



Top Wellness Program Offerings

When it comes to the actual components of wellness programs, well-established elements such as employee assistance programs, and gym membership discounts appear to be popular across the board. However, 2009 Working Well global survey, analysing responses for more than 600 organisations representing more than 10 million employees worldwide, showed some variations between geographic regions, with particular components proving more popular in some regions and countries than others.

Top Wellness Program Elements – by Region

United States	Canada	Europe	Asia	Africa
Employee Assistance Program (EAP)	Employee Assistance Program (EAP)	Gym/fitness club membership discount	Biometric health screening	Biometric health screening
Immunizations/flu shots	Immunizations/flu shots	Occupational health program	Gym/fitness club membership subsidy	Employee Assistance Program (EAP)
Nurse line or other phone support	Gym/fitness club membership discount	Employee Assistance Program (EAP)	Gym/fitness club membership discount	Disease management program

In contrast to these well-entrenched program components, other less-established elements of wellness programming are growing rapidly, with 100% growth predicted over the next three years. The fastest-growing wellness program components include technology-driven tools such as Web portals, online healthy lifestyle programs, and personal health records, plus personal health coaching –particularly for high risk employees. By increasing the degree of personalisation, these tools and interventions seek to deliver greater participation and results than the one-size-fits-all efforts of early wellness initiatives.

Rapidly growing elements include on-site activities such as employee health fairs, improvement in vending machine food choices, and workplace health competitions. Such competitions are wellness-focused team activities designed to promote action in areas such as physical activity, weight loss, nutrition, or smoking cessation. These efforts typically rely on the intangible motivational incentives of group competition and teamwork, yet also serve to help build a supportive culture for health and wellness.

Employee health screens, including health risk appraisals (HRA's) and biometric screenings are also growing rapidly, despite their already strong standing among many employer-sponsored wellness programs.





Fastest Growing Wellness Program Elements – by Region

United States	Canada	Europe	Asia	Africa
Vending machines emphasize healthy food options	Employee health fairs	Online healthy lifestyle programs	Personal health record	Work/life balance support
Personal health record	Disease management programs	Vending machines emphasize healthy food options	Online healthy lifestyle programs	Workplace health competitions
Workplace health competitions	Health risk appraisal (health and lifestyle questionnaire)	On-site healthy lifestyle classes	Personal health coaching or lifestyle management support (telephonic or online)	Programs to improve the psychosocial work environment
Online healthy lifestyle programs	Biometric health screenings (such as blood pressure, cholesterol, glucose, body fat)	Health risk appraisal (health and lifestyle questionnaire)	Health portal/Web site	Online healthy lifestyle programs
Programs to improve the psychosocial work environment	Programs to improve the psychosocial work environment	Work/life balance support	Personal health coaching or lifestyle management support (on-site)	Health portal/Web site

