

General Motors

UAW-GM LifeSteps



Rick Wagoner
CEO
General Motors

Program Overview

- Number of employees: Program covers 1.1 million employees, retirees, and their dependents, including 170,000 active employees.

Program Goals

LifeSteps is designed to help individuals:

- Identify controllable health risks.
- Develop plans to reduce those risks.
- Modify lifestyles.

Program Components

- Health fairs and screenings.
- Quarterly publications.
- A Web site (www.lifesteps.com).
- Wellness support classes.

Key Findings

- To date, more than 1 million health risk appraisals have been processed, 370,000 people have participated, and 185,000 health risks have been reduced.
- In the intensive onsite *UAW-GM LifeSteps* program, the low-risk population (0-2 risks) has grown by 8.1 percent since the program's inception in 1996 and more than 75 percent of active employees have participated.
- The *UAW-GM LifeSteps* program has published more articles than any other employer-sponsored wellness program in America. There have been 18 peer-reviewed journal articles published that highlight the link between health care costs and modifiable health risks.

“At General Motors, we believe that a strong company requires a healthy workforce. In 1996, along with the United Automobile Workers (UAW) and the International Union of Electrical-Communications Workers of America (IUE-CWA), we supported this belief by launching *LifeSteps*, a comprehensive health and wellness program for GM's 1.1 million employees, retirees, and dependents.

“*LifeSteps* has a two-pronged approach. It not only focuses on reducing health risks, but also encourages those within the low-risk group to continue their healthy behaviors. Healthy lifestyles are the most cost-effective alternative.

“It offers personal health risk appraisals; onsite health fairs, screenings, and wellness support programs; health-related news and publications, and much more.

“Since 1996, *LifeSteps* has led to more than 1 million health risk appraisals and the reduction of more than 185,000 specific health risks. Within GM, *LifeSteps* has improved productivity and employee morale. Especially important given today's skyrocketing health care costs, *LifeSteps* has shown that we all can improve the health care system by taking better care of ourselves.”

THE BOTTOM LINE

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