

**RECOVERY WORKFORCE SUMMIT**  
2014 Annual Conference

**Wellness at Work:**  
*Tools for Promoting Health Among Individuals in Recovery in the Workplace*

Nicole J. Pashka, MS, CRC, CPRP, Marbella Bolivar, BA,  
Dori Hutchinson, ScD, CPRP, & Lisa A. Razzano, PhD, CPRP

**BALTIMORE MARYLAND**      **JUNE 22-25**

**PRA** Psychiatric Rehabilitation Association  
Growing and Training the Recovery Workforce

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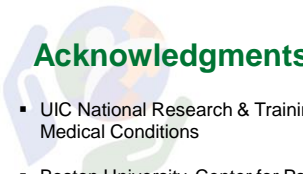
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**Acknowledgments**

- UIC National Research & Training Center on Co-Occurring Medical Conditions
- Boston University, Center for Psychiatric Rehabilitation
- Thresholds, Chicago, IL

*The views and ideas expressed herein do not reflect the policy or position of any Federal Agency or private corporation.*

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HOME HEALTH HOPE

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**Learning Objectives**

- Identify the ways in which health and wellness affect employment;
- Adapt and refine vocational and employment supports to include individuals' needs regarding physical health; and
- Discuss strategies to integrate health and wellness into employment services.



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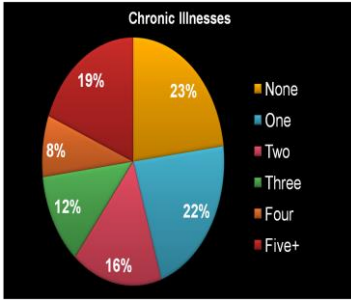
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## U.S. Chronic Illness Prevalence 2007



80% of workers have at least 1 condition; 55% more than 1.



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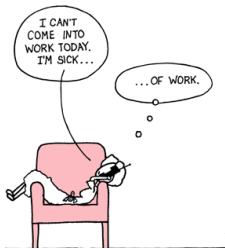
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## "I have too much to do to be out sick...."



- Absenteeism = work missed due to sick days
- Presenteeism = lost productivity when employees *come to work* but perform below par because of illness
  - 21% report going to work sick or while dealing with non-work issue 6+ days in past 6 months
  - Employers list chronic illnesses leading cause



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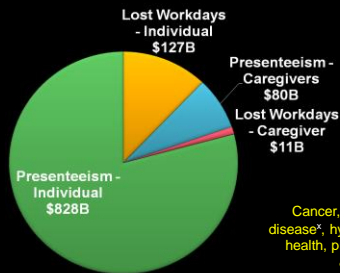
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## Presenteeism vs. Absenteeism: Seven Illnesses

Lost Economic Output - \$1,000,000,000,000 (\$1 Trillion)



Cancer, diabetes\*, heart disease\*, hypertension\*, mental health, pulmonary illness\*, & stroke.

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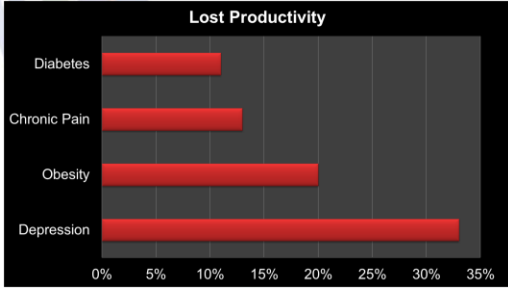
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## Not all chronic conditions are the same . . . .



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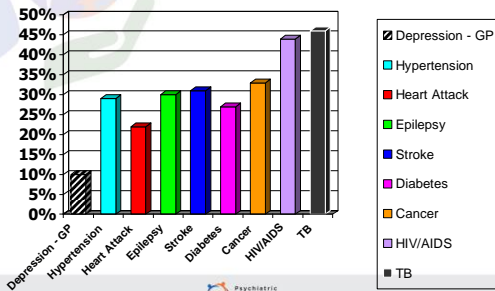
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## Depression: Most Common Co-Morbidity Among Chronic Illnesses

(WHO)



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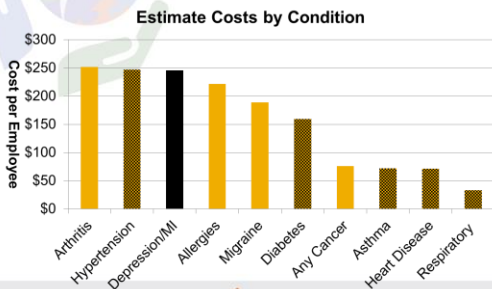
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## What are the costs of chronic illnesses?



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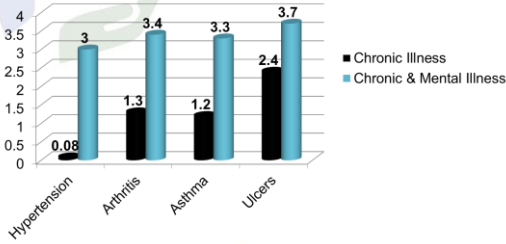
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## Effects of Co-Occurring Conditions



Work Days Lost or Work Cut Back Due to Illness




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## Impact for Employers



- GM, Ford, and Chrysler spend more on employee health expenses than on the steel they use to make cars.
- The cost of providing health care added \$1,100 to \$1,500 to the cost of each of the 4.65 million vehicles GM sold in 2004, according to industry estimates.




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## It's not personal, strictly business...



In 2005, Starbucks was spending more on employee health benefit than coffee. In 2009, rather than cut benefits or reduce the quality of the benefits offered, they laid off 6,000 employees and closed 300 stores.




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# What does promoting health & wellness cost you?



How much do you spend on:

- Exercise
- Nutrition
- Standard Dr. Visits & Physicals
- Addressing new issues with age




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“For the United States to continue to be an economic leader worldwide, supported by a *healthy and productive* workforce, more attention needs to be directed toward *health promotion and disease prevention.*”



Ron Goetzel, Ph.D., Professor and Director, Institute for Health and Productivity Studies, Emory University




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This means, we have to find ways to support individuals to return to work, but also to promote wellness as workers and at the workplace.




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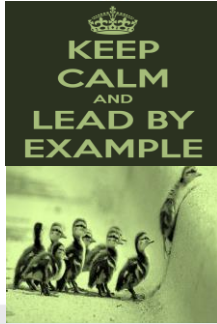
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## Integrating work & wellness



- For our agencies, our programs, people in recovery
- Unique opportunity within the structure of PSR
- Saving Money
  - ✓ Reducing Absenteeism; Presenteeism
  - ✓ Prevention of illness always more cost-effective
  - ✓ Invest in wellness of people not paying for their illnesses




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## Work-Based Health Promotion



- Encourage taking *preventive* measures to avert the onset or worsening of an illness or disease and to *adopt healthier lifestyles*.
- Employers may utilize a wide range of health promotion initiatives, from onsite gyms to simple newsletters.
- While some businesses have instituted very comprehensive health promotion programs, others have achieved savings or increased productivity with just a *few simple activities*.




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## Save money!



- Health promotion programs have proven to be an effective tools in slowing the growth of health care costs.
- Healthier alternatives reduce an employee's chances of suffering from disease. Less disease means employers can lower health plan use, thereby lowering health benefit costs, and in turn increasing the bottom line.
- While medical cost savings from corporate wellness programs may be less evident than productivity gains, studies show that medically high-risk employees are medically high-cost employees as they use more health care and generate higher claim costs.




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## What are the options?



### Best Practices: "The Seven C's"

- The Wellness Councils of America (WELCOA), dedicated to wellness in the workplace, has identified the seven best practices for employers to follow when building a comprehensive, effective corporate wellness program within their organization.




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## The Seven C's



1. **Capture senior-level support.** A commitment from the top is critical to the success.
  - Understand the benefits of the program for both the employees and the organization; willing to put funds towards development, implementation and evaluation.
  - Descriptions of what competitors are doing in the way of wellness programs and even linking wellness goals to business goals, values and strategic priorities can help.
  - Managers who "walk the talk" and take part in the initiatives and activities will go a long way to driving others to participate as well.
2. **Create a health promotion team.** All teams should include a cross-section of potential participants.
  - Your team should include individuals who will have a role in program development, implementation and evaluation. This ensures broad ownership of the program and more innovative ideas.
  - A team based approach will help to garner "buy in" from both management and the participants, develop a program that is responsive to the needs of all potential participants, and will be responsible for overseeing all of the company's wellness efforts.




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## The Seven C's



3. **Collect data that will drive your health promotion initiatives.**
  - Once your team is in place and management is on board, gather baseline data to help assess employee health interests and risks.
  - Results should guide what kind of health programs to offer. Try a survey of interest in various health initiatives, voluntary health risk assessments, and use claims analysis to determine current employee disease risk.




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## The Seven C's



- 4. **Craft an annual health promotion operating plan.**
  - An annual health promotion operating plan should include a mission statement and specific, measurable short-and long-term goals and objectives.
  - Your program is more likely to be successful if it is linked to one or more of the company's strategic initiatives, better at maintaining the support of management.
  - A written wellness plan also provides continuity when members of the health promotion committee change and is instrumental in holding the team accountable to the goals, objectives, and timeline agreed upon.

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## The Seven C's



- 5. **Choose appropriate health promotion initiatives.**
  - The health promotion initiatives that you choose should flow naturally from your data (survey, claims, published reports & studies) to goals and objectives.
  - They should address prevailing risk factors in your employee population and be in line with what both management and employees want from the programs and/or initiatives.




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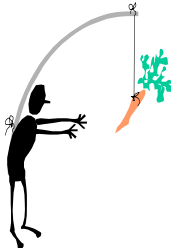
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## The Seven C's



- 6. **Create a supportive environment.**
  - A supportive environment provides employees with encouragement, opportunity, and rewards.
  - A culture of health that supports worksite health promotion might have such features as healthy food choices in their vending machines, a no-smoking policy and flexible work schedules that allow workers to exercise.
  - Most importantly, a culture of health involves employees in every aspect of the wellness program from their design and promotion to their implementation and evaluation.




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# The Seven C's

## 7. Consistently evaluate your health promotion outcomes.

- Evaluation involves taking a close look at your goals and objectives and determining whether you achieved your desired result.
- Evaluation allows you celebrate goals that have been achieved and to discontinue or change ineffective programs and/or initiatives.



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# Universally Designed

## THE SUCCESS INDICATOR

By Marilyn Tibby



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# Vocational Wellness Management and Recovery

*A promising new practice for promoting wellness at work!*

Marbella Bolivar, BA,  
Dori Hutchinson, Sc.D, CPRP



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**Work gives people meaning and purpose.**

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### Recovery Values that Support VIMR

- **Choice:** a focus on the person's preferences throughout the process and creating options; requires partnership, working *with* rather than on a person.
- **Growth:** a focus on improvement in a person's success and satisfaction regardless of current difficulties
- **Self-Determination:** a focus on treating people as adults capable of making their own decisions even if we don't agree.
- **Hope:** a focus on the process of recovery as **non-negotiable, non-debatable**. Holding hope until hope is internalized.



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### Vocational Wellness Management and Recovery

- Modification of the evidenced-based practice of Illness Management and Recovery (IMR).
- The focus of VIMR is on Work as a critical component of recovery.
- It is an educational, goal oriented intervention that teaches knowledge, strategies and skills to help people succeed at work while learning to live well with a psychiatric challenge.

**Life takes on meaning when you become motivated, set goals and charge after them in an unstoppable manner.**

Les Brown

QuotePixel.com

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## VWMR MODULES-9



### Information about Recovery and Work

1. Recovery and Vocational Recovery
2. Practical Facts about Mental Illness and Work
3. Stress-Vulnerability Model and Vocational Recovery

### Coping and Prevention Strategies

4. Using Medications Effectively at Work: Avoiding Drugs and Alcohol for Vocational Success
5. Coping with Problems and Persistent Symptoms at Work
6. Coping with Stress at Work
7. Preventing Relapses

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## VWMR MODULES



### Performing Well at Work

8. Building Social Relationships at Work
9. Performing Your Best at Work




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## Module Format



- Introduction to the topic
- Things to know about the topic-Educational handouts
- Tips and Strategies: What helps people?
- Self-Assessment worksheets
- Making a plan
- Summary Worksheet
- Homework
- Things to know about Stigma, Prejudice and Discrimination
- Resource list on the topic
- Voices of People in Recovery on the topic (Quotes)
- Workbook format

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## Essential Provider Skills in VWMR



- Developing a recovery oriented relationship
- Motivational Enhancement Skills
- Teaching Skills
- Cognitive Behavioral Techniques
- Inspiring Hope
- Reframing Perspectives
- Setting and Modifying Goals
- Involving Significant Others




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## INSPIRING

*Inspiring means arousing a sense of hope and purpose in a person. Inspiring involves:*



- Acknowledging the negative realities
- Sharing a balanced perspective
- Identifying a personal truth about the positive meaning of life




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## Motivational Strategies & VWMR



As a VWMR Provider, you:

- Recognize that change is difficult
- Develop partnership and share expertise
- Roll with resistance
- Express empathy
- Praise accomplishments and efforts
- Support person's self-efficacy



**If it doesn't challenge you It doesn't change you.**




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## Motivational Strategies



- Bridging the gap to their work goal. "Eyes on the prize."
- Connecting the dots-how what they are doing and learning will help them be successful at work.
- Providing realistic reinforcement
- Weighing the Pros and Cons
- Reframing illness, disability and dysfunction to wellness, abilities and functioning.




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## Teaching Skills



- Using clinical/interpersonal skills to engage the person in learning.
- Choosing teaching strategies that match culture, literacy level and cognitive abilities.
- MODIFYING CONTENT
- Using Visual aids and creating visual learning tools.
- Using Rehabilitation and UDL teaching strategies: TELL-SHOW-DO




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## Cognitive Behavioral Strategies



- Using reinforcement
- Using Modeling
- Using Restructuring
- Using Shaping
- Using Homework




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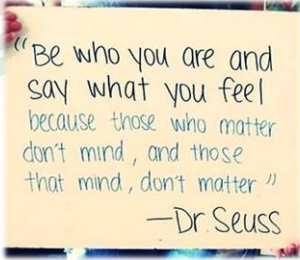
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## Discussion



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## La Dolce Vita



*Living is good; living well is even better.*



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## Contact Us



- Nicole J. Pashka, MS, CRC, CPRP  
Nicole.pashka@thresholds.org
- Marbella Bolivar, BA  
Marbella.Bolivar@MHCD.org
- Dori Hutchinson, ScD, CPRP  
dorih@bu.edu
- Lisa A. Razzano, PhD, CPRP  
Razzano@psych.uic.edu

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