



Healthy Food Environment at Work

- 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

It's More Than the Food

- 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 ar
- 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

Vending Machines

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 –n- go options?
- Can pricing structure be adjusted
- Adjust product placement with healthier options up front (making the healthy choice the easy choice!)



Fruit
\$1.00

2. Make the road to change a collaborative effort

- Take time to promote and implement the changes, be flexible



Cake
\$2.00

- 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

Create the Change

- 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

Keeping it Going

- 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 tid bits 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



Choose health. Drink water.

Drink, Calories and Container Size (fluid ounces)	Teaspoons of Sugar per Container Size	Minutes of Brisk Walking to Burn Off the Drink (walking at 3.5 mph)
Soda 227 calories 20 fl. oz.	14 tsp	49 min.
Sports Drink 125 calories 20 fl. oz.	9 tsp	27 min.
Energy Drink 240 calories 16 fl. oz.	15 tsp	52 min.
Juice Drink 305 calories 20 fl. oz.	17 tsp	66 min.
Fruit-flavored Soda 165 calories 12.5 fl. oz.	11 tsp	36 min.
Vitamin-added Water 125 calories 20 fl. oz.	8 tsp	27 min.
Sweetened Tea 213 calories 20 fl. oz.	14 tsp	46 min.
Water 0 calories 20 fl. oz.	0 tsp	0 min.

Note: Walking times are based on the average calorie expenditure for a 154-pound individual walking at 3.5 mph (200 calories/hour). Calories burned per hour will be higher for persons who weigh more than 154 pounds and lower for persons who weigh less. Teaspoons of sugar are rounded to the nearest whole number. All walking times are rounded up to the next whole number.

**rethink
YOUR DRINK**

This material was produced by the California Department of Public Health's Nutrition Education and Obesity Prevention Branch with funding from CDC's SNAP-EQ, known as California's Healthy Food Financing Initiative. These materials are equal opportunity materials and employees, California provide substance to the source. Materials are not to be used for any other purpose. For California Department of Public Health, 1-877-942-3663. For important nutrition information, visit www.cdph.ca/Programs/OPA/Pages/NR120002.aspx.



Keeping it Going

- 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)
 - <http://cspinet.org/new/pdf/final-model-vending-standards.pdf>
- American Heart Association (AHA)
 - http://www.heart.org/idc/groups/heartpublic/@wcm/@fc/documents/downloadable/ucm_465693.pdf

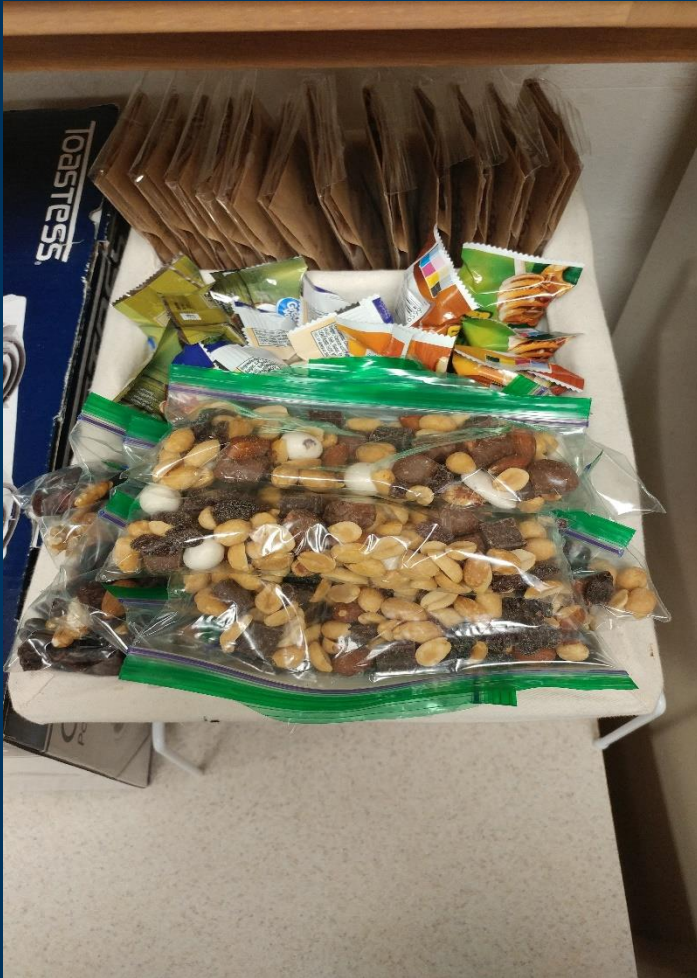
Worksites in Action

OSPTI Staff Wellness Day with Local Chef

-healthy cooking instruction with ingredients being purchased from local farmers market-



Worksites in Action



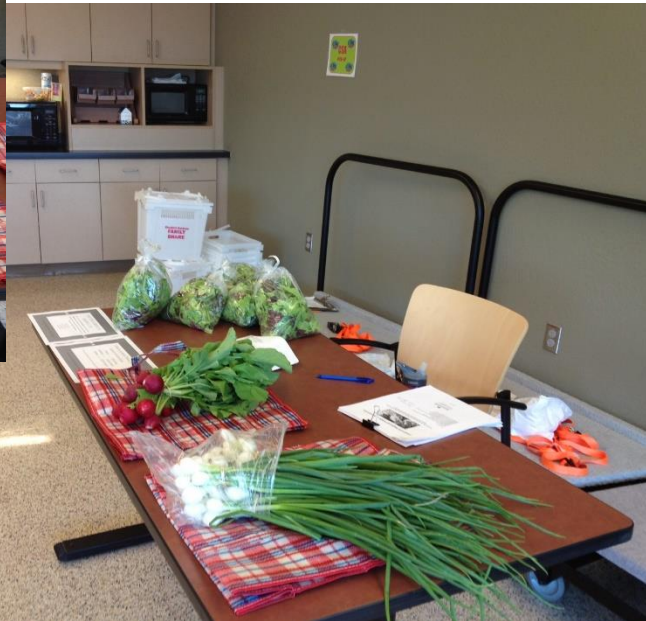
Worksites in Action

Lakes Country Service Cooperative, Fergus Falls Healthy Snack Station



Worksites in Action

Government Services Center, Fergus Falls Mini Farmers Market Fresh Vegetable Vending



PartnerSHIP 4 Health Collaborative Gathering - catered lunch -



Resources

- *Dietary Guidelines for Americans, 2015* at: www.cnpp.usda.gov/DGAS2010-PolicyDocument.htm
- Food Service Guidelines for Federal Facilities, 2017 at: https://www.cdc.gov/obesity/downloads/guidelines_for_federal_concessions_and_vending_operations.pdf
- *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/Documents/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!

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