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Silent Forces Eroding Your Bottom Line

The Value of a Healthy Workforce

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Why Focus on Health and Wellness?

Schwatka N et al. Health risk factors as predictors of workers' compensation occurrence and costs. BMJ. 2017;74:14-23.

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Employers Pay for Poor Health of Workers

$1 Medical Costs

$2.3 Health and Productivity Costs

Lynch W. Health affects work and work affects health. Managed Healthcare Executive. January 1, 2002

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Common Chronic Conditions in US Workers

Hypertension

Obesity

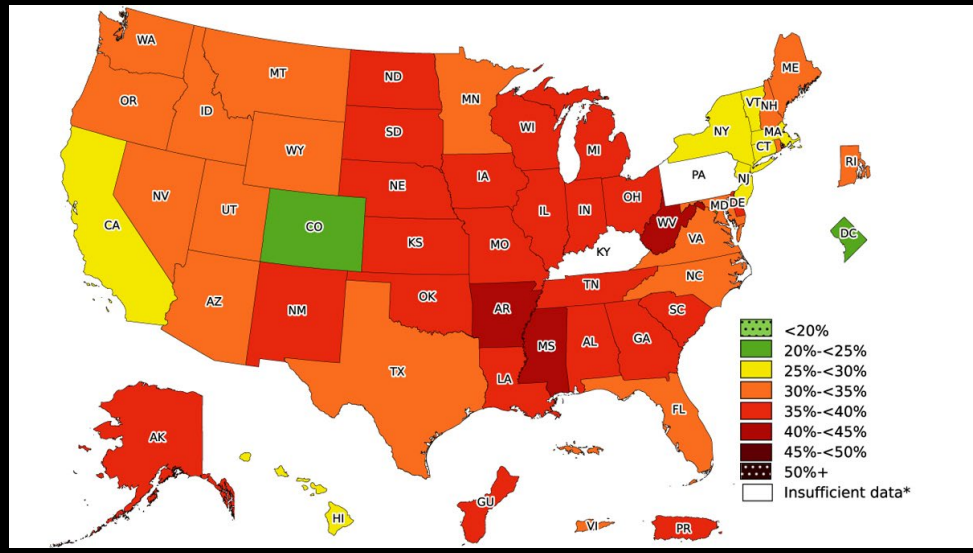
Diabetes

Anxiety/ depression

Chronic Pain

Migraine/ headache

Fatigue



CDC. Heat Map of Obesity, 2023.

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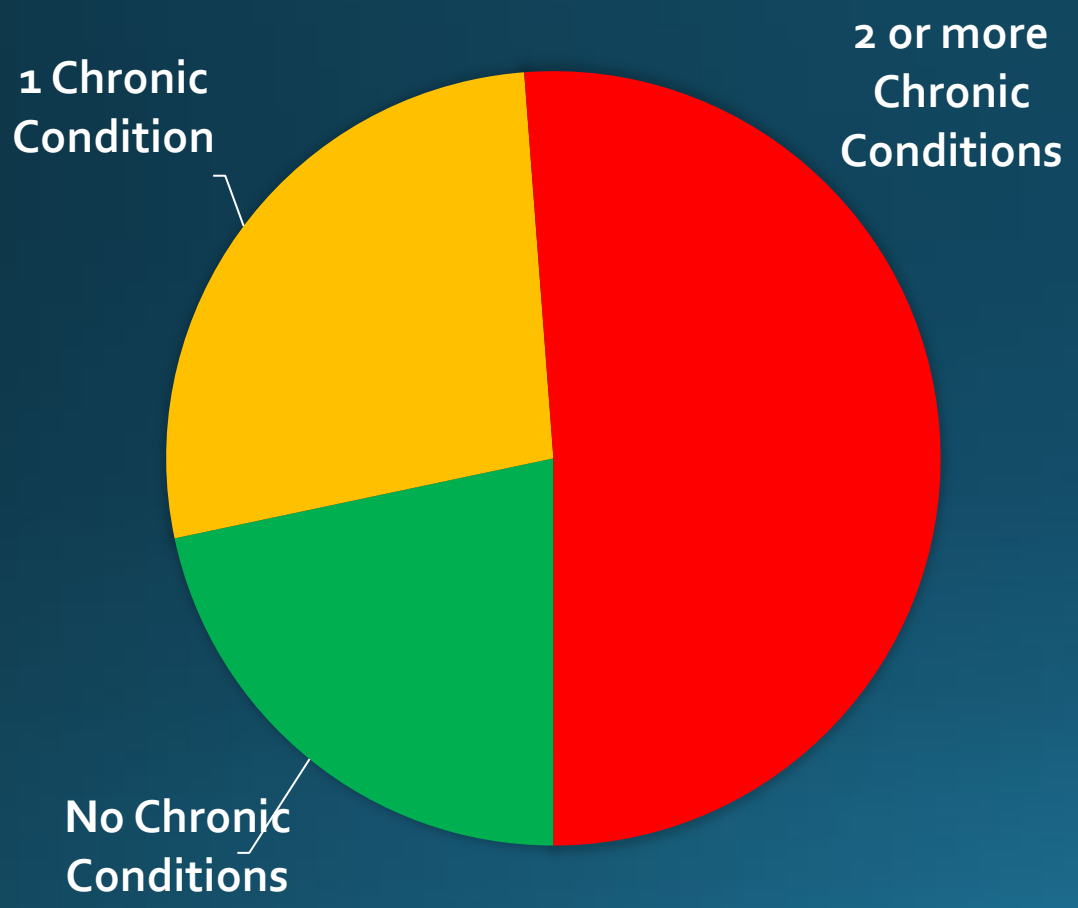
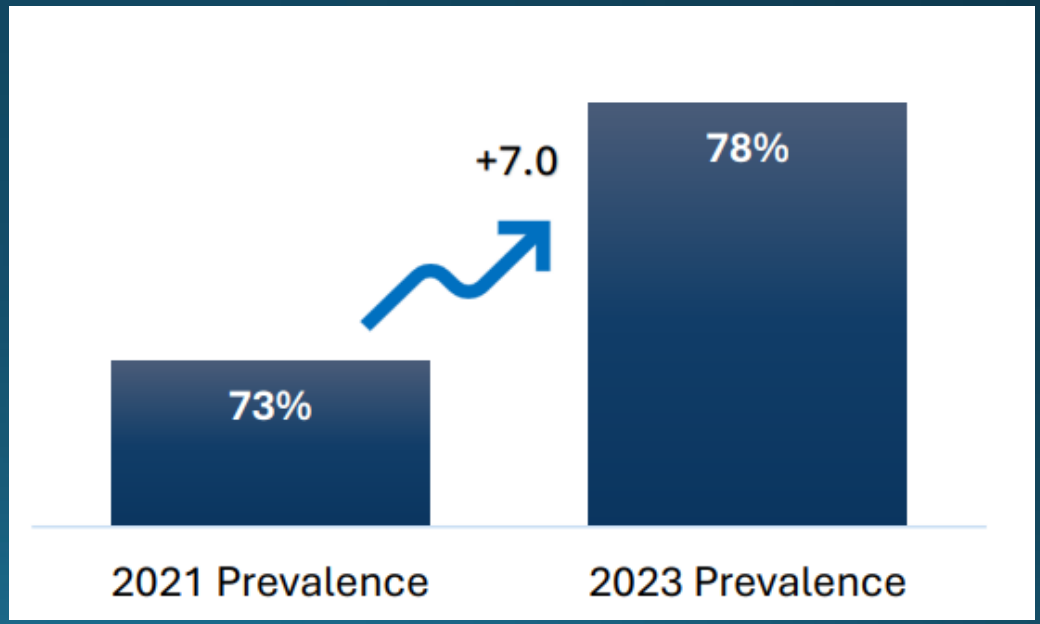
Chronic Health Conditions Increasing In US Workers



Percent of US workers with at least one chronic health condition



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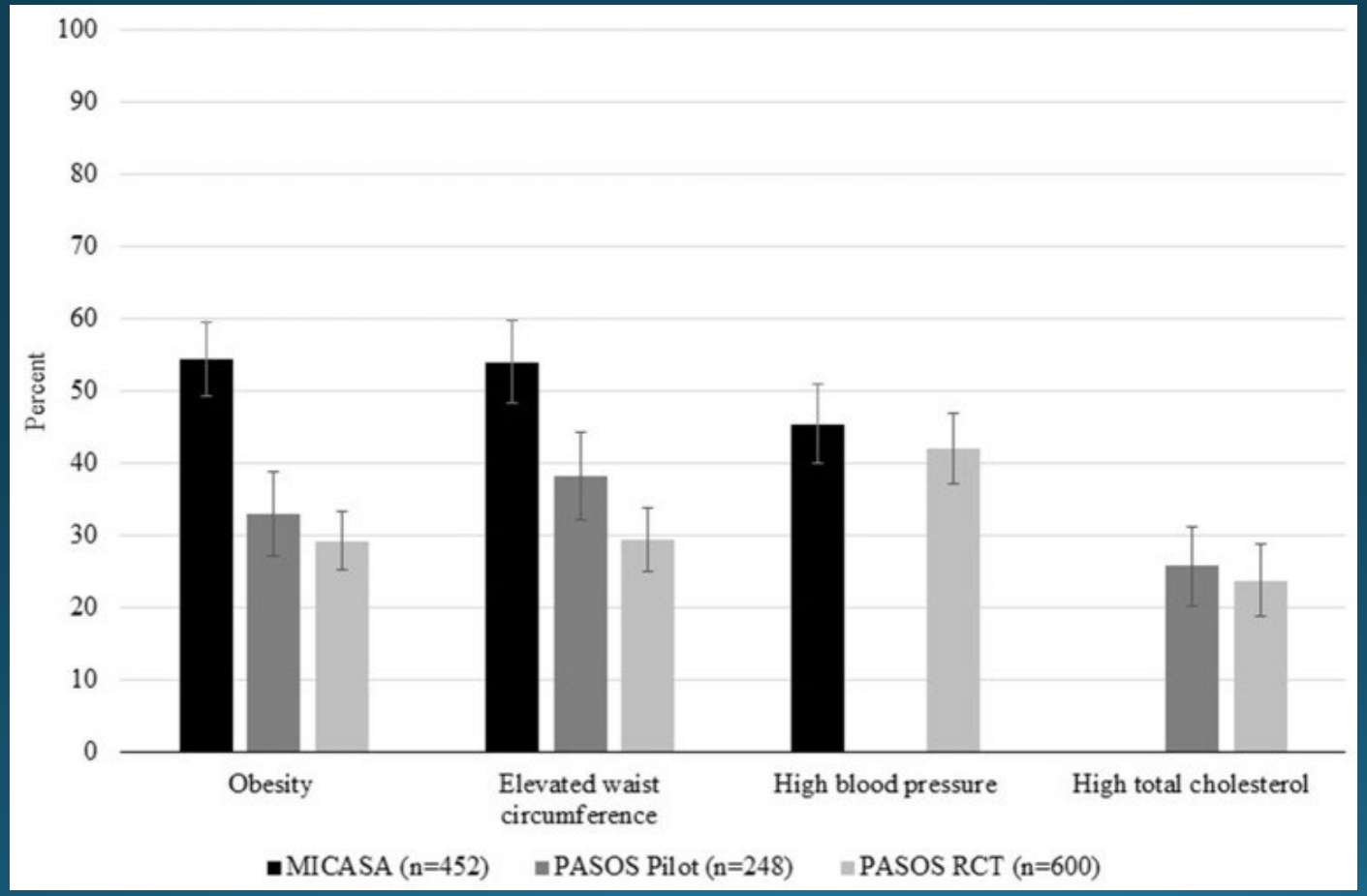
Integrated Benefits Institute. Chronic Conditions in the US Workforce: Prevalence, Trends, and Productivity Impacts (2021 vs 2023). 2025. https://www.ibiweb.org/resources/chronic-conditions-in-the-us-workforce-prevalence-trends-and-productivity-impacts

Chronic Health Conditions Are Common Among Latino Farmworkers in California



MICASA: Mendota
PASOS: Watsonville & Oxnard
PAOS RCT: Oxnard

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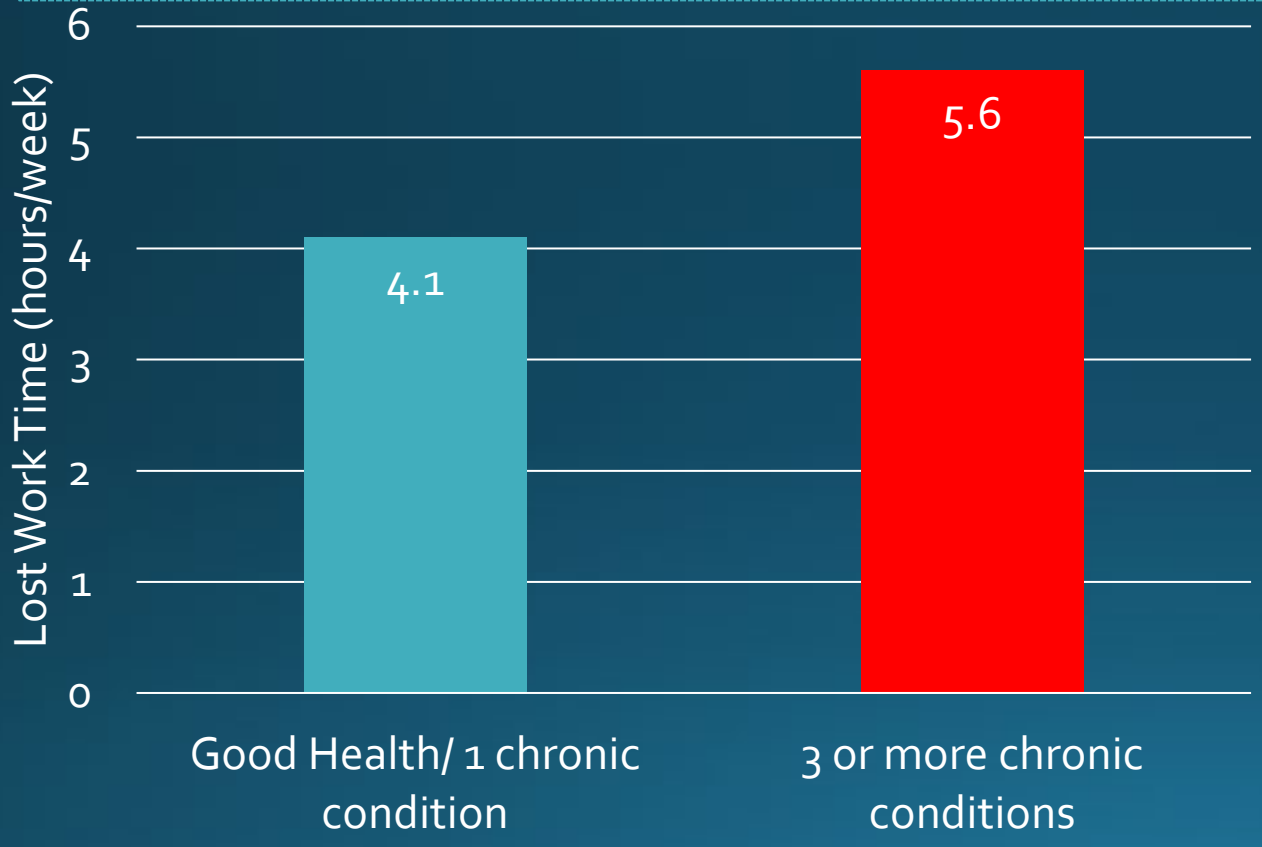
Matias SL. Chronic disease burden among Latino farmworkers in California. Front Public Health. 2022 Dec 2;10:1024083.

How Health and Wellness Shows up at Work

Employees with chronic conditions miss more than twice as many days than those without



Lynch W. Health affects work and work affects health. Managed Healthcare Executive. January 1, 2002.
Goetzel. Health, Absence, Disability, and presenteeism cost estimates of certain physical and mental health conditions affecting US employers. J Occ Env Med. 2004; 46:398-412.

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Kaiser Permanente Business

Absenteeism and Presenteeism costs US employers $2,945 per employee per year

Due to lost productivity

Impact on Work-Related Injuries

A 50 y/o male farm laborer suffers from a Low Back Sprain on the job

Predicted time to return to full duty doing heavy labor

24 Days

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Impact on Work-Related Injuries: Chronic Health Conditions

- Low Back Injury, no chronic condition: time to full duty-24 Days
- Obesity 35 days
- Diabetes 40 days
- High blood pressure 44 days
- Depression 54 days
- Obesity, diabetes, high BP, depression combination

- 102 days!

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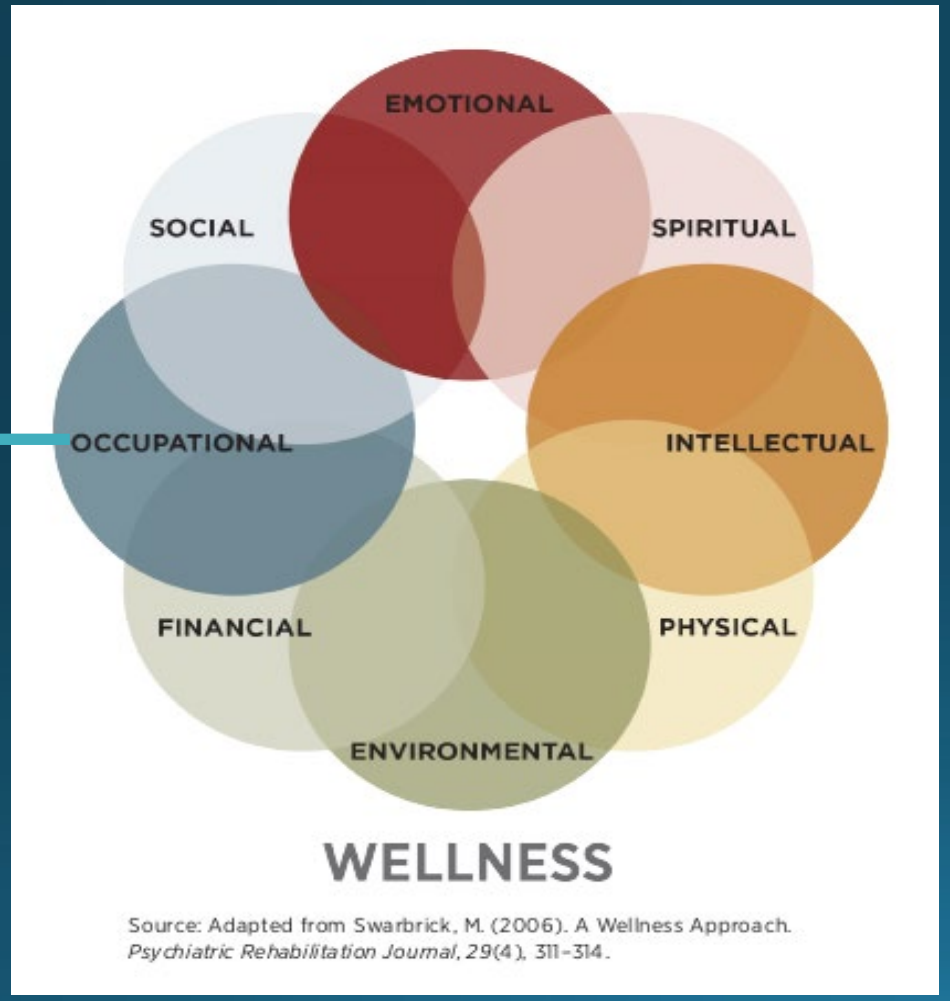
Health is Not Just Physical: Dimensions of Wellbeing



Mental health, physical health, job characteristics, and support from employers are the most important determinants of an employee's productivity.

https://www.samhsa.gov/wellness-initiative

Stephanek M, et al. Individual, workplace, and combined effects modeling of employee productivity loss. J Occ Env Med. 2019.

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Ideas You Can Implement Right Now to Improve Workers' Health and Your Bottom Line

- **Manage overtime** and workload
  - Microbreaks, proper meal periods, time between shifts
- **Expand benefits**
- **Offer targeted wellness** interventions
  - Mental health support yields 40% better RTW rates
  - Healthy snacks, diet advice, encourage health screening
- **Get feedback from employees**
  - Barriers to safety, health, work-life balance, and productivity

https://www.cdc.gov/niosh/twh/ideas.html

Summary: Wellness Impacts Businesses

- Chronic health conditions are intimately connected to work
- Employees with better well being
  - Less likely to be injured
  - Are more vibrant, engaged, and productive
  - Are good for business
- Integrated approach to worker safety and health could have significant, long-term impact on your bottom line

https://www.cdc.gov/niosh/twh/business.html

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Investing in Your Employees' Health is an Investment in Your Business!

https://www.cdc.gov/niosh/twh/totalhealth.html

" Healthy workers and their families are likely to incur lower medical costs and be more productive, while those with chronic health conditions generate higher costs in terms of health care use, absenteeism, disability and overall reduced productivity."

ThankYou!

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