



The State of Healthy Business in Colorado

2016–2017 Health Links™ in Review





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Director's Note

Dear Friends,

One of the reasons I love Colorado is because it offers a unique, balanced lifestyle. It's a place where I can have the best of all worlds when it comes to work, family, and spending time doing the things I enjoy, whether it's backcountry skiing or going to a concert at one of our many great outdoor venues. Working in a state that prides itself on being a leader in healthy living means that I get to work with businesses that truly care about their employees, their employees' families, and their communities — the best part of my job.

Our Healthy Business Network is leading the way in building a culture of health, safety, and fun! Over the last year, we've grown our network substantially — by 168 percent — and evolved to better support businesses and their workers. We updated our assessment to incorporate the latest science, launched the Family-Friendly Workplace Assessment (FF+), and brought our program to Florida and Oregon. And this past September, the Center for Health, Work & Environment, which houses Health Links, was recognized as one of six Centers of Excellence for Total Worker Health® by the National Institute for Occupational Safety and Health (NIOSH), giving us the opportunity to launch the Small+Safe+Well (SSWell) Study to learn about the impact a healthy organizational culture can have on small businesses.

Looking ahead, we're excited to continue to research the best ways to make lasting change, address local issues, and support businesses, from the tech startups to the family-owned farms that have been passed down through generations. Thanks to our many community partners and the leadership of businesses in our network, we're helping workers across the state enjoy all that Colorado has to offer.

Join us for another year of making this place we all love the best — and healthiest — place to work.

Best Regards,

Lili Tenney Starr
Co-founder and Director
Health Links



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The Numbers: Healthy Business Highlights

This year, we grew our Healthy Business Network and trained more professionals to lead the way in workplace health and safety. We advised businesses, both large and small, on the best ways to meet their health and safety goals, **reaching more than 86,000 workers.**



1,147

people trained to build a healthy, safe workplace culture



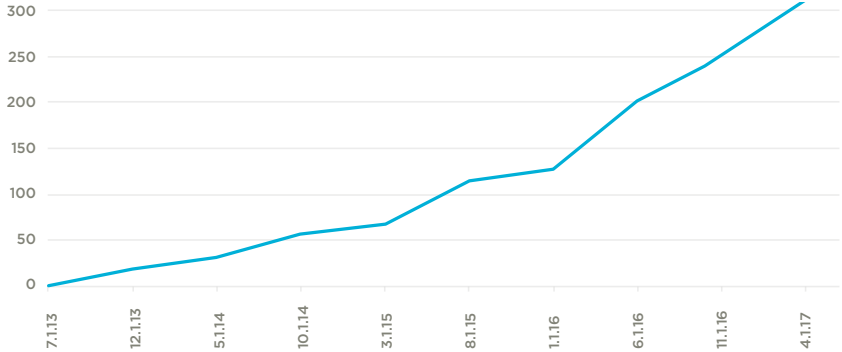
199

businesses across the state took the Health Links Assessment



178

advising sessions conducted with businesses



168%

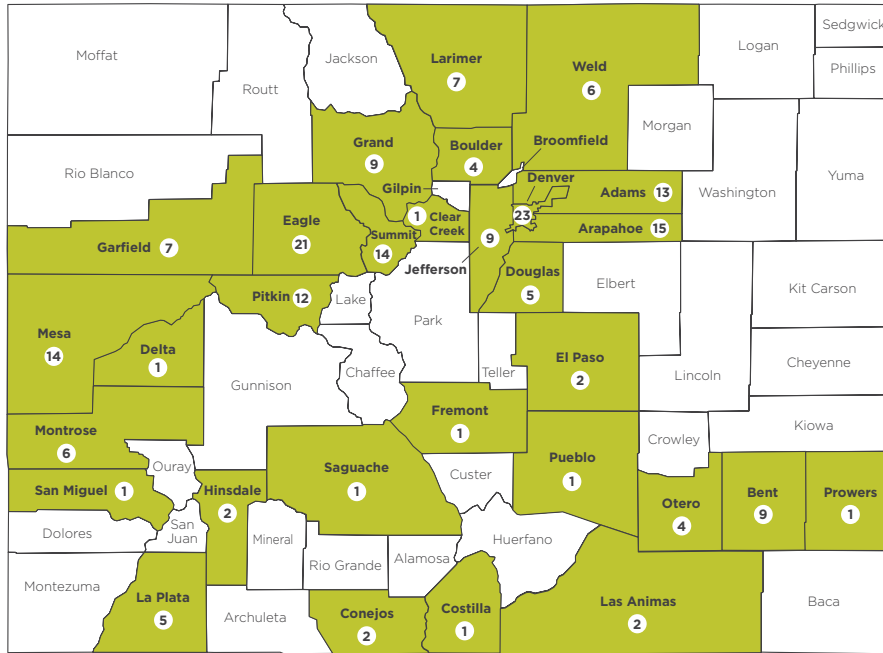
increase in the total number of businesses that have participated in our program



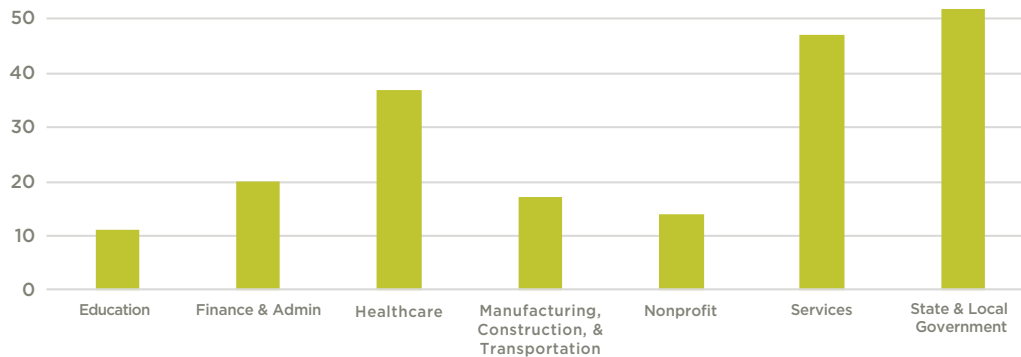
1 in 5

of last year's Kick-Start Businesses became Certified Healthy Businesses this year

Healthy Businesses By County



Healthy Businesses By Industry



#1

reason businesses are prioritizing workplace health and safety is to improve the health of employees and their families¹

74%

of businesses are engaging with, or investing in, their communities to promote health and safety¹

69%

of businesses provide breastfeeding accommodations for new mothers²

65%

of businesses provide flextime for employees to promote work-life balance³

¹2016-2017 Certified Businesses, 1. N=121; 2. N=155; 3. N=97

The Stories: Healthy Business Highlights

**PITKIN
COUNTY**
ROAD & BRIDGE

It makes for an easier day if you feel good working. You're going to perform better and have a better attitude.

—Bob Byram, Pitkin County





Road Crew Workers Feel the Benefits of Yoga on the Job and at Home

How the Recharge Program Helps Pitkin County Workers Build Comradery and Flexibility

Five days a week, Bob Byram starts his day around 2 a.m. and drives two hours to Pitkin County, where he works on the county's road repair team. While the sun is still asleep, Bob is wide awake patching up a road. On a typical day, he can be found bent over with a demolition saw in hand, cutting asphalt into a perfect square. He pauses periodically to make sure he is protected from oncoming traffic, just one of the risks he faces every day on the job. Relying on coffee and a few hours of decent sleep that he managed to catch after putting his kids to bed the night before, it can be tough for Bob to function at his best.

If you had asked Bob a year ago if he thought he would be stretching on the side of the road with his co-workers, a burly crew of road repair men, to help him stay energized, he probably would have laughed at the idea.

"I talk to my friends and say I'm doing yoga at work and learning about healthy foods. They are like, 'what?' I tell them, 'oh no, it's awesome,'" said Bob.

Bob's favorite healthy workplace activity is Recharge, a yoga program aptly named to encourage employees to take a break to stretch, focus on their breath, and return to work more invigorated. The program is held every other week, wherever the crew is working that day, often right on the side of the road.

"I thought we would have at least two guys who didn't participate. But since day one, we've had 100% participation," said Scott Mattice,



Bob and his co-worker Dustin take a moment to relax, meditate, and — most importantly — have fun.

Bob's supervisor and the superintendent of the crew. "I know my guys. I thought, we can't just call this yoga. Let's call it Recharge," shared Scott.

The Recharge program is just one of the many ways Pitkin County prioritizes the health and safety of their employees as a Health Links Certified Healthy Business Partner. So, what is it about the program that employees love so much? For Bob, it is about feeling energized and excited about work. And having time to take a break and be downright silly with teammates and superiors definitely adds to the appeal.



The Pitkin County Road Crew practices yoga poses, stretching before they go back to work.

“It makes for an easier day if you feel good working. You’re going to perform better and have a better attitude,” said Bob. “After Recharge, everybody on the team is more jovial. Everybody got to dance around a little bit — it’s so much fun,” he added with a laugh.

Not only is the program a fun way for the team to let loose, it is also a great way to help them stay protected in a physically demanding job.

“We haven’t had any injuries since we started the program,” explained Bob.

The techniques Bob is learning have helped him on and off the clock, and helped his family too. When his eldest son pulled a muscle during a track meet this summer, Bob stepped on the field to help.

“I did some stretches with him on the field, stretches I learned at Recharge,” said Bob. “I told him to relax and focus on his breathing. He said, ‘this is really working, dad’ and he did great on his next race.”

Scott has seen a similar impact in his home life as a result of Pitkin County’s focus on employee health and well-being.

Getting a bunch of tough guys to do yoga, that’s a big step. Scott got them on board right away, by walking the talk and leading the way.

—Amanda Wagner, Health Links Advisor

“I have two small kids to chase around. By keeping myself healthy, I can go run around for two hours with my kids now,” explained Scott.

With Scott’s leadership, the hard work of Joanna Rybak, the county’s employee health and well-being specialist, and the support of their Health Links Advisor, Amanda Wagner, Pitkin County is cultivating a healthy, safe workplace culture.

“Getting a bunch of tough guys to do yoga, that’s a big step. Scott got them on board right away, by walking the talk and leading the way,” said Amanda Wagner, Health Links Advisor for Pitkin County.

While the Recharge program is one of the most popular activities Pitkin County offers their employees, it is just one of the many ways they are implementing a core part of their strategic plan — achieving a “high quality of life” for county residents and employees. They also offer lunchtime learning seminars to educate employees about healthy eating, regular stretching sessions, and ergonomic work stations.

“I can’t say enough good things. It’s amazing what Pitkin County does for their employees,” said Bob.

For Bob and Scott, working for a Healthy Business means looking forward to going to work and seeing the benefits of a healthy workplace culture, at work and at home.



Taking Care of Employees So They Can Take Care of Others

Mountain Family Center Offers a Safe Haven for their Staff



Preschool students visit Mountain Family Center's garden and munch on freshly picked radishes.

After 16 years as an elementary school teacher and 13 years as a principal, Terry Sidell decided to move on to a new phase of life — retirement. But pretty soon, she was back to work, picking up part-time gigs, and taking on other projects to fill her time. While she loved these new experiences, she realized that something was missing.

Thumbing through the paper one day, she spotted an ad for a position at Mountain Family Center, a nonprofit, and a Health Links Certified Healthy Business, in Granby that provides services to help families get

If we're feeling healthy and happy, it's a pretty cool place to work. But there's also the emotional support. Our employees are connected with each other and supported by each other. And for the clients, it's very calm.

—Terry Sidell, Mountain Family Center

back on their feet. She applied on a whim, hoping to find fulfillment and a new adventure.

It's been four years since Terry started working at the center and she couldn't be happier. She serves as the center's health advocate program manager, helping clients access health services and connecting them with the center's food pantry and other resources. Working with clients who are going through difficult times in their lives can be emotionally taxing. But with the supportive environment that the center offers, she is able to handle whatever the job, or life, throws her way.

Two years ago, when her father passed away, Terry was struggling to cope. Coming in to work, to her surprise, actually helped her deal with



Terry at her desk, where she enjoys tending to the nearby tower garden in her spare time.

They really make sure you take care of yourself so you can take care of others.

—Terry Sidell, Mountain Family Center

the loss. The office provided a distraction. But more importantly, it provided a safe haven, with good friends and a garden to relax in.

“I didn’t realize at the time what a wreck I was. But it was good for me to come to work. Focusing on work gave me a break from the personal, emotional stress,” she said. “Everybody was sensitive and supportive,” she explained.

For her, working for a Healthy Business means feeling supported by her peers and the leaders within her organization. Helen Sedlar, the center’s president and executive director, and Mandi Schott, the assistant director, let employees know that their mental health is important and give them the tools, space, and flexibility they need to stay well.

“They really make sure you take care of yourself so you can take care of others,” Terry explained.

When Terry needed to come in early or leave in the middle of the day to care for her sick father or arrange funeral accommodations, her teammates and supervisors took on her appointments so that she could be there for her family. The compassionate environment Mountain Family Center creates makes employees and the clients they serve feel at home.

“If we’re feeling healthy and happy, it’s a pretty cool place to work. But there’s also the emotional support. Our employees are connected with each other and supported by each other. And for the clients, it’s very calm,” she said.

Another way the center creates a healthy, welcoming space is by providing a garden to relax in, ergonomic chairs, and a water filtration system, which staff call the “hydration station.” The funding the center received as a Health Links Kick-Start Business in 2016 and from the Accelerator Award in 2017, helped them create a healthy office environment. Less than a year later, the center became a Certified Healthy Business.

“Health Links gave us the foothold we needed and then our board started matching those dollars. We got a hydration station, exercise balls to sit on, and now we’ve expanded outside to the tire garden,” said Helen Sedlar, the center’s executive director. “I like seeing everybody have more energy, be happier, and be healthier,” she added.

On most days, Terry will take a break between phone calls, going over healthcare options with someone battling cancer, and filling out

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—Helen Sedlar, Mountain Family Center



Mandi, the center's assistant director, works at her desk while maintaining a healthy posture on her fitness ball chair.

funding applications for hearing aids for her clients, to tend to the garden outside. She is the self-proclaimed “garden gnome” of her office and when she’s not at her desk, can often be found tending to the flowers and vegetables.

“It’s good to just go out there so you don’t have any distractions,” said Terry. “It gives you a chance to unplug, not even think about work, and watch the wind blow in the trees. You can take a minute to refocus,” said Terry.

Mountain Family Center takes its mission to build strength and self-reliance for individuals and families seriously. Recognizing their most valuable asset — their employees — they prioritize not only the health and well-being of their clients, but their staff as well.

Financials

Revenue



Contracts	\$226,617.56	45%
Grants	\$108,494.30	22%
Institutional Support	\$84,812.24	17%
Philanthropy	\$51,500.00	10%
Other	\$28,709.68	6%

Total \$500,133.78

Expenses



Personnel	\$114,600.26	31%
Operations	\$110,865.84	30%
Community Advisors	\$82,893.60	22%
Grants Awarded	\$46,818.52	13%
Events and Training	\$13,832.39	4%

Total \$369,010.61

**Revenue includes prepaid contracts for work that will be completed in 2017-2018.
The Center for Health, Work & Environment provides additional support for faculty and staff costs.*



Our Supporters and Partners

We would like to thank our many supporters and partners, including our staff, community advisors, and others not listed here.

- 9Health Fair
- American Diabetes Association
- American Heart Association
- Aspen Chamber Resort Association
- Basalt Chamber of Commerce
- Castle Rock Chamber of Commerce
- Colorado Business Group on Health
- Colorado Department of Public Health and Environment
- Colorado Small Business Development Center Network
- Delta County Public Health
- Eagle County Public Health
- Essentials for Childhood
- Executives Partnering to Invest in Children (EPIC)
- Flood and Peterson
- Fruit Revival
- Garfield County
- Governor's Council for Active and Healthy Lifestyles
- Healthy Communities Coalition
- Manatee County Public Health Department
- National Institute for Occupational Safety and Health (NIOSH)
- Office of Economic Development and International Trade
- Otero County Public Health Department
- Pinnacol Assurance
- Region 10 Workplace Wellness Workgroup
- SAIF Corporation
- Summit Chamber of Commerce
- Tri-County Public Health Department
- Vail Valley Partnership
- Valley Health Alliance
- West Central Public Health Partnership
- WorkLife Partnership
- WorkWell Collaborative

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