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Camillus House, Inc. Camillus Wellness Program

Company Overview

- Ending chronic homelessness in Miami-Dade
- Miami, Florida
- 135 employees

Program Components

- Wellness model that is driven by employees and focuses on social, emotional, and physical components to support our people in creating a healthier work environment.
- Individualized nutritional and weight management counseling.
- Ongoing collaboration with Florida Heart Research Institute and AvMed.
- Annual health fair at which employees participate in health risk assessments.
- Smoking cessation program offered by Miami-Dade Area Health Education Center (AHEC).
- Healthy educational workshops throughout the year that focus on healthy living, osteoporosis, stress management, etc.
- Weekly/seasonal walks and/or workouts throughout the entire organization.

Program Success Story

- 2010 South Florida Worksite Wellness Forum and Awards Winners.
- The documented health risk assessment results showed a tremendous decrease in the organization's overall cholesterol, blood pressure, and blood sugar.
- Less absenteeism.
- Established *Team Camillus* that participated in local 5K and bike events.
- 15% increase in employee participation in individual counseling for taking back their lives.

CEO Statement

"Wellness is to the body what hopefulness is to the spirit, and at Camillus House we are deeply committed to promoting both for our guests, clients, and staff."

What Is Health Promotion?

Health promotion is a multidisciplinary field that relies on education and targeted interventions to help change behaviors and environments in ways that are conducive to health.

The main goals of worksite health promotion are to reduce health risks and **optimize health and productivity while lowering total health-related costs**. In any size company, worksite health promotion creates a work environment that promotes and supports positive health practices for employees (and family members) by providing appropriate information and support for prevention, risk reduction, and disease management.²¹

Common Program Elements

Experts recommend that a comprehensive worksite health promotion program incorporate the following elements²²:

- 1. Health education.** Information and support that improves awareness, knowledge, skills, and motivation on core health practices and **their effective adoption**.
- 2. Supportive environments** that reduce barriers to employee engagement in core health practices and reinforce a **culture of health**. Refer to page 14.
- 3. Integration.** Programs that are **embedded** effectively within the organizational structure and value system.
- 4. Linkage.** Cross-linking and leveraging other company functions and benefits (e.g., health benefits, safety, recruitment) to optimize participation and employee engagement.
- 5. Health screening.** Initiatives that help employees **assess health risks** and provide **referral to appropriate resources (e.g., health coaching) while respecting the confidentiality of personal health information**.

In addition, companies are encouraged to provide follow-up programming to reinforce maintenance and reduce recidivism as well as periodic **evaluation (e.g., change in health risks, participation rates, sick days)**.

Although these elements may seem complex, expensive, and time consuming to the small business owner, there are ways to adopt these recommendations that require a modest investment and benefit both employees and the company. Refer to pages 16 to 26.