

Employee Healthy Life Annual Work Plan



Background & Summary: This workplan is to elaborate on Employee Healthy Life program efforts to support employee well-being across all dimensions of well-being.

Employee Healthy Life:

Scope:

- PacificSource employees

Annual Goals:

- Major Focus Areas: Five Bold Steps – Individual well-being, PS employee community well-being, EHL and Healthy Life Rewards, PacificSource (as the employer), employee health plan

2024	2025	2026
<p>Strategic Pillars/Workstreams: Organizational Strength and Operational Excellence, Member Experience</p> <ul style="list-style-type: none"> • Analyze current data and metrics to prioritize initiatives among the Five Bold Steps. • Collaborate with HR to create a comprehensive promotional strategy to engage employees in health plan and well-being benefits. • Facilitate conversations with managers and team leads from Customer Service and other departments with high compliance requirements that render those employees unable to participate in wellness activities. Identify opportunities for Employee Healthy Life to better support those employees and meet them where they're at. • Evaluate employee health plan for opportunities to improve well-being benefits in alignment with the priorities outlined in the 5 Bold Steps. • Implement Virgin Pulse wellness experience and launch to PacificSource employees with new Healthy Life Rewards program. • Explore opportunities to incorporate Mental Health First Aid training and/or practices and/or how we can better partner with Health Advocate to provide ongoing mental health support. • Scope an audit of company policies/employee handbook for trauma-informed practices; propose recommendations to improve. • Pilot Able To self-guided mental health support app for employees. • Create a vendor relation strategy for leveraging vendor resources to achieve employee outcomes among the Five Bold Steps. • Explore and develop small-group well-being workshops and individual well-being advising. • Lead Employee Healthy Life Committee in working cross-functionally with other committees and in partnership with regional leadership. • Identify what Employee Healthy Life program growth looks like over the next 3-5 years. • Draft and implement a marketing communications plan to promote engagement and develop trust through transparency. • Re-establish purpose and objectives of the Employee Healthy Life Executive Committee. 		<ul style="list-style-type: none"> •

2024 Employee Healthy Life Strategic Work Plan

Focus Area: Individual employee well-being

- Employees' overall perception of their total well-being, captured by the enterprise-identified well-being metric.
 - Drive participation in opportunities to enhance health and well-being through strategic application of well-being programs.
 - Coach employees to be stewards of their own health and well-being.

Q1 2024	Q2 2024	Q3 2024	Q4 2024
<ul style="list-style-type: none"> • Launch Virgin Pulse to PacificSource employees with new Healthy Life Rewards program. • Develop MHA Month campaign. • Initiate exploration of Mental Health First Aid inclusion opportunities. 	<ul style="list-style-type: none"> • Pilot Able To self-guided mental health support app for employees. • Launch individual well-being advising. • Implement MHA Month campaign. • Promote VP and HLR program. 	<ul style="list-style-type: none"> • Explore and develop small-group well-being workshops. • Conduct individual well-being advising. • Promote VP and HLR program. 	<ul style="list-style-type: none"> • Host small-group well-being workshops. • Conduct individual advising.

Focus Area: PacificSource employee community

- DEIB initiatives and other key internal stakeholders inform EHL efforts to create a psychologically safe and inclusive environment where employees feel they belong.
 - Empower employees at all levels to engage in conversations around DEIB and psychologically safe environments to create a community of belonging.
 - Assess company policies and culture for opportunities to create a more resilient and trauma-informed workforce.

Q1 2024	Q2 2024	Q3 2024	Q4 2024
<ul style="list-style-type: none"> • Lead Employee Healthy Life Committee in working cross-functionally with other committees and in partnership with regional leadership. 	<ul style="list-style-type: none"> • Scope an audit of company policies/employee handbook for trauma-informed practices. • Connect with ERG leaders to understand to-date experience and opportunities. 	<ul style="list-style-type: none"> • Set up chats with key internal stakeholders regarding policies and trauma-informed policies. 	<ul style="list-style-type: none"> • Conduct conversations with key internal stakeholders re: trauma-informed policies; compile feedback and recommendations.

Focus Area: EHL and Healthy Life Rewards program

- Incentive program and offerings support behavior change and guiding employees through the stages of change to help them achieve their health and well-being goals.
 - Incentivize employees to engage in meaningful, healthy actions that are relevant to their health and well-being journey.
 - Diversify opportunities to meet employees where they are.
 - Engage dependents as part of the broader employee well-being community.

Q1 2024	Q2 2024	Q3 2024	Q4 2024
<ul style="list-style-type: none"> • Launch Virgin Pulse to PacificSource employees with new Healthy Life Rewards program. • Itemize vendors, services, programs, and resources available; assess alignment with 5 Bold Steps and strategic pillars. • Create communication strategy to sustain engagement with VP. • Host quarterly challenge. 	<ul style="list-style-type: none"> • Implement VP communication strategy. • Host quarterly challenge. 	<ul style="list-style-type: none"> • Continue to implement VP communication strategy. • Host quarterly challenge. 	<ul style="list-style-type: none"> • Continue to implement VP communication strategy. • Host quarterly challenge.

Focus Area: PacificSource (as the employer)

- Organizational priorities support employees' physical and mental well-being, demonstrated by productivity, attendance, and thriving in the workplace.
 - Listen to understand what employees need and want.
 - Provide opportunities, tools, and resources for employees to engage in all dimensions of their well-being.

Q1 2024	Q2 2024	Q3 2024	Q4 2024
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<ul style="list-style-type: none"> Collaborate with HR to create a comprehensive promotional strategy to engage employees in health plan and well-being benefits. 	<ul style="list-style-type: none"> Determine engagement rates with current vendors and alignment with employee feedback (survey data). Host on-site biometric screenings. Facilitate conversations with Customer Service/other managers and team leads to identify wellness opportunities and support. 	<ul style="list-style-type: none"> Assess opportunity to leverage both Wellness 2000 and Albertson's for bio screening/flu shot events. Facilitate conversations with Customer Service/other managers and team leads to identify wellness opportunities and support. 	<ul style="list-style-type: none"> Host on-site biometric screenings and flu shot clinics. Draft a proposal identifying how EHL can better support Customer Service staff and other departments unable to participate in general wellness activities.
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Focus Area: Employee health plan

- Benefit utilization and preventive screening campaigns and practices to best support employee health.
 - Focus strategic communications on importance and benefits of preventive health care.
 - Help employees understand and utilize health plan benefits.

Q1 2024	Q2 2024	Q3 2024	Q4 2024
<ul style="list-style-type: none"> Collaborate with HR to create a comprehensive promotional strategy to engage employees in health plan and well-being benefits. Draft a health insurance 101/value of benefits campaign plan in collaboration with HR. 	<ul style="list-style-type: none"> Evaluate employee health plan for opportunities to improve well-being benefits in alignment with the priorities outlined in the 5 Bold Steps. Secure HR/Health Services leadership buy-in for health insurance 101 education campaign; begin developing materials. 	<ul style="list-style-type: none"> Finalize developing materials for launching health insurance 101 education campaign. Launch. 	<ul style="list-style-type: none"> Partner with HR to provide support during benefit fairs and open enrollment.

Focus Area: Data

Q1 2024	Q2 2024	Q3 2024	Q4 2024
<ul style="list-style-type: none"> Analyze current data and metrics to prioritize initiatives among the Five Bold Steps. 	<ul style="list-style-type: none"> Update 5 Bold Steps metrics dashboard. Assess annual survey questions for edits/additions. 	<ul style="list-style-type: none"> Launch 2024 annual wellness survey. 	<ul style="list-style-type: none"> Assess efficacy of well-being advising.

Focus Area: General

Q1 2024	Q2 2024	Q3 2024	Q4 2024
<ul style="list-style-type: none"> Draft and implement a marketing communications plan. Identify what Employee Healthy Life program growth looks like over the next 3-5 years. 	<ul style="list-style-type: none"> Re-establish purpose and objectives of the Employee Healthy Life Executive Committee. Implement marketing communications tasks. 	<ul style="list-style-type: none"> Implement marketing communications tasks. 	<ul style="list-style-type: none"> Implement marketing communications tasks.

When outlining vendors and their alignment with what employees say they want, use the categories from the survey as a way to gauge what's offered that employees have asked for; Include a separate section for outlining what vendors offer that employees haven't mentioned. Leverage what's offered that employees want and identify gaps to increase awareness around what's available.