletal)
 - Health insurance premium discount as an incentive
- Participants identified via a variety of screening processes
- Self-directed WWE participants walked on their own but communicated with a trainer by email weekly

Walk with Ease Self-Directed Worksite Wellness

A higher percent of participants were physically active (for at least 30 minutes per week) **AFTER** the Walk with Ease program compared to **BEFORE**, while a lower percent of participants reported high levels of fatigue (levels of 4 and above on a 0-10 scale).

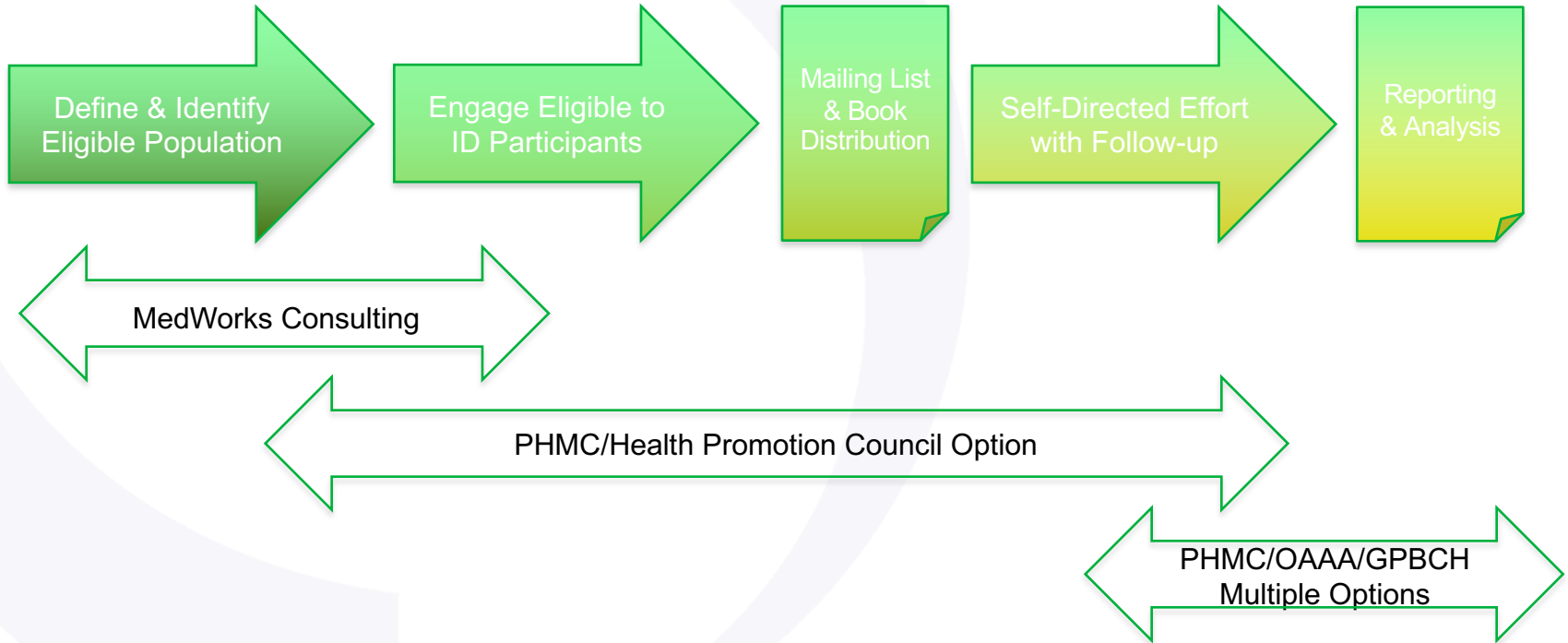


Highlights:

- Walk With Ease Self-Directed is a six-week fitness program founded by the Arthritis Foundation.
- At the end of the six-week walking program, 98% of participants were walking for at least 30 minutes.
- Participants also increased stretching and other aerobic exercise and decreased fatigue.



Delivery Process Support



Next Steps / Follow-up

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