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# **T-2641-P: Participation in Worksite Health Promotion Programs and Weight Loss in Obese Workers: Results from the Live for Life study**

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## **Background**

Workplace weight management programs can result in at least short-term, modest weight loss. However, little is known about how employee weight loss is impacted by level of engagement in these programs, and the impact of concurrent participation in other health promotion programs.

## Methods

The study evaluated two worksite weight management (WM) programs (WM: educational program versus WM+: behavioral program), in a population (n=550) of obese (BMI  $\geq 30$ ) employees, using a randomized-controlled design. We explored the association of intervention engagement as well as concurrent participation in 1) other free weight-related programs within the worksite (e.g., stairway walking programs), 2) paid offerings within the worksite (e.g., diet and fitness center membership), and 3) paid external offerings (e.g., Weight Watchers) on weight change overall and by study arm. Participation in the weight management programs was categorized into 4 levels (No participation to full participation). Participation in paid worksite programs and in external programs, were categorized into 3 levels (None, 1 program, or 2+). Free programs within the worksite were categorized into 3 levels (None, 1-3 programs, 4+). Multivariable linear regression analyses were used to assess the association of participation on percentage of weight change.

## Results

Participants with the highest levels of participation in either study arm lost more weight than those with lowest (-0.12 vs. -2.75 lbs.). High participation in the free worksite programs was significantly related to weight reduction (b=-1.33, SE=0.46, p=0.004). In testing for arm differences, greater participation in paid external programs was associated with a significant increase in weight loss in the WM arm (b=-1.65, SE=0.78, p=0.04), while participation in free programs was associated with increased weight loss in the WM+ arm (b=-2.45, SE=0.67, p<0.001).

## Conclusions

Acknowledging that these associations may be partly explained by unmeasured confounders, the results suggest that while worksite weight management programs show some positive effects, employers should also encourage employees to take full advantage of a variety of other worksite programs for even greater results.

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