Audience Poll:

Does your city have an existing employee well-being program?
Cities for Workforce Health Grant Program

Lessons learned for your employee well-being program

Dayna Gowan, MPH, CHES
Jennifer Castillo, MPH
INTRODUCTIONS

Dayna Gowan, MPH, CHES
Health & Wellness Manager
AP Keenan, California

Jennifer Castillo, MPH
Workforce Health Consultant
Kaiser Permanente
League of CA Cities, League Partners Program
Well-being is the ability of individuals to address normal stresses, work productively, and realize one's highest potential. Research shows that employees in good health are more likely to deliver optimal performance in the workplace." (CDC)
WELL-BEING PROGRAM CHALLENGES

- Staff turnover/morale
- Identifying wellness lead
- Meeting needs of employees
- Location
- Funding
WELL-BEING PROGRAM BEST PRACTICES

- Leadership support
- Designated point person
- Wellness committee
- Communications strategy
- Policies/environment
- Budget for wellness
- Goals and objectives
2021 Cities for Workforce Health Grantee
- Formed a Wellness Committee that meets monthly
- Monthly Wellness Campaigns
  - Mental Health Awareness Month in May
  - Financial Fitness in June
  - “Water you waiting for?” in July
- Colorful Choices (healthy eating) Online Challenge in July-August 2021
- Success:
  - They added $5,000 Wellness Budget for following year
  - Awarded American Heart Association Workplace Health Achievement Index Bronze Level Recognition
CITY EXAMPLES - City of Napa

- **2022 Cities for Workforce Health grantee**
- **Wellness Committee Name:** NEWFIT (Napa Employee Wellness and FITness)
- **Program Goal:** The City of Napa’s wellness program is to provide resources to create a work, health, and life balance for all employees.
- **Mission statement:** The City strives to establish and maintain a culture of health in our workplace by encouraging activities and habits that contribute to a healthy lifestyle.
RESOURCES

Kaiser Permanente
Thrive at Work

Starting a Workforce Well-being Program toolkit

Keenan
Cities for Workforce Health
CONGRATULATIONS TO THE 2023 GRANTEES

CITY OF AZUSA
CITY OF SALINAS
CITY OF SANTA BARBARA
CITY OF TRACY
CITY OF TULARE

35 applications were submitted this year. Be on the lookout for applications in May 2023 for the 2024 grant year!
Audience Poll:

What’s one thing you plan to take back to your city to support employee well-being?
CONTACT INFO

Dayna Gowan, MPH, CHES
Health & Wellness Manager
AP Keenan, California
dgowan@keenan.com

Jennifer Castillo, MPH
Workforce Health Consultant
Kaiser Permanente
jennifer.j.castillo@kp.org
APPENDIX

- Wellness Council of America (WELCOA) - https://www.welcoa.org/
- HERO Scorecard - https://hero-health.org/hero-scorecard/
- CDC Workplace Health Promotion - https://www.cdc.gov/workplacehealthpromotion/
- CityHealth - https://www.cityhealth.org/