

Program Description

The Ventura County Wellness Program (VC-WELL!) provides and encourages workplace programs, practices, and policies that promote the overall health and well-being of all County employees. Specific objectives are:

- ▶ *Provide employees & spouses the education, resources, and opportunities to help them reduce health risks before serious health problems occur*
- ▶ *Increase participation and engagement in VC-WELL programs*
- ▶ *Provide healthy employees the resources to maintain their health status*
- ▶ *Improve accessibility to VC-WELL programs and resources*
- ▶ *Enable a culture and environment supportive of healthy behaviors*

Programs & Resources

- ▶ WELLthy Reward\$ (cash incentive program)
- ▶ Personal Wellness Profile
- ▶ Health education
- ▶ Health coaching
- ▶ Social Connection Activities
 - ▶ Walker Tracker Challenges
 - ▶ Recreation Events
 - ▶ Bowling and Softball



Cash Incentives for participating in healthy activities



Free biometric health screenings



Agency/Dept Walking Competitions



Programs & Resources

- ▶ Wellbeats
 - ▶ On-demand fitness, mindfulness, nutrition and meditation app
- ▶ Mental Health Support
 - ▶ Headspace
 - ▶ Live Online Meditation Sessions
- ▶ Health Club Discounts
 - ▶ Active & Fit Direct
- ▶ Website Resources



Local Health Club Discounts



Health Plan Resources

Accomplishments

- ▶ Health education class participation average was **35.3% higher** than 2022
- ▶ Health coaching unique participants **increased by 35.7%** from 2022
- ▶ Wellbeats had 153 new accounts created in 2023 for a total of 1400 accounts
 - ▶ Usage was **59.2% higher** than 2022
- ▶ **30% increase** in unique WELLtrek users compared to 2022
 - ▶ Highest number ever to complete Million Step March - **1154, 28.5% higher** than 2022

Accomplishments

- ▶ Incentives earned was **13.14% higher** than 2022, and **73.5% higher** than 2018
- ▶ 1120 Headspace premium subscriptions in 2023, **11.8%** of workforce
- ▶ Percent of workforce participating in wellness program increased **13.14%** from 2022
- ▶ Successfully created a new registration page for Corporate Games
- ▶ Introduced a fitness and exercise resource option - Active & Fit Direct, provided by American Specialty Health Fitness, Inc.
 - ▶ This provides our employees access to a nationwide network of 11,900+ fitness centers at a discounted rate

Exhibit A: Biometric Screening Participation 2016-2023

	Screening					
	2018	2019	2020 *	2021 **	2022	2023
# Participants	813	860	264	0	566	581
# Events	30	29	7	0	21	25
Participants/Event	27.10	29.66	37.71	N/A	26.95	23.24
% Change from previous year	11.61%	9.43%	27.18%	N/A	0.00%	-13.77%

* COVID-19 Pandemic (Canceled March - June)

** COVID-19 Pandemic (Canceled entire year)

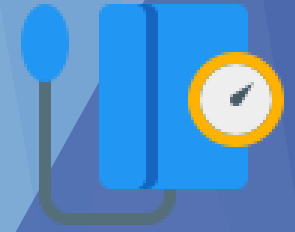


Exhibit B: One-on-One Health Coaching Participation 2018-2023

Health Coaching Sessions						
	2018	2019	2020 *	2021 *	2022	2023
# Participants	77.0	65.0	58.0	29.0	98.0	133.0
% Change from prior year		-15.6%	-10.8%	-50.0%	237.9%	35.7%
Session Type	In-Person	In-Person	Both	Virtual	Virtual	Virtual

* COVID-19 Pandemic

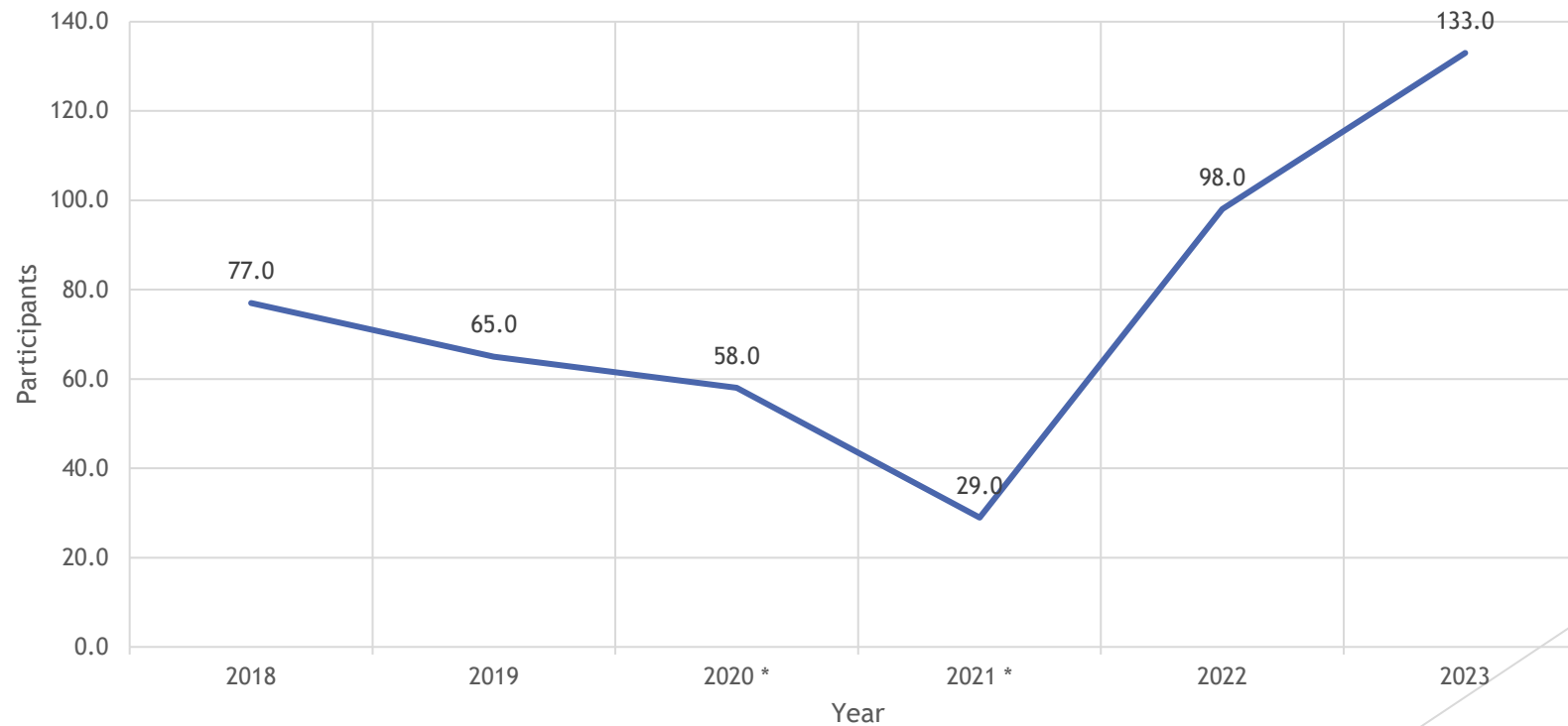


Exhibit C: In-Person to Virtual Class Participation (Target Solutions) 2016-2023

Online Health Education Classes						
	2018	2019	2020 *	2021 *	2022	2023
# Participants	172	345	1003	1439	3046	2473
# Classes	12	15	13	16	20	12
Participants/Class (Avg.)	14.3	23.0	77.2	89.9	152.3	206.1
% Change from prior year	39.1%	60.5%	235.5%	16.6%	69.3%	35.3%
Class Type	In-Person	IP & Vitural	Virtual	Virtual	Virtual	Virtual

* COVID-19 Pandemic

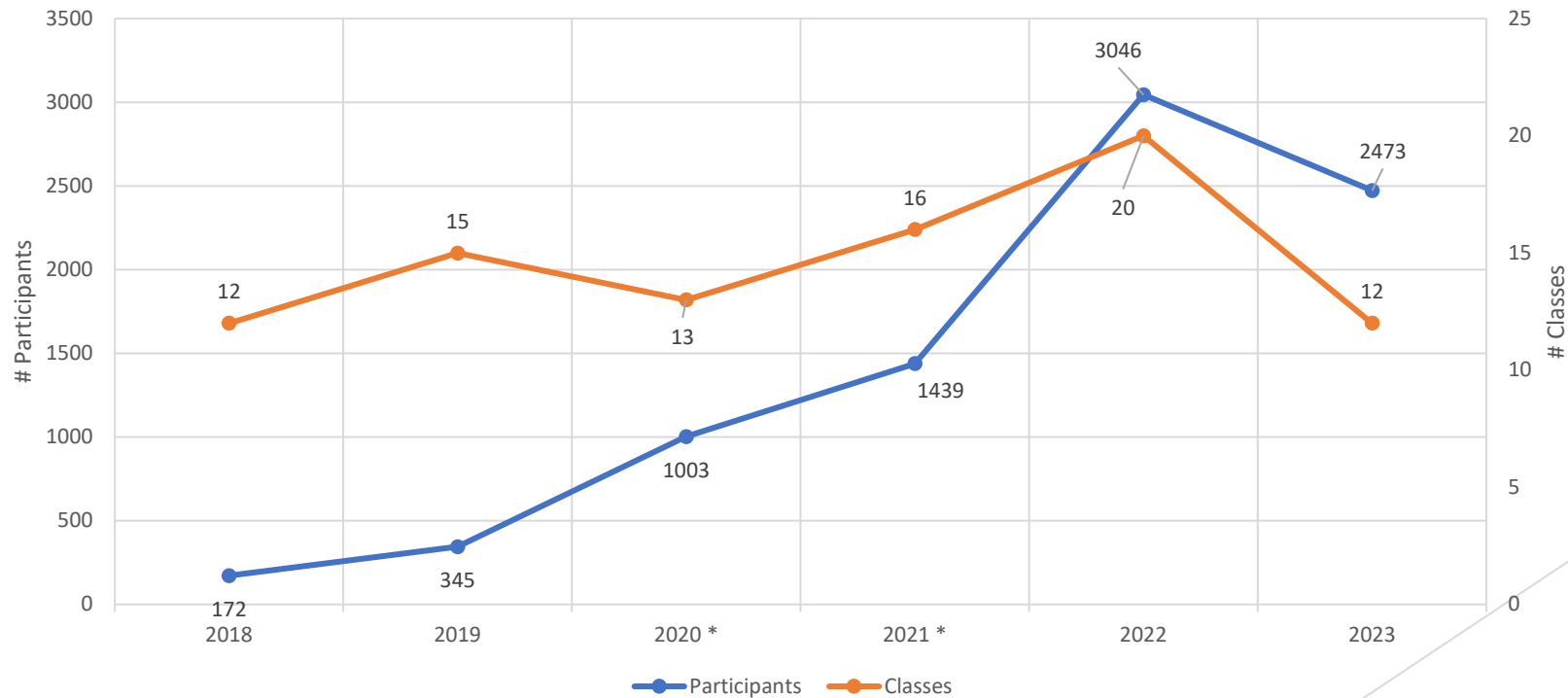


Exhibit D: In-Person to Virtual Class Participation (Wellbeats) 2018-2023

Activity Classes						
	2018	2019	2020	2021 *	2022	2023
# Participants	1783	1383	0	5953	6787	10802
# Months	12	12	0	11	12	12
Participants/Month (Avg.)	148.6	115.3	n/a	541.2	565.6	900.2
% Change from prior year	-28.9%	-22.4%	n/a	n/a	4.5%	59.2%
Class Type	In-Person	In-Person	n/a	Virtual	Virtual	Virtual

* 2021 Wellbeats class usage

2020 classes canceled due to COVID-19

Annual Class Average

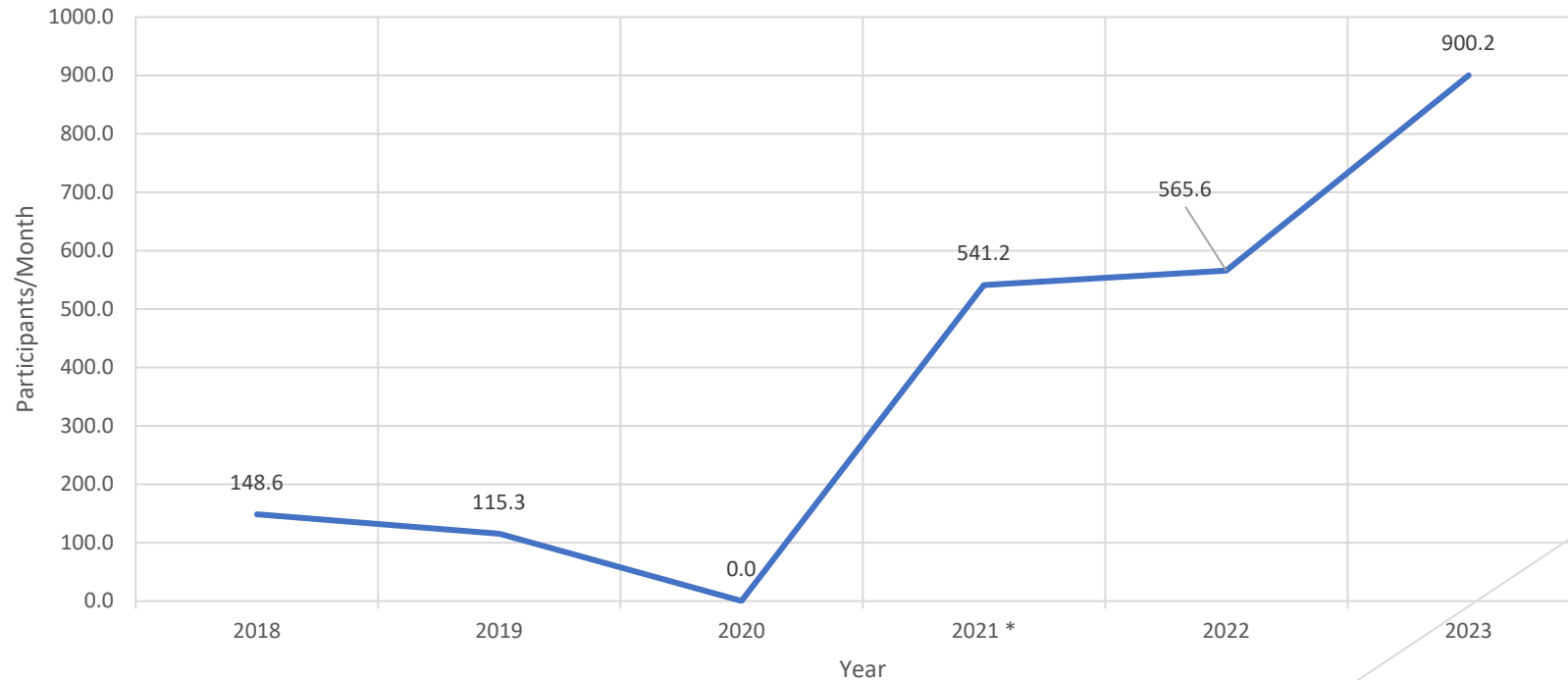


Exhibit E: Annual Unique Active WELLtrek Users 2018-2023

Unique Active Users						
	2018	2019	2020 *	2021 *	2022	2023
# Unique Users	598	806	1302	1388	1588	2064
% Change from prior year		34.8%	61.5%	6.6%	14.4%	30.0%

Average Annual Steps per User						
	2018	2019	2020 *	2021 *	2022	2023
Average Steps/User	1,887,933	2,223,625	1,870,006	1,830,265	2,049,835	1,670,694
% Change from prior year		17.8%	-15.9%	-2.1%	12.0%	-18.5%

*COVID-19 Pandemic

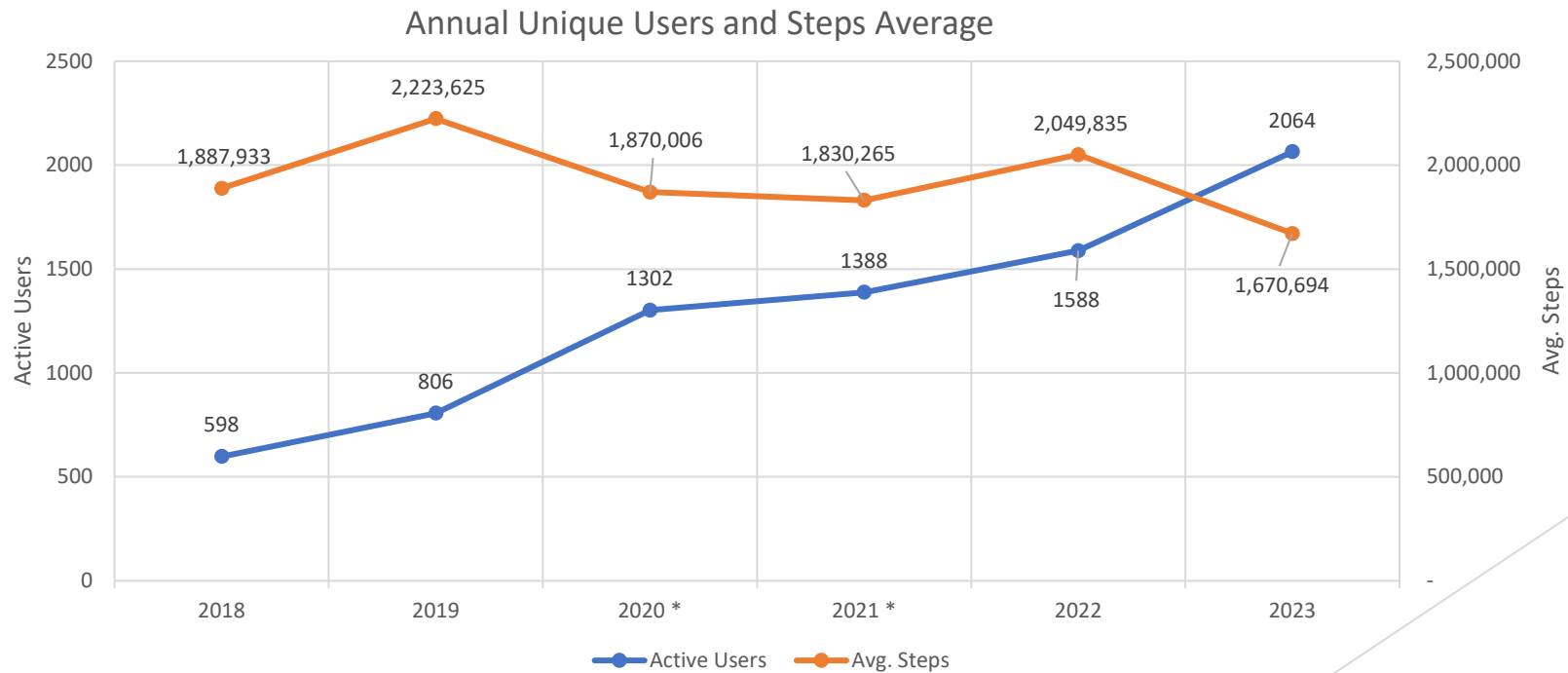


Exhibit F: Incentives Earned 2018-2023

Incentives Earned						
	2018	2019	2020 *	2021 *	2022	2023
Annual incentives	240	717	792	662	956	1244
% Change from prior year		198.8%	10.5%	-16.4%	44.4%	30.1%

* COVID-19 Pandemic Years: 2020 - 2021 (screenings canceled in 2021 and 4 mos of 2020)

Annual Incentives Earned

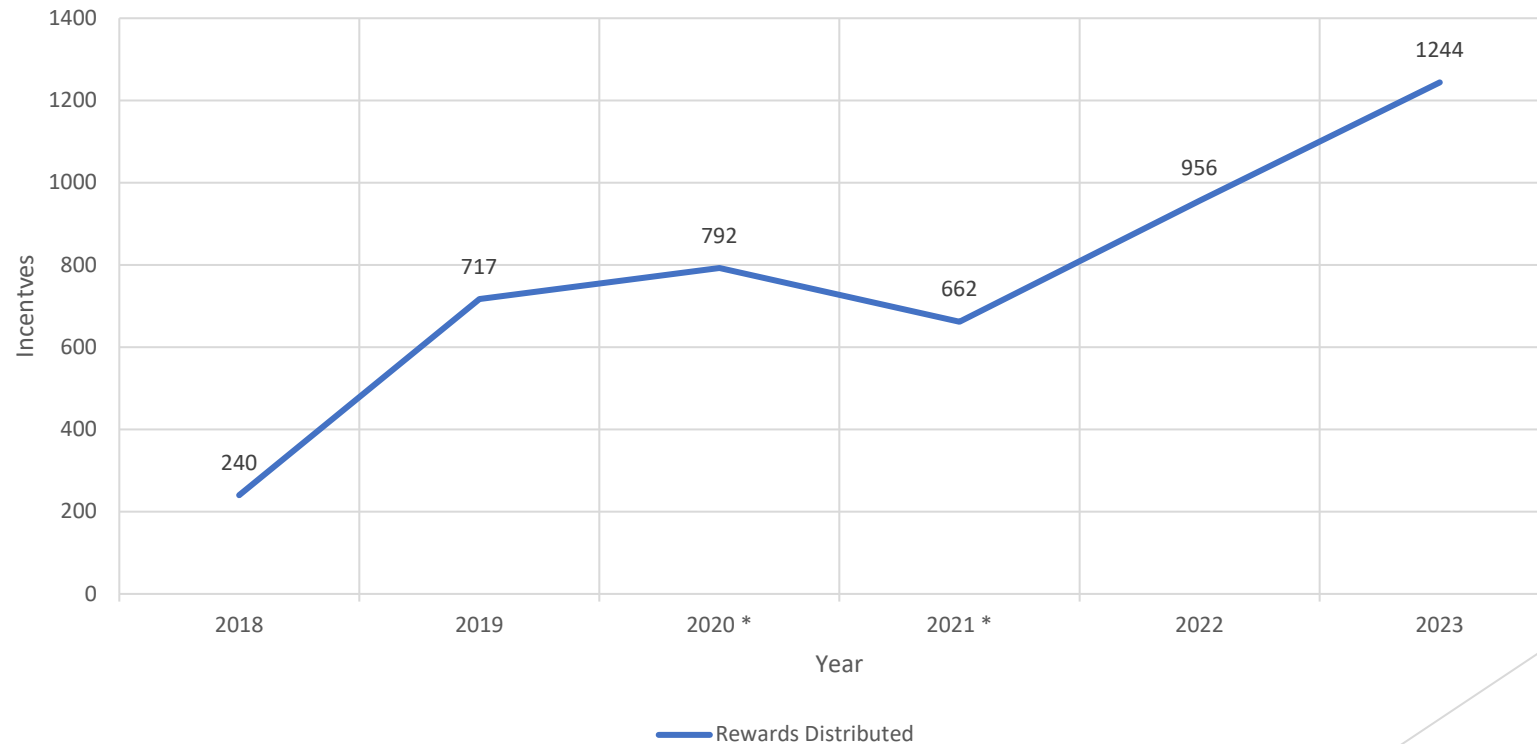


Exhibit G: 2018 - 2023 COV Wellness Program Dashboard

	2018	2019	2020 #	2021 #	2022	2023	Reference *
Incentive							
Incentive amount value	\$500	\$100-\$1000	\$100-\$300	\$100-\$300	\$100-\$400	\$100-\$400	79% ERs > \$150
Incentive type	Cash	Cash	Cash	Cash	Cash	Cash	Cash/GCs/Premiums
Participation							
Benefits eligible employee headcount (as of 1/1)	8593	8579	8565	8621	9183	9464	Lg. ERs > 4999
Biometric wellness screenings (onsite & Dr. physical)	829	888	560	0 #	566	581	56% Lg. ERs offer
Percent workforce participation	9.6%	10.4%	6.5%	0% #	6.2%	6.1%	43% (@)
Health Risk Assessments (HRA)	750	874	565	211	512	618	70% Lg. ERs offer
Percent workforce participation	8.70%	10.20%	6.60%	2.40%	5.60%	6.53%	45% (@)
WELLtrek (unique engaged EE#)	598	806	1302	1388	1558	2064	
Percent workforce participation	6.90%	9.40%	15.20%	16.10%	17.00%	21.81%	
Incentives earned	240 **	717	792	662	956	1244	52% Lg. ERs offer
Percent workforce participation	2.80%	8.40%	9.20%	7.70%	10.40%	13.14%	
WELLthy Reward\$ unique participants				1340	1469	1832	
Percent workforce participation				15.50%	16.00%	19.36%	
Health Outcomes (biometrics & HRA)							
Average risk factors per employee per year	1.9	1.7	1.8	1.7	1.9	1.4	
Risk stratification: Percent of participants who are low risk	72.40%	74.10%	72.60%	74.90%	70.10%	72.30%	
Percent workforce having good or excellent Wellness Score	89.30%	89.50%	89.20%	84.90%	83.00%	83.82%	
Average Wellness Score (0 - 100; higher the better)***	73	74	74	74	71	70	

*** Wellness Score Categories:

Excellent = 80 - 100

Doing Well = 60 - 79

Needs Improving = 20 - 59

High Risk = 0 - 19

COVID-19 Pandemic Years: 2020 - 2021 (screenings canceled in 2021 and 4 mos of 2020)

* 2022 Kaiser/HRET Employer Benefits Survey; @ 2020 Kaiser/HRET Employer Benefits Survey (data not available in 2022)

** Eligible for random drawing of eighty (80) \$500 cash awards; done at end of 2018 (9/1/18 - 11/14/18)

Collaborations

- ▶ Behavioral Health: Screening



- ▶ VCMC: Screening



- ▶ Public Health: Partnership For A Healthy Ventura County



- ▶ GSA: Screening



- ▶ HSA: Support Safety Committee, walking path & screenings



Collaborations

- ▶ Public Works: Screening



- ▶ VC Health Care Foundation: Co-develop their fundraiser



- ▶ Fire: Screening



- ▶ Child Support Services: Screening



- ▶ Sheriff: Screening



Collaborations

- ▶ **HCA:** Annual Health & Wealth Fair programming
- ▶ **CEO IT:** Website and registration database
- ▶ **CEO/HCA HR:** Quarterly InSync newsletter
- ▶ **Sustainability:** Bike to Work campaign



2024 Goals

- ▶ Greater awareness via representative group & intra-agency promotion
- ▶ Continue to improve program participation by implementing diverse and appealing programs, conduct employee surveys to evaluate feedback, and reward participation while recognizing new participants
- ▶ Increase WELLtrek active users 10% higher than 2023
- ▶ Increase Wellbeats accounts 10% higher than 2023
- ▶ Increase cash awards earned 10% higher than 2023
- ▶ Increase workforce participation 5% higher than 2023