• Healthy food environment positively impacts the workplace
• Supporting healthy eating in the workplace is good for the bottom line
• Best practices in promoting healthy eating in the workplace
• Making it happen in your workplace
• Sample photos of healthy workplaces in action
• Resources
• Average person makes 227 food decisions daily
  • Those decisions are impacted by:
    • Physical environment
    • Social environment
    • Knowledge of food
    • Personal Situation
    • How food is presented
Food at the Workplace

- People spend 8 hours a day at work:
  - One meal
  - Two snacks

- Employees can have access to many eating opportunities:
  - Cafeteria, vending
  - Treats in lunchroom, candy/snack dishes in work areas
  - Food at meetings and events
  - Lunch options nearby
Healthy Eating Makes Good Cent$:

- Can reduce the risk of chronic disease (heart disease, diabetes, kidney disease, cancer)
- Provide energy throughout the day
- Healthy employees are more likely to be at work
- Improved employee morale
- Retain key employees and attract new talent
Healthy Eating at Work: What it Takes

A Comprehensive Approach:

• Supportive environment
  • Access to healthy food, space & time to eat
• Policy development
  • Catering, vending, meetings
• Social support
  • Raise awareness, build skills

*Assess, Plan, Prioritize, Act, Measure*
Strategies that work

• Vending machines – increase inventory of healthy food and beverages
• Cafeteria - assure healthy options are available; adjust pricing
• Meetings & Events - develop policies that encourage healthy food and beverages
• Limit treats in common areas, replace with healthy options
• Encourage people to share healthy foods in their work space and at potlucks
• Include access to a dietitian/nutritionist/health coach as part of your health benefits
1. Consider adopting a vending policy – minimum standard for healthy options
   • Contact Vending Company - Are they able to offer healthier options?
   • If healthy options are offered, what guidelines do they use (note: there are many, and not all are created equal.)

2. Work with vending company on product placement
   • Ask for an analysis to determine top sellers – keep top sellers in BUT put healthier options in place of what doesn’t sell
   • Move healthier options at eye level
   • Gradually move less healthy options out

3. Request vending company to modify pricing structure
1. Meet with cafeteria manager about options
   - Assess current environment for healthy food & beverage options
     - Is there a current value meal option? Be mindful of portion sizes / portion distortion
     - Are there healthy grab-and-go options?
   - Can pricing structure be adjusted
   - Adjust product placement with healthier options up front (making the healthy choice the easy choice!)

2. Make the road to change a collaborative effort
   - Take time to promote and implement the changes, be flexible
• Vending study
  • Reductions of 10%, 25% and 50% on low fat snacks increase purchases by 9%, 39% and 93%

• Cafeteria study
  • Increased cost of regular soft drinks by 35% decreased purchases by 26%

Policies – why do you need them?

• Shows a company’s COMMITMENT to providing a healthy work environment
  • Gives credibility and ensures sustainability to the environmental change
  • Communicates to all employees the importance and intent behind the changes
  • Can more easily be incorporated into vending contracts and requests for bids

• There is no “one size fits all” for food & beverage policies; each organization must consider its own culture and needs

• Ideally, the policy would cover:
  • Meetings & events, snack stations, items sold in cafeterias & vending machines
• Comprehensive wellness programs get better results
• Employee involvement is critical
• Management support is critical
• Creating a company culture of health is a game changer.
Create the Change

1. Gather key players – involve employees and leadership
2. Use the results from your CDC SoreCard
3. Form a wellness committee – a good team will go far!
4. Plan and identify areas for improvement; prioritize
5. Put the plan into action: set specific attainable goals
6. Evaluate efforts – solicit employee feedback
• Social Support – raise awareness and build skills
  • Choose activities that give employees the information / skills they need to make healthy food choices
    • Company newsletter on a scheduled basis
    • Post nutrition/health/wellness tidbits on bulletin boards and other high traffic areas
    • Events: company contests & challenges can be fun and boost employee morale
    • Health screenings
    • Point of decision prompts – healthy messaging!
    • Share recipes / cooking demos
• Supportive Environment

• Assure surroundings foster healthy behaviors – make the healthy choice the easy choice!
  • Increase availability of healthy foods (fruits & vegetables)
  • Make healthy choices convenient and competitively priced
  • Consider value meals – reduced portion sizes with healthy side options
  • Assure employees have enough time to eat
  • Assure employees have a clean and attractive eating environment away from their work space
Evaluating Your Efforts

• It is important to evaluate if your efforts are working:
  • Look at vending and cafeteria sales to see if the healthier options are selling (the vendor should be able to tell you)
  • How often to you fill up the snack station
  • Use employee survey to determine if employees are eating healthier (eating more produce, grains, etc.) and if they find the options beneficial
Resources: Food Guidelines for Vending

• NEMS Vending Assessment Tool (NEMS-V)
  • http://nems-v.com/Index.html

• National Alliance for Nutrition and Activity (NANA)

• American Heart Association (AHA)
  • http://www.heart.org/idc/groups/heartpublic/@wcm/@fc/documents/downloadable/ucm_465693.pdf
OSPTI Staff Wellness Day with Local Chef
- healthy cooking instruction with ingredients being purchased from local farmers market-
Lakes Country Service Cooperative, Fergus Falls
Healthy Snack Station
Government Services Center, Fergus Falls
Mini Farmers Market
Fresh Vegetable Vending
PartnerSHIP 4 Health Collaborative Gathering
- catered lunch -


• NANA Model Beverage and Food Vending Standards at: https://cspinet.org/resource/nana-model-beverage-and-food-vending-machine-standards

• CDC worksite scorecard at: http://www.cdc.gov/dhdsp/pubs/worksite_scorecard.htm

• Wisconsin worksite wellness toolkit: http://dhmh.maryland.gov/healthiest/Documentms/Wisconsin%20Worksite%20Wellness%20Resource%20Kit.pdf

• Eat Well Work Well at: http://www.eatwellworkwell.org/

• SHIP worksite wellness implementation guide at: http://www.health.state.mn.us/healthreform/ship/implementation/worksite/worksitewellnessguide01092012.pdf

• More on behavior economics: http://www.choicesmagazine.org/magazine/article.php?article=87
Thank you!

Karensa Tischer

ktischer@lcsc.org

218-737-6553