

Low, Medium & High Cost Ideas for Physical Activity Resources at the Worksite



What:

People who are physically active reduce their risk for heart disease, diabetes and some cancers and reduce their stress levels. The recommended level of physical activity to produce some health benefits is 30 minutes of moderate activity, at least five times per week. Only 55 percent of Wisconsin adults are meeting that recommendation. Even fewer meet the 60-90 minutes of activity recommendation to lose weight or maintain weight loss.

Why:

People who stay fit will cost the organization less, affecting the bottom line and ultimately saving the company money through their benefits and compensation plan. It can also reduce absenteeism and create a more productive workforce.

TABLE KEY I =Individual Level E/O =Environmental/Organizational Level P = Policy Level
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<i>Low Resources</i>	I	E/O	P
1. Create a company culture that discourages sedentary behavior, such as TV viewing on breaks and sitting for long periods of time			.
2. Offer flexible work hours to allow for physical activity during the day			.
3. Support physical activity breaks during the workday, such as stretching or walking		.	
4. Map out on-site trails or nearby walking routes		.	
5. Host walk-and-talk meetings	.	.	
6. Post motivational signs at elevators & escalators to encourage stair use	.		
7. Provide exercise/physical fitness messages and information to employees		.	.
8. Have employees map their own biking or walking route to and from work		.	
9. Provide bicycle racks in safe, convenient, and accessible locations		.	
<i>Medium Resources</i>	I	E/O	P
1. Provide shower and/or changing facilities on-site		.	
2. Provide outdoor exercise areas such as fields and trails for employee use		.	
3. Provide or support recreation leagues and other physical activity events (on site or in the community)		.	
4. Start employee activity clubs (e.g., walking, bicycling)		.	
5. Explore discounted or subsidized memberships at local health clubs, recreation centers, or YMCAs	.	.	
6. Implement incentive-based programs to encourage physical activity, such as pedometer walking challenges		.	
7. Promote active commuting to work and biking and walking while at work by offering commuters and employees special assistance	.	.	
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<i>High Resources</i>	<i>I</i>	<i>E/O</i>	<i>P</i>
1. Offer on-site fitness opportunities, such as group classes or personal training		.	
2. Provide an on-site exercise facility		.	
3. Provide incentives for participation in physical activity and/or weight management/maintenance activities		.	
4. Allow for use of facilities outside of normal work hours (before/after work)		.	
5. Provide on-site childcare facilities to facilitate physical activity		.	

Resources for the Recommended Physical Activity Strategies

Low Resources

1. Company culture that discourages sedentary behavior.
2. Offer flexible work hours to allow for physical activity during the day. *Supervisors will support this as a standard work practice*
3. Support physical activity breaks during the workday; *Supervisors will support this as a standard work practice*
4. Map out on-site trails or nearby walking routes
5. Host walk-and-talk meetings; *Employees are encouraged to participate in “walking” meetings for short check-ins with other staff and supervisors. Rather than sit in an office for a quick discussion, go for a walk in the hallway or on a short outside route to cover the same content, but in a nicer environment with the added benefit of a little physical activity. Supervisors will support this as a standard work practice*
6. Post motivational signs at elevators and escalators to encourage stair usage
7. Provide exercise/physical fitness messages and information to employees
8. Have employees map their own biking route to and from work
9. Provide bicycle racks in safe, convenient, and accessible locations

Medium Resources

1. Provide shower and/or changing facilities on-site
2. Provide outdoor exercise areas such as fields and trails for employee use
3. Support recreation leagues and other physical activity events (on-site or in the community)
4. Start employee activity clubs (e.g., walking, bicycling)
5. Explore discounted or subsidized memberships at local health clubs. *Contact your local YMCA, fitness centers or other health groups to discuss reduced group rates*
6. Implement incentive-based programs to encourage physical activity, such as pedometer walking challenges
7. Promote active commuting to work and biking and walking while at work by offering commuters and employees special assistance. Consider: “pool bikes” for local travel near the worksite, information and maps on routes, distance and time to/from common destinations, umbrellas for walkers, emergency back-up travel/ taxi services for cyclists and walkers, access to bike repair and equipment at the worksite and flexible spending accounts for bikers

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High Resources

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5. Provide on-site childcare facilities to facilitate physical activity