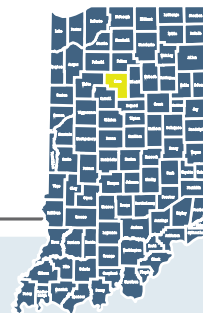


Steinberger Construction, Inc, Takes a Holistic Approach to Worksite Wellness

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SUMMARY

Steinberger Construction, Inc. (SCI), located in Logansport, Cass County Indiana, employs approximately 58 individuals. SCI provides clients a full-range of design and build contracting services including industrial buildings, additions and expansions, equipment installation, facilities maintenance/ repair and preconstruction services.

According to the county health rankings, Cass County ranks 51/92 in health outcomes. Life expectancy is reported as 29/92, while quality of life is 73/92. County smoking rates are below state average (18%/21%), while adult obesity estimates are above state average (34%/32%).

The Wellness Council of Indiana has received funding through the Indiana State Department of Health Division of Nutrition and Physical Activity (DNPA) to provide onsite consultation services and support to Indiana organizations who seek guidance in evolving their worksite wellness initiatives. Since receiving a consultation through the Wellness Council of Indiana in 2014, SCI has continued and strengthened their workplace wellness efforts, culminating in their recent 5 Star AchieveWELL Designation at the 2017 Indiana Health and Wellness Summit.



CHALLENGE

Since SCI is in the construction industry, one challenge posed to employee wellness efforts is promoting physical activity in field workers outside of business hours. When this group is done for the day, they are tired and sore and just want to go home and relax. SCI has a corporate membership at the Logansport YMCA. However, because of the physically demanding type of work, it may not be surprising that SCI has not seen high utilization rates at the Logansport YMCA, even though SCI provides a subsidized membership. Additionally, many employees do not live near SCI's main office, and some have to drive over an hour to get to their construction site.

The employee demographic is mostly male, especially at the construction sites. Nutrition is also a major challenge with these employees. Male employees in the construction field typically sustain long days of arduous labor with a "meat and potatoes" diet, rarely relying on fresh fruits and vegetables to fuel their labor.

YOUR INVOLVEMENT IS KEY

For more information about the SCI's wellness efforts, visit <http://www.sciteam.com/wellness/>. More information about DNPA can be found at <http://www.dnpa.isdh.in.gov>.

This project is supported by the State Public Health Actions to Prevent and Control Diabetes, Heart Disease, Obesity, and Associated Risk Factors and Promote School Health cooperative agreement (DP13-1305).

"The Wellness Council of Indiana has been very helpful in our wellness efforts. They serve as a sort of clearinghouse for ideas from other companies, of all sizes and industries across the state, and with a similar dedication to wellness. That has been a great source for us and helps stimulate new ideas of our own as well or, look at things in new ways that maybe we hadn't considered. And the AchieveWELL process has also been a great experience. It provides a template that helps us analyze all facets of our initiative and helps keep us on the road of continuous improvement. We consider the WCI a key partner in Wellness."

-Jim Steinberger, CEO, Steinberger Construction, Inc.

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SOLUTION

SCI's health risk assessments showed that because of the challenges listed many employees were not eating the recommended number of servings of fruits and vegetables throughout the day. Despite these challenges, Kim Pearson, Director of Employee Engagement and Wellness, reports that there has been an improvement in overall employee health and well-being since she has started her role. There are no vending machines at the main office location, and healthy meetings are supported by top management. The company does not have formal policies regarding healthy meetings, but it has become the new work "culture" – healthy snacks are brought without reservation. Wellness events are supported on company time. Every morning at the construction sites, site managers lead employees in stretching exercises during "Stretch and Flex" time to get their bodies ready for the day of work. Physical activity is "disguised" as family outings to the local apple orchard to pick nutritious fruit.

RESULTS

Through the evolution of SCI's wellness initiative since 2014, it is clear that this organization has made the important switch from "programming" to "culture". The onsite consultation provided SCI a solid foundation on which to build their wellness culture. Regular physical activity and smart nutrition were emphasized in the beginning, while today, organizational leadership understands that healthy behaviors result from awareness, education, supportive environments and nudging behaviors.

Because of their advanced organizational wellness, SCI is able to promote financial wellness, stress management and healthy sleep to employees. Kim reported that employee wellness efforts must meet employees where they are at in their personal wellness journey. Her motto is "Train and teach employees so that they are able to leave the organization, but treat them well enough that they don't want to leave."

In October 2017, SCI was honored as a 5 Star AchieveWELL organization by the Wellness Council of Indiana. 5 Star status is presented to an elite group of organizations who have made employee wellness at work "the standard". This designation requires a minimum of five years of continuous wellness efforts. This designation shows that the organization has truly effected positive changes in the lives of the employees and members of the community.

SUSTAINING SUCCESS

As SCI continues to improve their employee wellness efforts, physical activity and nutrition will continue to serve as a solid foundation. They wish to continue partnering with the Wellness Council of Indiana to keep up-to-date on best practices and new employee wellness ideas.

U.S. Department of Health and Human
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Contact CDC

<http://www.cdc.gov/cdc-info/requestform.html>

Website

<http://nccd.cdc.gov/nccdsuccessstories/>

The findings and conclusions in this success story are those of the author(s) and do not necessarily represent the official position of the funding agencies or the Centers for Disease Control and Prevention (CDC).



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