

Black Hawk's Success Story

Three county government worksites worked with the Black Hawk CTG team to improve their worksite wellness initiatives. The CTG team conducted CHANGE and NEMS-V assessments in each of the locations and provided helpful technical assistance to county leadership. The leadership was eager to implement wellness solutions, but needed additional expertise and resources to get started. The diverse scope of work performed by employees at multiple locations and limited financial resources are unique challenges the county must overcome in order to implement a comprehensive wellness initiative that includes systems and environmental changes. As a result, a wellness committee was assembled and set priorities for health-promoting systems and environmental changes. The CTG team also provided sample wellness policy language, and the committee was able to draft a comprehensive wellness policy, which the Board of Supervisors voluntarily approved.

The policy described the role that the county shall assume in creating, promoting, and maintaining a supportive environment and social context for employees to make healthier personal lifestyle choices. The policy also officially established an employee-led wellness committee to communicate and oversee wellness program activities. The wellness committee has a large role in motivating others by gathering feedback from employees, coordinating wellness events, and encouraging well-being assessments. The wellness committee is also responsible for other wellness-related communication with employees, such as aggregate company well-being metrics, program participation levels and outcomes, and testimonials in the Live Well newsletter.

Members of the county-wide committee will also facilitate advisory wellness committees at their own worksite locations. Using recommendations from the initial CHANGE assessment, each advisory committee will develop a strategic plan to pursue designation as a Blue Zones™ worksite. Based on recommendations from the CHANGE assessment, facilities staff are identifying a comfortable, private, space for breastfeeding in all buildings where County employees work; and the Board of Supervisors and Human Resources Department are working with the County Insurance provider to possibly expand preventive health insurance coverage benefits. As part of a complementary healthy vending initiative, the committee is working with the County vending contractor to increase the number of healthy options according to NEMS-V criteria .