CDC Workplace Health Resource Center
Make Wellness Your Business

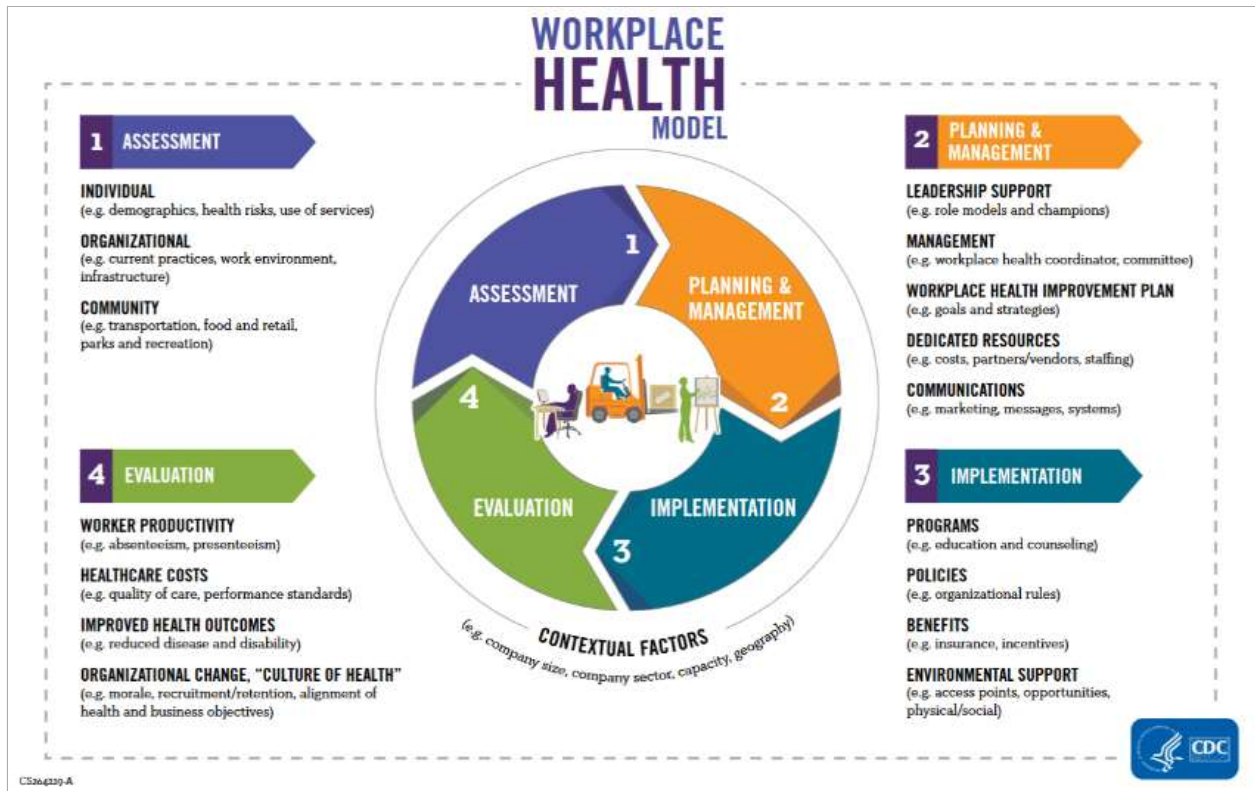# *The CDC Workplace Health Resource Center: An Overview*

The Centers for Disease Control and Prevention (CDC) defines workplace health programs as "a coordinated and comprehensive set of strategies implemented at the worksite that includes programs, policies, benefits, environmental supports, and links to the surrounding community designed to meet the health and safety needs of all employees."[1] Effective programs can reduce the risks of chronic disease and injuries and improve the health and wellness for employees, their families, and communities at large. For the employer, maintaining a healthier workforce can lower insurance costs, reduce absenteeism, and increase productivity.[2,3,4]

How does the CDC help promote health at work?

CDC offers information, tools, and other resources to help employers develop and put in place evidence-based health and safety programs at their work sites to reduce health risks and improve quality of life for U.S. workers. In addition, CDC conducts and supports research to build the evidence base for these programs. The comprehensive CDC Workplace Health Model guides employers through the four key steps of program development and maintenance: 1) assessment, 2) planning and management, 3) evaluation, and 4) implementation (Figure 1).

CDC created the Workplace Health Resource Center (WHRC) to help employers use the Workplace Health Model and find credible information for starting or expanding workplace health programs.

Figure 1. CDC Workplace Health Model[5]

What is the CDC Workplace Health Resource Center?

The CDC WHRC is an easy-to-navigate website that helps users find credible information and tools in the public domain to develop or expand workplace health programs. The CDC WHRC compiles existing resources from federal, state, and local government agencies; national and local workplace health coalitions and councils; national nonprofit organizations; academic and research institutions; and the private sector. Centralizing these resources in one place makes them easily accessible and helps employers learn about and implement best practices for their workplace health program.

Who should use the CDC WHRC?

The CDC WHRC was designed as a one-stop shop for employers, human resources and benefits managers, wellness champions, and workplace health coalitions and councils. It makes available evidence-based workplace health information, guidance, and tools.

What does the CDC WHRC offer?

The CDC WHRC supports employers in assessing, planning, evaluating, and implementing a workplace health program as shown in the CDC Workplace Health Model. The CDC WHRC provides easy access to resources such as how-to guides, toolkits, video tutorials, and case studies. To make it easier for employers to locate materials they need, resources are organized by five categories:

1. **CDC Workplace Health Model Components**. These are the steps of the Workplace Health Model: assessment, planning and governance, implementation, and evaluation.

   - *Assessment* is the first step in planning for and designing a successful workplace health program. Assessment helps target key issues facing employees that a workplace health program can address, such as lifestyle choices (e.g., nutrition and exercise) and the work environment (e.g., physical working conditions and company culture and policies). Go to the CDC WHRC to learn more about [assessments](#).

   - *Planning and Governance* is guided by assessment findings, and informs leadership on policies, benefits, and/or environmental supports necessary to effect change. This step involves getting leadership commitment and support, identifying work-site assets, engaging employees, and identifying potential barriers to implementation success. Go to the CDC WHRC to learn more about [planning and governance](#).

   - *Implementation* includes putting the workplace health program plan into action. Successful implementation should be measurable, have the full support of leadership, and include ways to promote the program benefits and opportunities to employees. You should also think about whether your organization will offer incentives to employees for participation. Go to the CDC WHRC to learn more about [implementation](#).

   - *Evaluation* includes routine monitoring to ensure that program objectives and employee expectations are met. Evaluations typically consist of analyses that compare current trends and outcomes to baseline measures. Monitoring can assess changes in employee health outcomes, satisfaction with the program, or participation in key events. Dedicating time to evaluation helps to achieve continuous improvement in the program or initiative's quality. Go to the CDC WHRC to learn more about [evaluation](#).

2. **Workplace Organizational Factors**. This category includes the policies, environmental supports, processes, and actions employers can incorporate to build and sustain their workplace health program. Examples are leadership commitment and support, fostering a culture of health, benefit plan design, and employee engagement.

3. **Individual and Family Wellness**. This category is based on the healthy and unhealthy behaviors that workers and/or their family members engage in or deal with that can affect their health and well-being. Examples include nutrition, alcohol and substance use, stress management, and work-life balance.

4. **Prevention Resources**. This category contains proactive strategies employers can

take to keep their workforce healthy and safe. Examples include providing clinical preventive services such as health screenings and access to vaccinations, and physical supports to avoid injury on the job.

5. **Health Conditions**. This category speaks to information and strategies to address one or more health conditions. Examples include diabetes, cancer, and heart disease.

The CDC WHRC also provides a list of organizations that support workplace health: national nonprofit associations, state and national wellness coalitions and councils, state and federal agencies, and various other groups. This section of the CDC WHRC will direct you to a specific webpage to access an organization's resources, such as for networking, training, technical assistance, and recognition.

How do get to the CDC WHRC?

To access the CDC WHRC homepage, go to https://www.cdc.gov/WHRC.

How do I navigate the CDC WHRC?

Search for specific workplace health-related resources

To search for resources from the CDC WHRC landing page:

1. Enter any term into the "Search the WHRC" box below the CDC Workplace Health Resource Center logo and click the "Search" button (Figure 2). If you do not have a specific search term in mind, click the "Search" button and an unsorted list of resources will open.

Figure 2. CDC Workplace Health Resource Center landing page
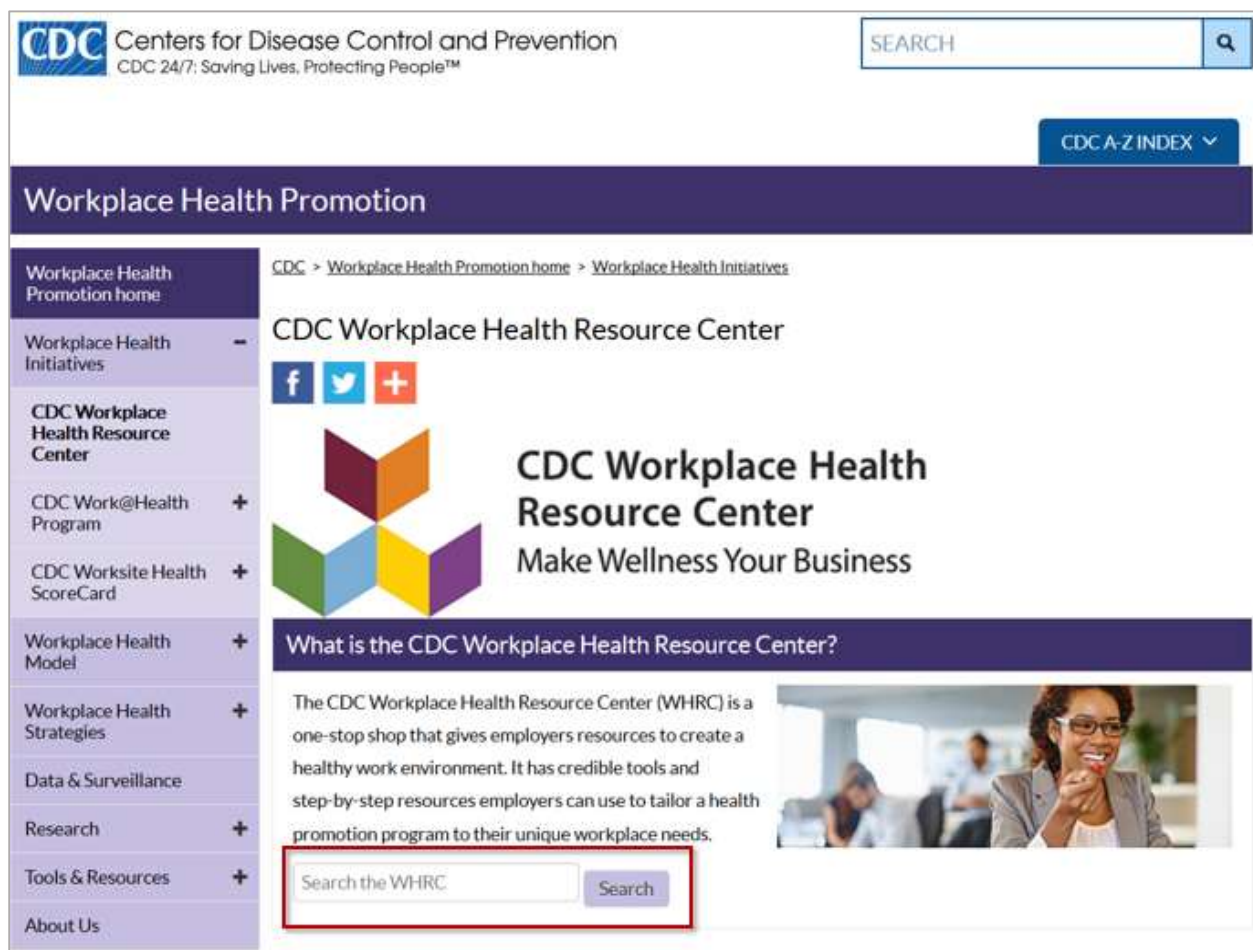
2. From the Resources page, you can further refine the search results by using the interactive menu on the left side of the screen (Figure 3).

- First click the plus sign (+) to expand the drop-down list. Then click on topics of interest. For example, you can:

  ❖ Select options from any of the five organizational and health topic categories.

  ❖ Limit search results by the type of resource, for example to see only infographics or presentations.

Figure 3. CDC Workplace Health Resource Center: Interactive menu to refine resources

3. You can also sort the search results by title, description, source, year of publication, and average user rating by clicking the arrow icons in the search results table (Figure 4).

Figure 4. CDC Workplace Health Resource Center: Interactive menu to refine resources

4. To see more information about and to access the resource, click on a title (Figure 5).

Figure 5. CDC Workplace Health Resource Center: Selecting a resource

5. In the pop-up dialog box, click on the title to open the resource (Figure 6).
6. After viewing the resource, rate the resource from 1 to 5 stars (Figure 6).

Figure 6.   CDC Workplace Health Resource Center: Menu to access and rate resource
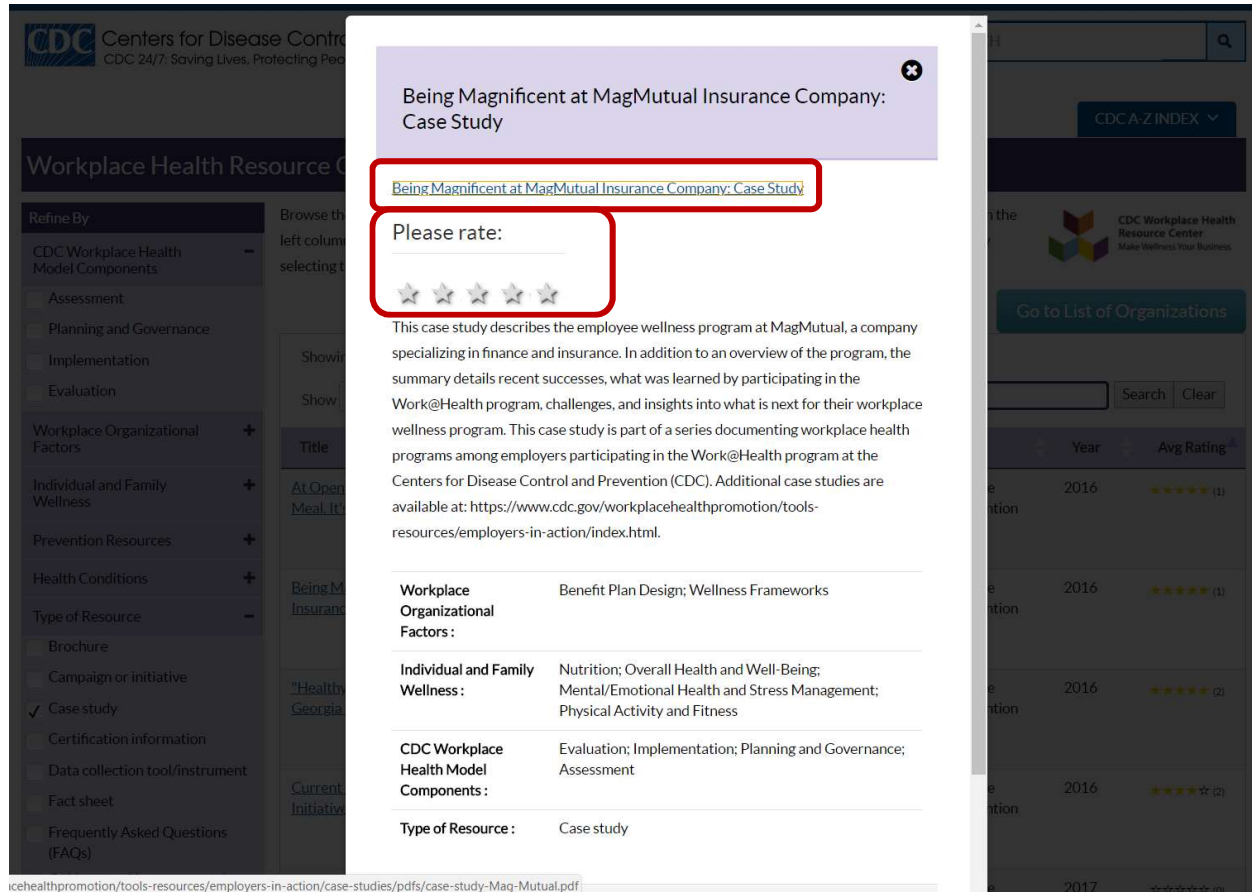
Search for workplace health-related organizations

1. To access this directory, click on the tab "Go to List of Organizations" (Figure 7).

Figure 7. CDC Workplace Health Resource Center: Accessing the list of organizations

2. Browse the organizations by entering terms for what you are looking for in the "Search Organizations" box (Figure 8).

Figure 8. CDC Workplace Health Resource Center: Searching the list of organizations

3. Check one box or more in the "Refine By" column on the left to filter your results by type of content or type of organization (Figure 9).

Figure 9. CDC Workplace Health Resource Center: Interactive menu to refine organizations

4. Click on the title to see more information about the resource. In the pop-up dialog box, click on the title to open the resource (Figure 10).

Figure 10. CDC Workplace Health Resource Center: Menu to access organization webpage
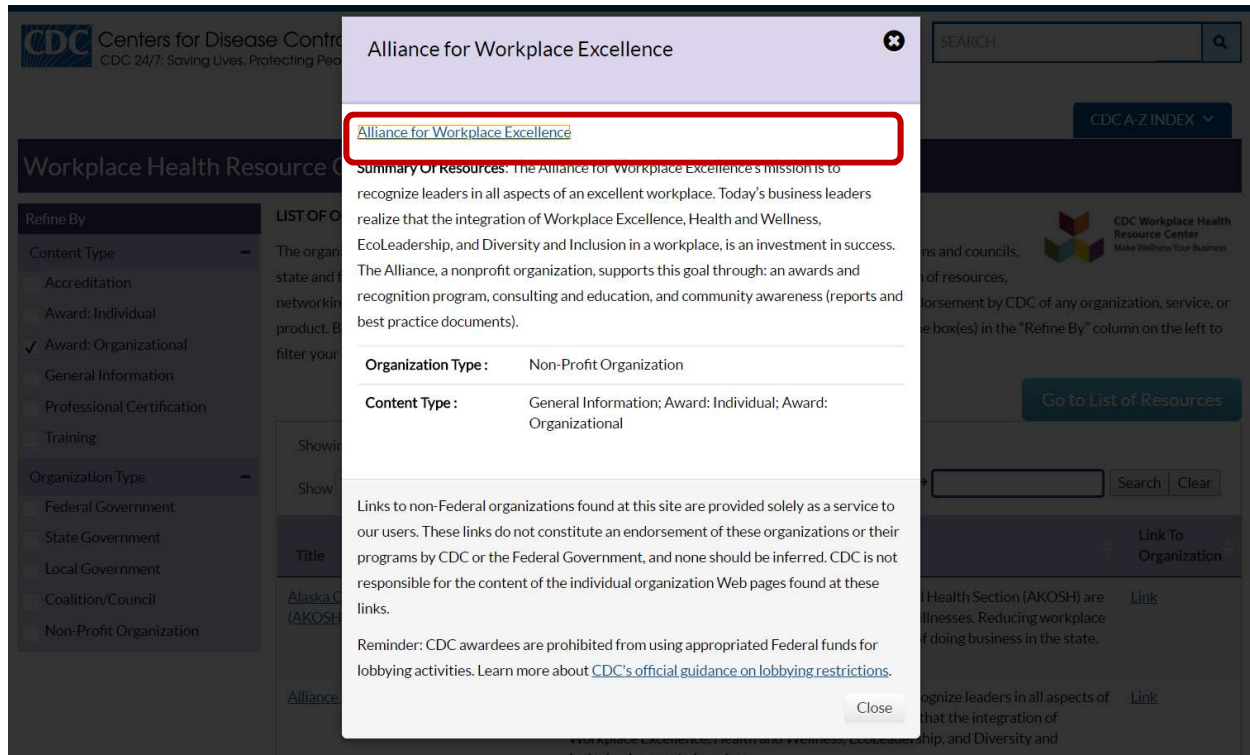
How can I use the CDC WHRC to get results?

The CDC WHRC contains information suitable for both new and established workplace health programs and their administrators. Here are some questions—and answers—to guide users across the spectrum of program design, development, and evaluation.

What distinguishes the CDC WHRC from other sites with similar information?

- The search bar offers quick access to relevant workplace health promotion information that has been vetted by industry experts and is accessible at no cost.

- The site includes case studies about the personal experiences of organizations that have successfully designed and launched workplace health programs.

- The CDC WHRC offers turn-key strategies to make your businesses more productive while encouraging employees to adopt healthy behaviors.

How will the CDC WHRC help me if I am new to workplace health?

If you are new to workplace health, there are several resources available to orient you to workplace health and how it can positively influence your work environment. The CDC WHRC houses training and toolkits to help you get started and guide you through the process.

First, learn more with these key resources from the CDC:

1. Workplace Health Program Definition and Description. This three-page overview defines and describes workplace health and the four major types of interventions and strategies: health-related programs, health-related policies, health benefits, and environmental supports.

2. Workplace Health Model (description). This webpage details the systematic process of building a workplace health program, emphasizing the four main developmental steps—assessment, planning and management, implementation, and evaluation—as well as guidance and considerations for the sub-steps within each.

3. Workplace Health Model (image). This infographic of the CDC Workplace Health Model offers a visual image of the systematic process of building a workplace health program.

4. Workplace Health Program Development Checklist. This checklist serves as a guide and monitoring tool to ensure that employers address each of the steps in their workplace health program.

Facilitated search functions can help you identify resources specific to your topic of interest.

How will the CDC WHRC help me enhance my existing workplace health program?

If you are already familiar with workplace health and are seeking to enhance your workplace health program, the CDC WHRC is for you, too. The CDC WHRC offers documents to help with evaluations and assessments to use for program improvement and enhancement. Looking for new ideas? The CDC WHRC provides case studies from many organizations with successful workplace health programs.

How do I use the CDC WHRC to develop or enhance my program?

The CDC WHRC provides tools to search for materials to help programs grow and mature across all steps of the Workplace Health Model. By using the site's resources, you can help your workplace develop and maintain a program that adapts to changing

employee needs. The following two search scenarios demonstrate best practices when using the CDC WHRC.

Scenario 1: Locating free- or low-cost activities to address heart disease

"I am the wellness coordinator at my worksite and leadership asked me to come up with an activity to help address our employees' high risk of cardiovascular (heart) disease. Our company neither has a lot of money to spend nor a lot of facility resources to help us implement initiatives."

Suggested solution: Finding helpful resources that address heart disease is simple when using the CDC WHRC.

Figure 11. Refining the search for Scenario 1

1. From the CDC WHRC homepage, click the Search button to open an unsorted list of resources.

2. Go to the "Refine By" menu on the left side of the screen.

3. Click the plus sign (+) next to "Health Conditions" (see Figure 11).

4. Check the box next to "Heart Disease." A list of specific resources will open on heart disease.

You can also check the box for "implementation" in the "CDC Workplace Health Model Components" drop-down menu. This will bring up resources on how to implement worksite initiatives related to your topic. For example, the Skyscraper Climb, outlines how an employer would introduce, promote, and evaluate a stair-climbing activity to encourage physical activity as a way to reduce heart disease.

Scenario 2: Increasing employee participation in wellness events

"I am a wellness committee member at my work site looking to enhance our workplace health program. We've had the program for more than 5 years. Lately there has been a lag in employee attendance at events, so I'm looking to find new ways to get people in the office involved in wellness activities."

Suggested solution: To find helpful resources to address the issue of employee engagement:

1. From the [CDC WHRC homepage](#), click the Search button to open an unsorted list of resources.

2. Go to the "Refine By" box on the left side of the screen.

3. Click the plus sign (+) next to "Workplace Organizational Factors," and select "Employee Engagement" from the drop-down list.

To refine the resources further, you can select an additional factor such as "Creating a Culture of Health." If you are only interested in recent resources, sort the table by selecting either the up or down arrow next to "Year."

Get Started Now

The CDC WHRC is a one-stop shop for organizations and employers to find credible tools, guides, case studies, and other resources to design, develop, implement, evaluate, and sustain workplace health promotion programs. Go to the [CDC WHRC](#) to get started now.

As you discover resources that are helpful to you, make sure to rate them using our 1- to 5-star scale. This rating system helps your peers and colleagues quickly identify resources that were useful to others interested in similar topics.

References

1. Centers for Disease Control and Prevention [Internet]. Workplace Health Program Definition and Description. [cited 2018 Jan 20] https://www.cdc.gov/workplacehealthpromotion/pdf/Workplace-Health-Program-Definition-and-Description.pdf

2. Goetzel RZ, Henke RM, Tabrizi M, Pelletier KR, Loeppke R, et al. Do workplace health promotion (wellness) programs work? *J Occup Environ Med. 2014 Sept;56*(9), 927-34.

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4. Rongen A, Robroek SJ, van Lenthe FJ, Burdorf A. Workplace health promotion: a meta-analysis of effectiveness. *Am J Prev Med. 2013 April;44*(4), 406-15.

5. Centers for Disease Control and Prevention [Internet]. Workplace Health Model. [cited 2018 Jan 20] https://www.cdc.gov/workplacehealthpromotion/model/index.html