

# WELD COUNTY ROCK SOLID@WORK™ DHS PILOT PROJECT REVIEW

## PILOT PROJECT



This is a summary of the results of the Weld County DHS Rock Solid@Work™ pilot project conducted from January 9<sup>th</sup> through April 23<sup>rd</sup> 2013.

Employees' physical function was assessed using the functional movement screen (FMS) pioneered by physical therapist Gray Cook. The screen identifies an individual's compensatory movement patterns which are thought to lead to musculoskeletal injuries over time. In addition, employees completed a written psychosocial assessment to identify self-reported levels of stress and productivity, health habits and pain levels.

A customized, progressive core strengthening program was then designed to increase mobility, stability, strength and muscular endurance in this population. Health education topics were identified based on the outcomes of the psychosocial assessment and included active living, healthy eating and stress management.

Peer Trainers were trained to conduct exercise and health education sessions prior to the implementation of the program and at periodic intervals as the program was progressed. Fifty-three employees participated in 7-10 minute start of shift exercise and health education sessions for a period of twelve weeks. Concurrent screening and assessment of a control group (22 participants) who performed similar job functions was conducted. No intervention was provided for the control. Screening and assessment was repeated post program.

## THE COST OF LOST PRODUCTIVITY

Decades of research in health promotion concludes that health risks and health conditions are related to productivity losses. These costs are estimated to typically equal two to three times the medical costs of an organization. The risks and therefore the costs of health conditions like diabetes, cardiovascular disease, obesity, and back pain are modifiable through more active living, healthy eating and stress management.

## ROCK SOLID@WORK™ AND PRODUCTIVITY FACTORS

Rock Solid@Work™ is a productivity management solution. By design it is expected to reduce health risks and conditions while increasing productivity. The Weld County DHS pilot project measured changes in health related productivity factors. The following changes occurred within the 12 week program:

**Pain:** Weld County DHS employees participating in Rock Solid@Work™ an average of 4 days per week, for 3 months, reduced overall bodily pain by 51%, 28% in the low back, and 100% in the wrist.

**Functional Mobility** (movement competency): Shoulder Mobility and Core Strength increased by 58% and 26% respectively.

### **Health Risk Factors:**

#### ***Reductions in:***

Diastolic Blood Pressure - 6%

Personal Stress - 45%

Work Stress - 23%

Barriers To Physical Activity - 3-17%, depending upon the barrier

#### ***Increases in:***

Fruit and Vegetable Consumption (>3 per day) - 150%

Physical Activity (> 3x/per wk.) - 74%

The above changes can be monetized to reflect both productivity and healthcare spending cost reductions over time. In addition it would be expected that employees would demonstrate improved productivity at work through increased well-being, more energy and improved mood.