

NAPA “Menu” of Worksite Strategies

When working with employers, NAPA encourages them to implement strategies from each of the following categories: policy/procedure strategies; environment/access strategies; and education/motivation strategies. We consider “recommended” strategies to be those recommended by the *Community Guide*, and “promising” strategies to be those proposed by other authoritative sources. We also include in this “menu” several strategies that have been suggested and piloted by Montana employers and employees. The strategies below address physical activity and nutrition for employees. The “menu” also includes four strategies to make worksites more “breastfeeding friendly” for employees returning from maternity leave.

↑ Physical Activity

Policy/ Procedure	<p>Create written or announced policy/procedure for providing financial coverage of all or part of health club membership Source: <i>Community Guide</i>, <u>Recommended</u> (1)</p> <p>Adopt written or announced policy/procedure for allowing for breaks, flex time or paid activity time Source: COPAN, <u>Promising</u> (2)</p> <p>Have written or announced policy/procedure for including all employees in wellness program (i.e., volunteers, shift workers, part-time staff) Source: Alberta Center for Active Living, <u>Promising</u> (3)</p> <p>Create written or announced procedure for formally recognizing participation in wellness program Source: Alberta Center for Active Living, <u>Promising</u> (4)</p> <p>Adopt written policy supporting use of alternative transportation (bike/walk) to and from work Source: Southern Nevada Health District, <u>Promising</u> (5)</p> <p>Develop dress codes that allow for comfortable clothing conducive to physical activity Source: ACOEM, <u>Promising</u> (6)</p>
Environmental/ Access	<p>Offer regular on-site instructor/video led group classes during work day Source: <i>Community Guide</i>, <u>Recommended</u> (7)</p>

	<p>Provide equipment and instruction to promote physical activity (i.e. pedometers, free weights, exercise balls, resistant bands) Source: <i>Community Guide</i>, <u>Recommended</u> (8)</p> <p>Map and promote safe walking routes and activity areas near work Source: <i>Community Guide</i>, <u>Recommended</u> (9)</p> <p>Enhance stairwells to increase safety and attractiveness Source: <i>Community Guide</i>, <u>Recommended</u> (10)</p> <p>Provide showers/changing facilities. Source: WI - NAPA, <u>Promising</u> (11)</p> <p>Identify and promote outdoor exercise areas near work, such as parks and trails Source: <i>Community Guide</i>, <u>Recommended</u> (12)</p> <p>Increase access to fitness equipment(through on-site facilities (or subsidized memberships to off-site facilities) Source: <i>Community Guide</i>, <u>Recommended</u> (13)</p> <p>Create buddy systems and/or team challenges (i.e. walking groups, interdepartmental competitions) Source: <i>Community Guide</i>, <u>Recommended</u> (14)</p> <p>Exhibit management modeling of walking Source: <u>Popular and sustainable during pilot (not evidence-based).</u></p> <p>Provide bicycle racks in safe, convenient and accessible locations (i.e. covered) Source: WI - NAPA, <u>Promising</u> (15)</p> <p>Host walk-and-talk meetings Source: <i>Community Guide</i>, <u>Recommended</u> (16)</p>
Education/ Motivation	<p>Create opportunities for peer role modeling (i.e. employee led campaigns, demonstrations, or programs) Source: <i>Community Guide</i>, <u>Recommended</u> (17)</p>

Provide incentives for participation in:

- Onsite and work hour activities.
- Maintaining activities
- Team challenges
- Using health clubs

Source: COPAN, Promising (18)

Post point of decision prompts posted at elevators to encourage stair use

Source: *Community Guide*, Recommended (19)

Provide physical activity education to employees via multiple means (such as web sites, bulletins, seminars, lunch-and-learns, information in pay envelopes, etc.)

Source: WI - NAPA, Promising (20)

Post community walks and other physical activity events at work

Source: Southern Nevada Health District, Promising (21)

Create activity team challenges

Source: *Community Guide*, Recommended (22)

Offer and encourage participation in after work recreation and work team leagues

Source: *Community Guide*, Recommended (23)

↑ **Fruits and vegetables** ↓ **Energy-Dense Foods and Sugar-Sweetened Beverages**

<p>Policy/ Procedure</p>	<p>Develop written or announced agreement to provide fruits/veggies at some/all meetings/work functions and/or not to provide energy-dense foods at routine meetings Source: WI – NAPA, <u>Promising</u> (24)</p> <p>Adopt written or announced procedure in place on how “community bowl of fruit” in break room is created, restocked, with what, and by whom Source: <u>Popular/sustainable during pilot year (not evidence-based).</u></p> <p>Create written or announced standards for healthier foods and beverages in vending machines Source: ACOEM, <u>Promising</u> (25)</p> <p>Have a written or announced commitment to bring fruits/vegetables to accompany shared food Source: <u>Popular/sustainable during pilot year (not evidence-based).</u></p>
<p>Environmental/ Access</p>	<p>Offer fruits/ vegetables at all meetings and work events where food is normally provided Source: WI – NAPA, <u>Promising</u> (26)</p> <p>Improve break rooms to be conducive to preparing healthy snacks Source: WI – NAPA, <u>Promising</u> (27)</p> <p>Offer fruits/vegetables at work for purchase (break room, vending machines, or cafeteria) and/or limit the availability of energy-dense foods in these settings Source: ACOEM, <u>Promising</u> (28)</p>
<p>Education/ Motivation</p>	<p>Post point-of decision nutrition information prompts to promote low-energy-dense choices Source: WI – NAPA, <u>Promising</u> (29)</p> <p>Provide taste-testing for low-energy-dense foods offered in cafeteria, break room and/or vending machines Source: WI – NAPA, <u>Promising</u> “Provide taste-testing opportunities in the worksite cafeteria.” (30)</p> <p>Provide cooking demonstrations that teach skills (i.e. fruit/veggies selection and preparation, low-calorie cooking) Source: WI – NAPA, <u>Promising</u> (31)</p>

Distribute monthly low-calorie recipes for in-season fruits/vegetables (maybe demonstrate some of these recipes on site)

Source: Southern Nevada Health District, Promising (32)

Provide nutrition education to employees via multiple means (i.e. Brown bag lunch, email, posters, payroll stuffers) on topics such as:

- Seasonal recipes
- Portion distortion/labels
- Healthy cooking classes
- “Meeting Well” (American Cancer Society)
- Family component for healthier eating and/or cooking

Source: WI – NAPA, Promising (33)

Create opportunities for peer role modeling (i.e. employee led campaigns, demonstrations, or programs)

Source: WI – NAPA, Promising (34)

Offer weight management support groups that meet at the worksite

Source: Strategy identified by employers as one they might be interested in implementing (not evidence-based).

↑**Breastfeeding Initiation and Exclusivity**

Policy/ Procedure	<p>Create and disseminate a written policy that supports/allows breastfeeding/pumping at work Source: <i>CDC Guide to Breastfeeding Interventions</i>, <u>Promising</u> (35)</p> <p>Adopt and publicize a written or announced policy/procedure for offering flexible break times for breastfeeding or expressing milk Source: <i>CDC Guide to Breastfeeding Interventions</i>, <u>Promising</u> (36)</p>
Environmental/ Access	<p>Make available a private area (not toilet stall or restroom) for breastfeeding or expressing milk Source: <i>CDC Guide to Breastfeeding Interventions</i>, <u>Promising</u> (37)</p>
Education/ Motivation	<p>Communicate breastfeeding-friendly policy and information on benefits of breastfeeding to all employees Source: <i>CDC Guide to Breastfeeding Interventions</i>, <u>Promising</u> (38)</p>

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