

MOVE WELL: EMPLOYER RESOURCES

When our bodies move well, we live well. Taking care of our muscles, bones, joints, cartilage, tendons and ligaments — our musculoskeletal (MSK) health — is critical to staying active, independent and pain free.

Poor MSK health can limit your employees' ability to perform everyday tasks and can lead to chronic pain, fatigue, missed workdays, and a reduced quality of life.

BeWell@Work offers your organization a variety of programs, tools, education, and resources to help your employees address these issues.

Speak with your BeWell@Work health and wellness consultant to learn more about our MSK programs and resources.

BENEFIT SPOTLIGHT

Blue Cross VT members have options when it comes to receiving care for MSK pain and injuries, including chiropractic care, physical therapy, and acupuncture. **Click here** for more information.

? Did You Know?

Many people experience injuries or pain in their joints, bones, and/or muscles. In fact, claims for MSK care are one of the top drivers of health plan costs.

The top 3 diagnoses within this category include:

1 Musculoskeletal Pain

2 Spondylopathies (disc disorders and other back problems)

3 Osteoarthritis

To maintain good MSK health, it can be beneficial to emphasize a combination of physical activity, proper nutrition, and lifestyle choices.

- **Physical Activity:** Regular exercise, including strength training, cardio, mobility, flexibility, and balance activities, is crucial for strengthening muscles and bones, reducing pain, and improving overall MSK function.
- **Nutrition:** Consuming a healthy diet is essential for bone health and muscle function.
- **Lifestyle Choices:** Maintaining a healthy weight, practicing good posture, and avoiding smoking can significantly impact MSK health.

RAISE AWARENESS & EDUCATE

Promote MSK care through the journeys and challenges offered within our Be Well Vermont online wellness platform and app.

JOURNEYS

Employees can earn 500 points for completing a journey and 50 points per day for completing a step.

- **Strong Back, Strong Future: Your Path to Effective Exercises, Pain Relief, and Expert Help** (10 days)
  BeWell@Work partnered with IHMS to develop a multi-week program designed to empower you with effective exercises, expert advice, and proven strategies to support a healthier back and a brighter future.
- **Finding Relief From Chronic Pain** (10 Days)
  Regardless of what kind of chronic pain you're dealing with, you deserve to live a life that's fulfilling and as pain-free as possible. From coping techniques to lifestyle adjustments, this Journey will help you navigate some of the difficulties you might face.
- **Lifestyle Tips to Manage Arthritis Pain** (10 days)
  Living with arthritis is not easy, but there are things you can do to lessen the struggle. By adopting lifestyle changes that help both the physical and emotional aspects of your pain, you can find ways to effectively manage your arthritis and regain your ability to move and function with greater ease.
- **Desk Ergonomics for Pain-Free Work Days** (10 Days)
  Our bodies weren't designed to sit at a computer all day. Yet, most of us do it for 8 hours, 5 days a week! With a few simple adjustments, you can avoid neck and back pain, eye strain and headaches. You'll learn tips to improve your workspace and daily habits to help you increase productivity and comfort while working at a desk.

Scan to download the Be Well Vermont app by Personify Health.

WORKSHOPS & TRAININGS

- **Workday Movement** (presented virtually or on-site by your health and wellness consultant)
  This workshop explores the many benefits of fitting simple movement into our workday. Participants will learn tips and practice a variety of stretches and exercises that can be done while sitting or standing to help improve the quality of their workday and their long-term well-being.
- **Host or promote the Chronic Pain Management workshop from My Healthy VT**
  - Who it's for: People living with chronic pain for more than 3 to 6 months. Attendees learn ways to reduce pain, deal with related issues, like having trouble sleeping, and more.
  - Workshop length: 6 sessions
  - This program is free and can be taken online with other Vermonters or can be offered online or on-site, just for your employees.
- **Workplace Ergonomic Workshops offered by Injury & Health Management Solutions, Inc. (IHMS)**

  These 1.5-hour workshops will be designed to reduce the risk of cumulative trauma disorders (CTD) and other MSK injuries and can be designed specifically for those employees who work in an industrial or office setting.

  The workshops will teach:
  - Safe work behavior and body mechanics
  - Appropriate stretching and strengthening exercises that can be performed on the job
  - Employees to set up of their own workstations
  - How to care for the body so "ergonomic equipment" is not the primary solution for aches and pains

  Workers are encouraged to regard themselves as industrial athletes who must have a body that is fit for the job and resists fatigue day after day and year after year.





LUNCH & LEARNS WITH LOCAL EXPERTS

- **Resilience in Motion with Jason Carriveau, PHMNP-BC, ATC**
  This workshop provides information on injury prevention and various ways to manage MSK pain. The talk will include both mindfulness and therapeutic techniques to address the causes of MSK injuries, including back and joint pain. Topics will include instruction on various exercise modalities, understanding body movement, exercise routine design, and ways to prevent future injuries. This workshop will offer practical tips and resources that can be used immediately for long term benefits.
  - Contact: **JasonCarriveau@OneBreathVermont.com**
  - Website: **onebreathvermont.org**
- **Yoga for Strength and Stretch**
  This workshop introduces a traditional yoga practice with full-body stretches and some core strengthening poses that will help participants feel calmer and more energized.
  - Contact: **heather@mainwellness.com**
  - Website: **mainwellness.com**

EMAIL EDUCATION

- **Share our email template featuring the exercise library from the American Council on Exercise.** The email includes instructions and videos for back-friendly beginner exercises to support MSK health. You can customize the email template with your own information before sending. Ask your health and wellness consultant for more information.

- **Promote MSK-related media clips on the Be Well Vermont platform:**
  - Strengthen Your Back in 5 Minutes (3:56)
  - Hip-Opening Stretches for Back Pain (5:07)
  - 5 Simple Moves to Reset Your Posture (3:07)
  - 10 Desk Stretches to Release Tension (5:10)

SUPPORT BEHAVIOR CHANGE

Promote MSK health with challenges and healthy habits offered within our Be Well Vermont online wellness platform and app.

Points earned vary by challenge. Please ask your BeWell@Work consultant for more details.

Scan the QR code to download the Be Well Vermont app by Personify Health.

Productivity Power-Up Staged Challenge

(2-3 weeks; includes 5 stages with educational content and physical activity tracking)

Do you sometimes have trouble focusing during work? Or find yourself cranking out long hours? Work productivity is important, and not just because it helps your workplace. For some, poor workstation ergonomics impacts their ability to focus at work. In this challenge, employees will rack up steps while learning tips on how to improve and feel better about how they work. Ask your health and wellness consultant for practical handouts that can be sent weekly to challenge participants to keep their momentum going.

Healthy Habits

Employees can activate over 30 healthy habits to focus on. Some examples include:

- Posture Check
- Stretch for 10 Minutes
- Strong Core Muscles
- Adjust Your Desk
- Back Stretch
- Ease Joint Pain
- Stay Mobile
- Shoulders Back

Offer a 30-Day Yoga Challenge

Yoga supports MSK health by improving flexibility, posture, and muscle strength, which can help reduce MSK pain and lower the risk of future injuries. Regular practice also promotes body awareness, aiding in the early detection and correction of movement patterns that may cause strain.

- Bring yoga to your workplace with **Yoga With Adriene**, a YouTube channel with a growing library of over 500 free videos. The 30 Days of Yoga series can be a great resource to offer your employees for use at work or home. Reach out to your health and wellness consultant for the promotional materials and challenge tracker.

Move to Feel Good Challenge

Learn movements, daily strategies, and alternative modalities to support living fully. Living fully means being able to participate in the activities you love with increased energy, while feeling the best in your body.

This 5-week offline challenge has weekly email content and handouts that include a bingo card for employees to track their engagement and learn more.

Strength Training 101

This strength training workout guide can help your team get started with a home workout. The program consists of a handout and tracker with five exercises for working your entire body that are short, effective, and easy to follow!

Walk With Ease (Free Program Offered by UVM)

The Arthritis Foundation **Walk with Ease** Self-Directed Program is a walking program that can reduce pain and improve overall health. This fun, easy, and free 6-week program, which includes a walking guidebook and a weekly educational email, can help you reduce the pain and discomfort of arthritis while improving overall health.

In UVM's **Walk with Ease Enhanced Program**, health care provider students are paired with participants in the fall and spring semesters and guide them via weekly calls. This program is open to anyone of any age who can be on their feet for 10 minutes without increased pain.

Learn more at: **uvm.edu/osher/osher/programs-and-resources/walk-ease**

SUSTAINING CHANGE

Check out the VT Department of Health toolkit designed to **"Help Employees Get Daily Physical Activity"** or the CDC's **physical activity breaks for the workplace resource guide** for additional ideas beyond those listed below.

CREATE AN ENVIRONMENT THAT SUPPORTS MSK HEALTH

Develop proactive MSK policies

- Create a **physical activity policy** that allows employees to workout on work time, flex their schedules to be active, or have active meetings when appropriate.
- Reimburse employees for a set amount of money for any of the following expenses:
  - Gym, yoga and/or Pilates membership
  - Wearable fitness tracker
  - Fitness app annual membership fees
  - Home fitness equipment, including foam rollers

Offer MSK-related services at work

From computer-based ergonomics to lifting techniques, the way people move at work can contribute to MSK injuries and chronic pain. To help your employees learn to move and work safely and effectively, consider partnering with care providers that offer physical therapy, occupational therapy, or industrial athletic training.

There are several organizations in Vermont that provide a wide range of comprehensive ergonomic and workplace assessments to support MSK conditions and injuries.

Injury & Health Management Solutions, Inc. (IHMS)

- Website: **ihmspt.com**
- Contact: **ihmspt.com/contact-us.html**

Success at Work: Industrial Athletic Training

- Website: **successatwork.net**
- Contact: **seth@successatwork.net**

Workability Rehab

- Website: **workability.co**
- Contact: **workability.co/contact-us**

Provide on-site massage and/or chiropractic services

Epic Wellness can provide a massage therapist to work on your employees using a massage chair or a massage table. Employees remain fully clothed and oils are not used. The massage treatments are designed to relieve stress and tension and increase range of motion and work performance. The treatments are either 20 or 40 minutes in length. The fee is $115 per hour and includes travel to the worksite, set up, coordination of schedule, booking appointments and billing. Employers can cover all or partial cost of on-site massage/chiropractic services for employees. Please reach out to your health and wellness consultant to learn about additional vendors that offer on-site chair massage.

- Website: **epicwellnessvt.com**
- Contact: **admin@epicwellnessvt.com**

Provide a designated workout space with basic equipment

Employers don't need to build a full gym for employees to stay active during the workday. Instead, consider turning an unused conference room or other available space into a simple fitness area with mats, dumbbells, resistance bands, stability balls, and foam rollers to support flexibility, strength, and endurance.

Combine your safety and wellness programs

The safety program or committee at your worksite is a natural partner for supporting your employees' MSK health. For more information read **"Benefits of Combining Safety and Wellness Committees"** from EMC Insurance.