

Program Description

The Ventura County Wellness Program provides and encourages workplace programs, practices, and policies that promote the overall health and well-being of all County employees.

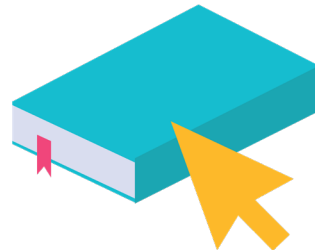
Specific objectives are:

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



Programs & Resources

- Wellthy Rewards
- Walking/Activity Challenges
- Biometric Health Screenings
- Health Education



Programs & Resources

- Mental Health Resources  headspace



- Health Club Discounts & On-Demand Fitness Videos

- Health Coaching  American Institute for Preventive Medicine

- Recreation Events



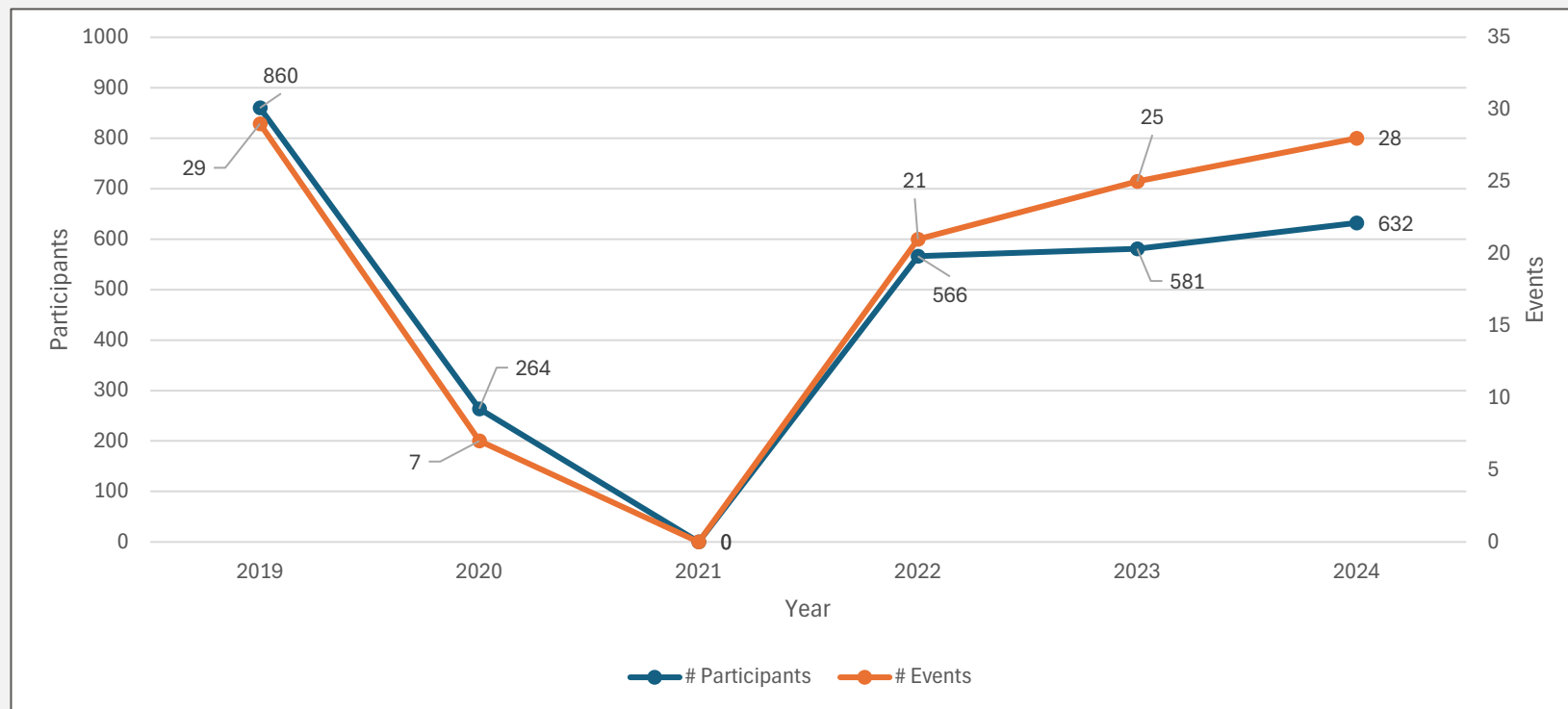
Accomplishments

- Health Education participation increased by 16.42% since 2023
- Biometric Health Screening Participation expanded to 8.32% of the workforce
- Engagement with the Be Well platform grew to 2,170 unique users, representing 22.45% of employees.
- 12% of employees earned a Wellthy Rewards incentive, compared to 13% in 2023.
- 302 employees earned a Wellthy Rewards incentive for the first time.
- 18.47% of employees participated in the Wellness Program.
- Secured 16 new health club discount partnerships for employees.
- Successfully implemented a new registration platform for Corporate Games.
- Facilitated walking challenges and recreational events for team-building and comraderie.



Exhibit A: Biometric Screening Participation (OnSite) CY 2019-2024

	2019	2020	2021	2022	2023	2024
# Participants	860	264	0	566	581	632
# Events	29	7	0	21	25	28
Participants/Event	29.66	37.71	N/A	26.95	23.24	22.57
Participation Rate	10.02%	3.08%	0.00%	6.16%	6.14%	6.54%



COUNTY of VENTURA
Wellness Program

Exhibit B: One-on-One Health Coaching Participation CY 2019-2024

	2019	2020	2021	2022	2023	2024
# Participants	65	58	29	98	133	101
Session Type	In-Person	Hybrid	Virtual	Virtual	Virtual	Virtual

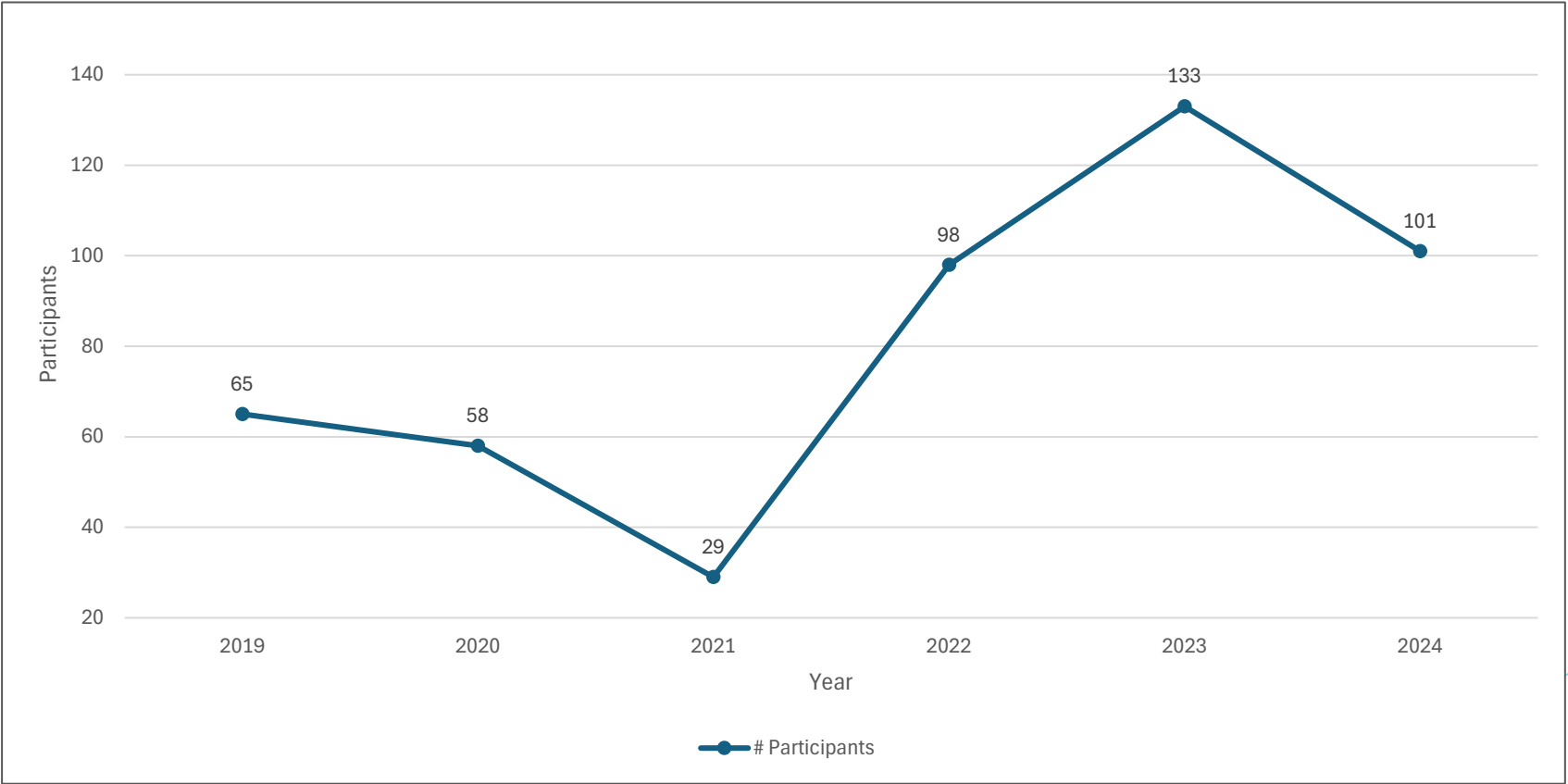


Exhibit C: Health Education Participation CY 2019-2024

	2019	2020	2021	2022	2023	2024
# Participants	345	1003	1439	3046	2473	3119
# Classes	15	13	16	20	12	13
Participants/Class	23.00	77.15	89.94	152.30	206.08	239.92
% Change from previous year	9.43%	235.45%	16.57%	69.34%	35.31%	16.42%
Class Type	Hybrid	Virtual	Virtual	Virtual	Virtual	Virtual

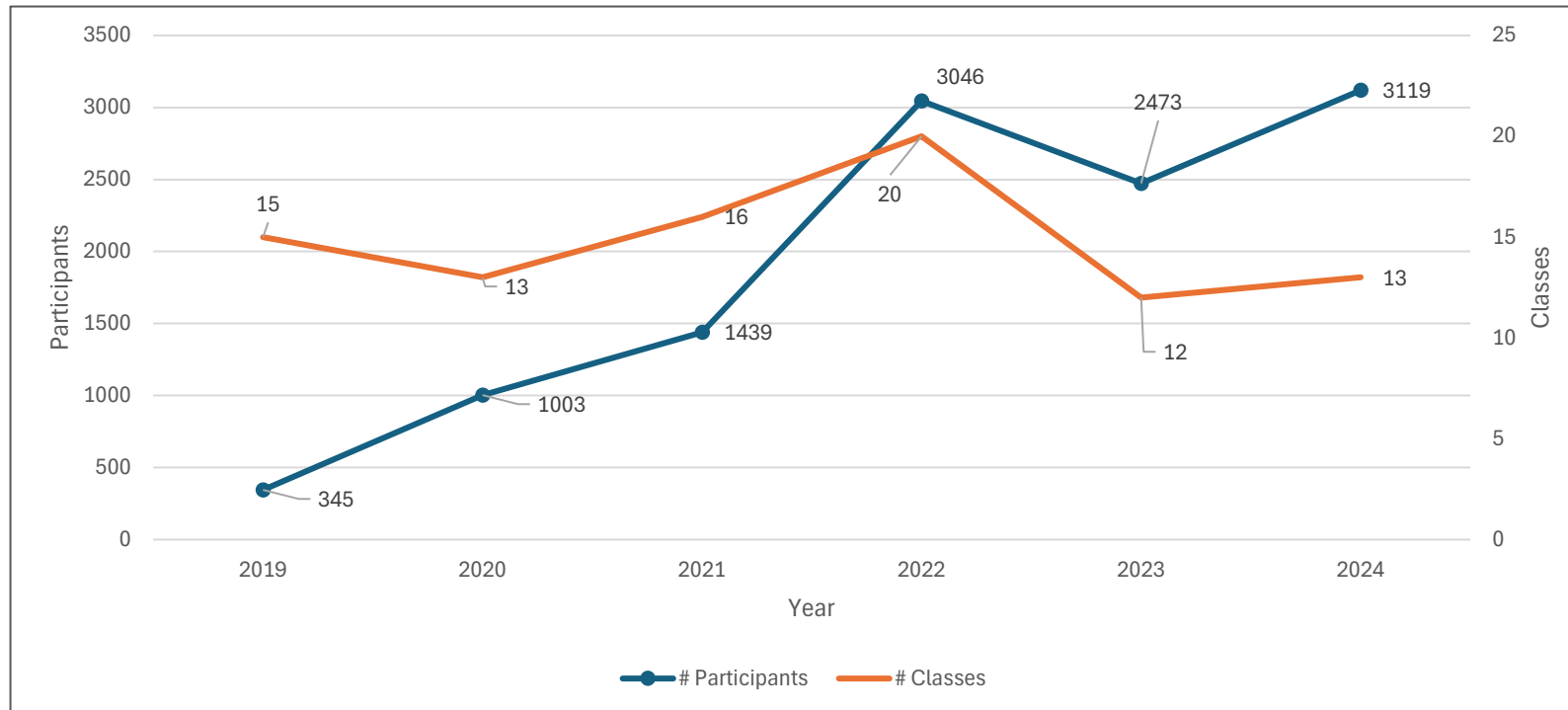


Exhibit D: Unique Active Be Well Users CY 2019-2024

	2019	2020	2021	2022	2023	2024
# Unique Users	806	1302	1388	1588	2064	2170
% Change from previous year	34.80%	61.54%	6.61%	14.41%	29.97%	5.14%
Average Steps/User	2,223,625	1,870,006	1,830,265	2,049,835	1,670,694	1,601,063
% Change from previous year	9.40%	15.20%	16.10%	17.29%	21.81%	22.45%

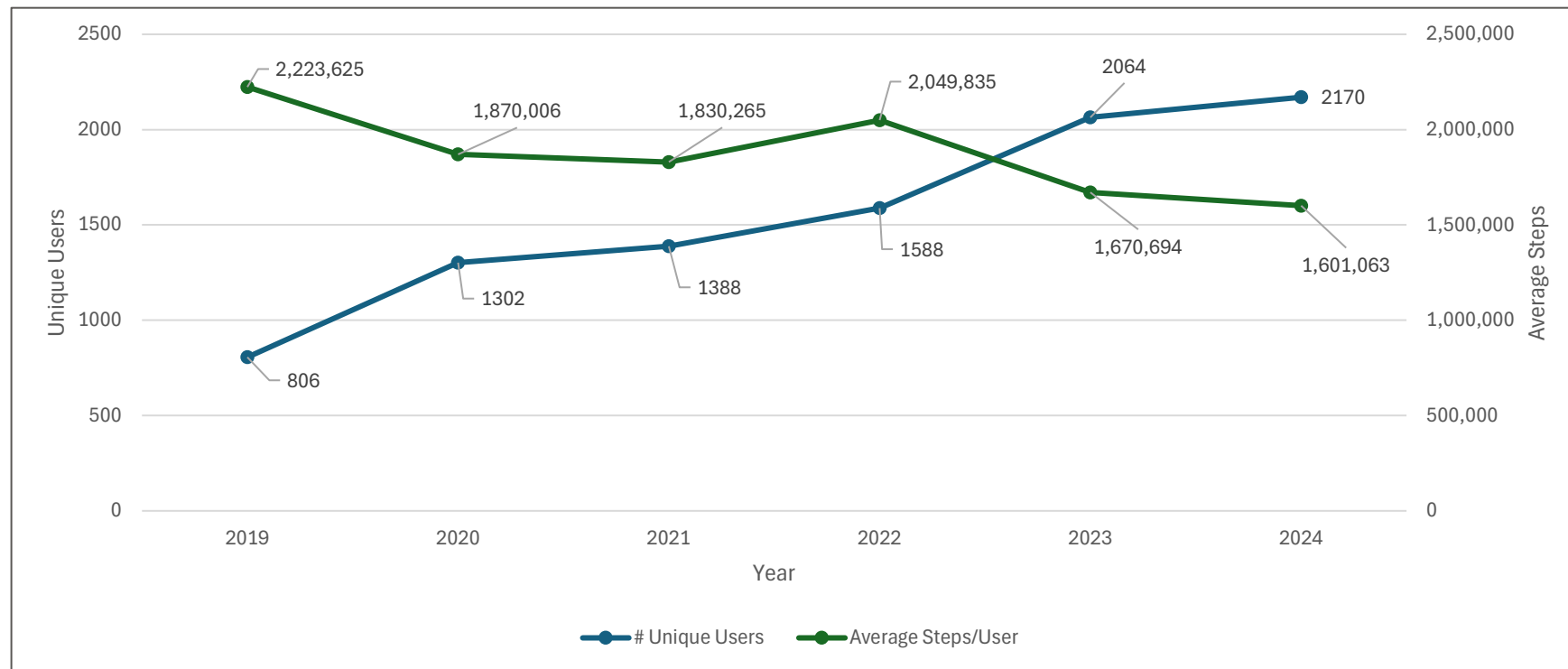


Exhibit E: Incentive Participation CY 2019-2024

	2019	2020	2021	2022	2023	2024
Annual Incentives Earned	717	792	662	956	1244	1160
% of employees earning	8.36%	9.25%	7.68%	10.41%	13.14%	12.00%
Total Unique Participants	502	1402	1340	1469	1832	1785
Participation Rate	5.85%	16.37%	15.54%	16.00%	19.36%	18.47%

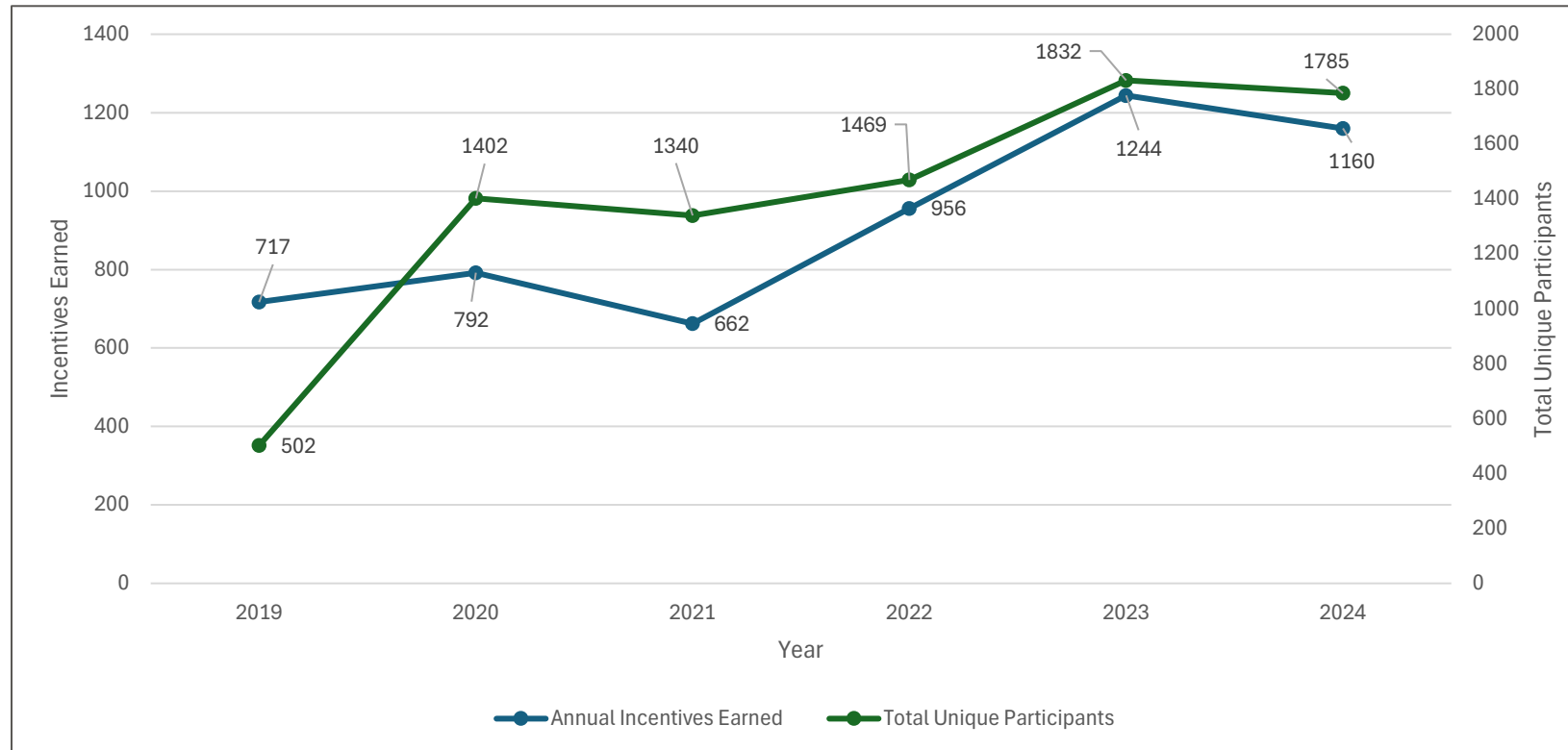


Exhibit F: CY 2019-2024 COV Wellness Program Dashboard

	2019	2020	2021	2022	2023	2024
Incentive Amount	100-1000	100-300	100-300	100-400	100-400	100-300
Incentive Type	Cash	Cash	Cash	Cash	Cash	Cash
Benefits eligible employees (Jan 2024)	8579	8565	8621	9183	9464	9664
Biometric wellness screenings (On Site & Primary Care Phys.)	888	560	0	566	581	804
Percent workforce participation	10.35%	6.54%	0.00%	6.16%	6.14%	8.32%
Be Well Unique Employees	806	1302	1388	1558	2064	2170
Percent workforce participation	9.40%	15.20%	16.10%	16.97%	21.81%	22.45%
Incentives earned	717	792	662	956	1244	1160
Percent workforce participation	8.36%	9.25%	7.68%	10.41%	13.14%	12.00%
Wellthy Rewards unique participants			1340	1469	1832	1785
Percent workforce participation			15.54%	16.00%	19.36%	18.47%
Average risk factors per employee per year	1.7	1.8	1.7	1.9	1.4	1.8
Risk stratification: Percent of participants who are low risk	74.10%	72.60%	74.90%	70.10%	72.30%	74.31%
Percent workforce having good or excellent Wellness Score	89.50%	89.20%	84.90%	83.00%	83.82%	83.72%
Average Wellness Score (0-100; higher the better)*	74	74	74	71	70	71

**Wellness Score Categories*

Excellent = 80 - 100

Doing well = 60 -79

Needs improving = 20 - 59

High risk = 0 - 19



Collaborations

- **Employee Softball Tournament**
11 Agencies/Departments
- **Biometric Screenings**
13 Agencies/Departments
- **Golden Sneaker Competition**
29 Agencies/Departments



COUNTY of VENTURA
Agriculture/Weights & Measures



COUNTY of VENTURA
Resource Management Agency



VENTURA COUNTY
HEALTH CARE AGENCY



VENTURA COUNTY
PUBLIC HEALTH



PUBLIC
WORKS



VENTURA COUNTY
MEDICAL CENTER



COUNTY of VENTURA
Public Defender



COUNTY of VENTURA
Information Technology Services



COUNTY of VENTURA
Human Services Agency
Area Agency on Aging



VENTURA COUNTY
AIR POLLUTION
CONTROL DISTRICT



COUNTY of VENTURA
Wellness Program

Collaborations

- **Panel Discussion: *Let's Talk About Mental Health***

Office of Diversity, Equity, and Inclusion
Employee Assistance Program
Employee Benefits



- **Quarterly InSync Newsletter**

CEO/HR newsletter distributed Countywide



- **New Employee Orientation**

Learning and Organizational Development

- **Annual Health and Wealth Fair**

Health Care Agency: Outreach & Communications
Public Health
Behavioral Health



Goals for 2025

- ▶ Greater awareness via representative group & intra-agency promotion
- ▶ Improve Wellness Program participation by implementing diverse and appealing programs, conduct employee surveys to evaluate feedback, and reward participation while recognizing new participants
- ▶ Facilitate new events and challenges for employees, including more in-person team-building activities.
- ▶ Introduce live in-person classes such as yoga, Pilates, Zumba and cooking demos to different worksites
- ▶ Increase workforce participation 5% higher than 2024
- ▶ Foster a greater sense of community and strong comraderie through friendly competitions and events

