

## Worksite Wellness Resource Packet

For much of the week, many Vermonters spend more than one third of their day working. Worksites can have a positive impact on the health of employees, their families, and communities. Worksite wellness programs can help improve employee health, work life satisfaction, productivity, plus help with recruitment and retention of employees.

Promoting wellness in the workplace can significantly reduce the occurrence and burden of chronic disease. [3-4-50](#) is a simple but powerful way to understand and communicate the overwhelming impact of chronic disease in Vermont. **3-4-50** represents **3 behaviors** – lack of physical activity, poor nutrition and tobacco use – that lead to **4 chronic diseases** – cancer, heart disease/stroke, type 2 diabetes and lung disease – resulting in more than **50 percent** of all deaths in Vermont. 3-4-50 can inspire action at all levels, building a foundation for longer and healthier lives for Vermonters, and reduce the escalating costs of preventable diseases.

**Get credit for your work by becoming a 3-4-50 Partner!**

<https://www.healthvermont.gov/3-4-50/3-4-50-partners>

[3-4-50 Partnerships | Healthy Lamoille Valley](#)

How we can help:		
Prevention Specialists can help your organization develop strategies and policies to enhance & promote access to:		
<ul style="list-style-type: none"> <li>• physical activity</li> <li>• nutrition and breastfeeding</li> <li>• smoking cessation</li> <li>• chronic disease management support</li> </ul>	<ul style="list-style-type: none"> <li>• substance use prevention and recovery support</li> <li>• vaccinations (flu, COVID, Tdap and more)</li> <li>• mental health supports</li> </ul>	
Some Simple Low & No Cost Strategies to Promote Wellness		
<ul style="list-style-type: none"> <li>✓ Identify a clean, comfortable and private space, with an electrical outlet to help support nursing mothers.</li> <li>✓ Adopt a healthy snack policy for meetings.</li> <li>✓ Feature motivational signage to use stairs, take fitness breaks and bring healthy snacks.</li> <li>✓ Support Screen-Time Breaks</li> </ul>	<ul style="list-style-type: none"> <li>✓ Support walking breaks.</li> <li>✓ Try walking meetings.</li> <li>✓ Support group-lead stretch breaks.</li> <li>✓ <a href="#">Physical Activity Breaks for the Workplace, Resource Guide, May 2021 (cdc.gov)</a></li> <li>✓ Support annual medical visits, screenings, and dental cleanings.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Foster alternative break options to support employees trying to quit smoking e.g. <a href="#">Free Online Mind Games - MindGames.com</a></li> <li>✓ Utilize free smoke/vape free signage for worksites.</li> </ul>

## Work Site Resources

### 3-4-50 Basics

- **Where to begin:** <http://www.healthvermont.gov/3-4-50>
  - See Testimonials
  - Promote health in the workplace, at school and childcare, and in our communities
  - Tips sheets, sign-on worksheets and more

### 3-4-50 Worksite Wellness

- [Worksite-Wellness](#) Resources
  - Worksite Wellness [Toolkit](#)
- [Occupation Specific Wellness Resources | Vermont Department of Health \(healthvermont.gov\)](#)
- **Human Resources Support**
  - **Invest EAP** <https://www.investeap.org/welcome>
  - **NEK Prosper** <https://nekprosper.org/>
  - **Social Service Resources** [Lamoille Resources by findhelp - Search and Connect to Social Care](#)
  - **Employer Guide to Supporting Employees**
    - [Working Bridges - United Way of Northwest Vermont](#)
    - [Mental-Health-Toolkit-Updated.pdf](#)
  - **Wellness Workshops** <https://www.myhealthyvt.org/>
  - **Worksite Safety** [Project WorkSAFE | Department of Labor \(vermont.gov\)](#)
  - **WELCOA** <https://welcoa.org/about/>

### Smoke & Vape-Free

- **Go Smoke Free** [Smoke-Free-Resources](#)
  - **Free customized signage and buttlers from** [Healthy Lamoille Valley](#)
  - [Smoke Free Signs](#) from Vermont Department of Health
- [Quit Help Resources | Healthy Lamoille Valley](#)
- **Restaurant Guide** [Smoking and Your Restaurant.pdf \(healthvermont.gov\)](#)
- **Recovery-Friendly Employers** [Employers | Vermont Department of Health \(healthvermont.gov\)](#)
- **Smoking Cessation Resources**
  - **Employees:** <https://quitlogixeducation.org/vermont/>
  - **Healthcare Workers:** <https://802quits.org/health-professionals/>

### Recovery-Friendly

- [VT RETAIN | Department of Labor \(vermont.gov\)](#)
- **Working Field** [Employer One Sheet - Working Fields | Department of Labor \(vermont.gov\)](#) and [Vermont Staffing Agency | Working Fields | Second Chances Work](#)
- [Recovery Vermont](#)

- [How to Get Help | Vermont Department of Health \(healthvermont.gov\)](#)
- [words-matter-preferred-language-talking-about-addiction](#)

## Pregnant Worker & Breastfeeding Friendly Employers

- **Celebrate** [World Breastfeeding Week 2023](#)
  - [Breastfeeding Friendly Employer Project Survey \(surveymonkey.com\)](#)
  - **New Checklist** [Breastfeeding Friendly Employer Accommodations Checklist \(healthvermont.gov\)](#)
  - [Promote a Family-Friendly Workplace | Vermont Department of Health \(healthvermont.gov\)](#)
  - <https://www.healthvermont.gov/sites/default/files/document/hpdp-factsheet-breastfeeding-friendly-employer-project.pdf>
- [VT Breastfeeding Laws \(healthvermont.gov\)](#)
- **Pump Act** [The PUMP Act Explained \(usbreastfeeding.org\)](#)
- **Pregnant Workers Fairness Act** [U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#) & [abetterbalance.org](#)
  - **Infographic** [PWFA Reasonable Steps Infographic \(eoc.gov\)](#)

## Healthy Food Choices

- [Promote Healthy Food Choices at the Workplace](#)
  - **Sample Nutrition** [Policy for Worksite](#)
- [Promote a Family-Friendly Workplace](#)
  - **Get a certificate for signing on** [BFF Brochure](#)
- [Healthy Vending and Cafeteria Guidance](#)
- [Vermont Community Garden Network - Resources on Worksite Gardens](#)
- [Find a CSA](#)
- [Vermont Farm to Plate](#)
- [Implementing Vermont's Healthy Food Standards](#)

## Emotional Wellbeing

- [Support the Emotional Wellbeing of Employees](#)
- [Mental Health Initiative - United Way of Northwest Vermont](#)
  - **Toolkit** [NW.UW-Mental-Health-Toolkit](#)
- [Mental health in the workplace \(CDC\)](#)
- [Working Well toolkit \(Center for Workplace Mental Health\)](#)
- [Checklist for mentally healthy workplaces \(EARN\)](#)
- [Quick guide to decrease burnout and build resilience \(Welcoa\)](#)
- [Burnout and resilience in the workplace \(Welcoa\)](#)
- [The hybrid model of working – what is it and why it matters to your employees' mental health \(Welcoa\)](#)
- **Equity** [How to Reduce Bias in Your Workplace](#)

## Physical Activity

- [Go! Vermont](#) – Promotes active and green commuting at the workplace.
- [Local Motion](#) - Supports active transportation.

- **VT Governor's Council on Physical Fitness and Sports** [Vermont Governor's Council on Physical Fitness and Sports \(vermontfitness.org\)](#)
- [Vermont State Parks Hiking Trails](#)
- [Help Employees Get Daily Physical Activity](#)
  - [Sample Physical Activity Policy for Worksite](#)
- [Lamoille County Resources United Way](#)
- [Working Communities Challenge : Partnerships](#)
- **Sun Safety** [Impact Melanoma - IMPACT Melanoma](#)

## Farmworker Health

- [Farmworker Resources | Agriculture | The University of Vermont \(uvm.edu\)](#)

## Age Strong VT

- [Age Strong Vermont: Our Roadmap for an Age-Friendly State | Vermont Department of Health \(healthvermont.gov\)](#)
- Scroll down to see Healthy Aging Data Reports by County
- [Microsoft PowerPoint - Infographic Age Strong.pptx \(healthvermont.gov\)](#)

## Virtual Worksite Wellness Series

- [Worksite Wellness Virtual Workshop Series | Vermont Department of Health \(healthvermont.gov\)](#)

## Civic Health & Benefits of Local Policy Involvement

- [Creating Thriving Communities](#)

## 3-4-50 Data

- [Population Health Surveys & Data](#)
- **New 2023 Report** [2021 VT BRFSS Data Summary \(healthvermont.gov\)](#)
- **New 2023** [Diabetes & Heart Disease Data Pages \(healthvermont.gov\)](#)
- **New 2023** [Adult Tobacco Use Data Brief \(healthvermont.gov\)](#)
- Lamoille Valley Data Profile [Adult Behavior Risk Factor Survey](#)
- Vermont Department of Health [Tobacco Data Pages](#)
- Special Population [3-4-50 Statewide Data Brief](#)
- Department of Substance Use 2022 Annual [Data and Reports](#)



## Contact Us for Technical Assistance

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## Healthy Lamoille Valley

<https://www.healthylamoillevalley.org/>



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## MyHealthyVT

MY HEALTHY  
VERMONT

Workshops  
Diabetes Management, Diabetes Prevention, Quit  
Smoking, High Blood Pressure,

## Outsourcing Worksite Wellness Support

VT Invest EAP [Welcome](#) | [Invest EAP](#)

WELCOA [WELCOA - Workplace Wellness Certifications, Trainings and Resources](#)



Cigna [Employee Health and Wellness Programs | Cigna Healthcare](#)

BC/BS [BeWell@Work | BlueCross BlueShield of Vermont \(bluecrossvt.org\)](#)

MVP Health Care [Health and Wellness \(mvphealthcare.com\)](#)

My Healthy VT [About Us - MyHealthyVT](#)  
[WW x MHVT Pitch Document Final.pdf](#)

CVCOA [Nutrition and Wellness \(cvcoa.org\)](#)

Veteran Administration [Health Care | ChooseVA](#)

Occupational Health Nursing Serving VT [Wellness Works LLC \(wellness-works.net\)](#)