

## Course Outline

### **Workforce Wellness: A Guide for Employee Benefits Professionals** *4-Credit Course*

#### **Why Workforce Wellness?**

- I. Wellness in the Workplace
- II. The History of Workplace Wellness
- III. The Business Case for Wellness
- IV. Who Is a Stakeholder in Wellness?

#### **Dimensions of Wellness**

- I. Dimensions of Health
- II. Wellness Directly Connected to Health Plans
- III. ACA Wellness Programs

#### **Wellness Factors and Decisions**

- I. What Are Social Determinants (Drivers) of Health
- II. Health Equity
- III. Behavioral Decision Making
- IV. Understanding Individual Behavior Change
- V. Individual Motivation
- VI. Nudges
- VII. Understanding Systems Change
- VIII. Systems Thinking
- IX. Human-Centered Design
- X. Bringing Individuals and Systems Together

#### **A Framework for Wellness**

- I. Wellness and Benchmarks
- II. Committed and Aligned Leadership
- III. Collaboration in Support of Wellness
- IV. Identifying Wellness Goals
- V. Measuring Goals
- VI. Program Ideas
- VII. Plan Design Through a Health Promotion Lens
- VIII. Choosing Effective Options
- IX. Mental Health in Wellness Plans
- X. Claims Cost vs. Future Predictions
- XI. Quantitative Strategies
- XII. Qualitative Strategies
- XIII. Population health

#### **Communicating Wellness Plans**

- I. Communication, Education and Training
- II. Opportunity in Communications
- III. Strategies to drive comprehension of Benefits
- IV. Branding the Wellness Initiative
- V. Ways to Communicate
- VI. Timeline

#### **Evaluating Wellness Programs**

- I. Program Evaluations
- II. When to Evaluate

- III. Post-Evaluation Process
- IV. Refreshing Goals and Offerings
- V. Return on Investment/Value of Investment
- VI. Can Incentives Revitalize Wellness Programs?

**Compliance and Legal**

- I. Legal Status of Wellness Programs
- II. Health Insurance Portability and Accountability Act of 1996
- III. HIPAA Privacy and Security Rules and Wellness
- IV. The Affordable Care Act, HIPAA and Wellness
- V. The Americans with Disabilities Act of 1990 and Wellness
- VI. The Genetic Information Nondiscrimination Act of 2008 and Wellness
- VII. Title VII of the Civil Rights Act and Wellness
- VIII. Consolidated Omnibus Budget Reconciliation Act of 1985 and Wellness
- IX. Reporting Taxable Wellness Incentives
- X. Fair Labor Standards Act of 1938 and Wellness
- XI. National Labor Relations Act of 1935 and Wellness
- XII. State Laws
- XIII. On-Site Athletic Facilities
- XIV. Qualified Employee Discounts and Free Time

Estimated Time to Complete: 180-240 minutes

NOTE: The estimated time to complete each lesson is based on word count and assumes uninterrupted consumption of the course. Actual time to complete each lesson can vary widely based on familiarity with the topics and other factors. Time required to complete the course final exam is not counted in these estimates.

