



**healthy
by
design**

HEALTHY WORKSITE TOOLKIT

**Making The Healthy Choice,
The Easy Choice**

In Yellowstone County Businesses

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Healthy By Design is committed to collaborating with partners across the community to improve the quality of life for people who live, learn, work, and play in Yellowstone County.

We are working to make the *healthy choice*, *the easy choice* through policy, system, and environmental changes to collectively improve all residents' health.

For more Worksite Wellness resources, visit:

<http://www.healthybydesignyellowstone.org/worksite-wellness/>

INTRODUCTION

Thank you for exploring the Healthy By Design Healthy Worksite Toolkit. This comprehensive and practical guide is designed to support employers, wellness champions, and organizational leaders in creating and sustaining healthier work environments. By focusing on locally tailored, evidence-based strategies, the toolkit empowers workplaces to foster employee well-being in meaningful and achievable ways.

Rather than serving as a step-by-step manual or a recognition-based program, this resource showcases real-world examples—both large and small. These examples can illustrate how organizations can implement policies, systems, and environmental (PSE) changes that make healthy choices more accessible and realistic for their employees.

The toolkit draws on ideas, successes, and lessons learned from within our region, providing both inspiration and actionable guidance. From healthy eating initiatives and physical activity programs to mental health support and organizational culture shifts, the strategies highlighted here are designed to be adaptable across industries and settings.

Whether your organization is just beginning its wellness journey or it is looking to enhance existing efforts, the Healthy Worksite Toolkit offers a flexible framework to help your organization take the next steps. By making the healthy choice the easy choice, we can collectively create a stronger, more resilient workforce and a healthier community.

Healthy Worksites in Yellowstone County

Worksite wellness is more than just a buzzword; it is a practice that helps businesses address high healthcare and insurance costs, improve productivity, and enhance recruitment and retention. In Yellowstone County, many businesses are adopting worksite wellness initiatives, but some still face challenges in starting or improving these efforts. Understanding local health challenges is a helpful starting point for developing effective worksite wellness programs.

Local Influencers

Examples from Yellowstone County

For this toolkit, we initially drew inspiration from our first and second rounds of local businesses who were recognized as 2019 and 2024 Healthy Worksites. Applicants demonstrated their commitment to *making the healthy choice, the easy choice* for their employees.

The Healthy Worksite Recognition pioneers represent various sectors, sizes, budgets, experiences, and motivations for investing in worksite wellness initiatives.

This updated toolkit incorporates innovations and strategies from both our 2019 and 2024 Healthy Worksite recipients, who have shown a deep and ongoing commitment to employee wellness. Instead of highlighting individual businesses, this edition takes a broader approach—sharing a variety of practical, real-world examples that can inspire and guide you in building or adapting your own wellness plan. The goal is to offer flexible ideas that any worksite can tailor to create a healthier, more supportive environment for all employees.

COUNTY CONTEXT

Here are some key facts about the health status of our community, according to the 2023 Yellowstone County Community Health Needs Assessment (CHNA).



WE NEED TO EAT **HEALTHY FOODS MORE OFTEN**

About **75% of us** are not eating enough fruits and vegetables each day, the recommended daily serving is **5 servings of fruits and vegetables a day**.

WE NEED **MORE PHYSICAL ACTIVITY**

Almost **3 out of 4 adults** are overweight and **1 in 3 of us** are not active enough



WE COULD HAVE **BETTER MENTAL HEALTH**

1 in 3 Yellowstone County adults have been diagnosed with a depressive disorder.



MIXED HEALTH EXPERIENCES REMAIN CONSISTENT

While almost 70% report “good” or “very good” overall health, at least 15% of our population has reported “fair” or “poor” health since 2010.



Why Worksite Wellness?

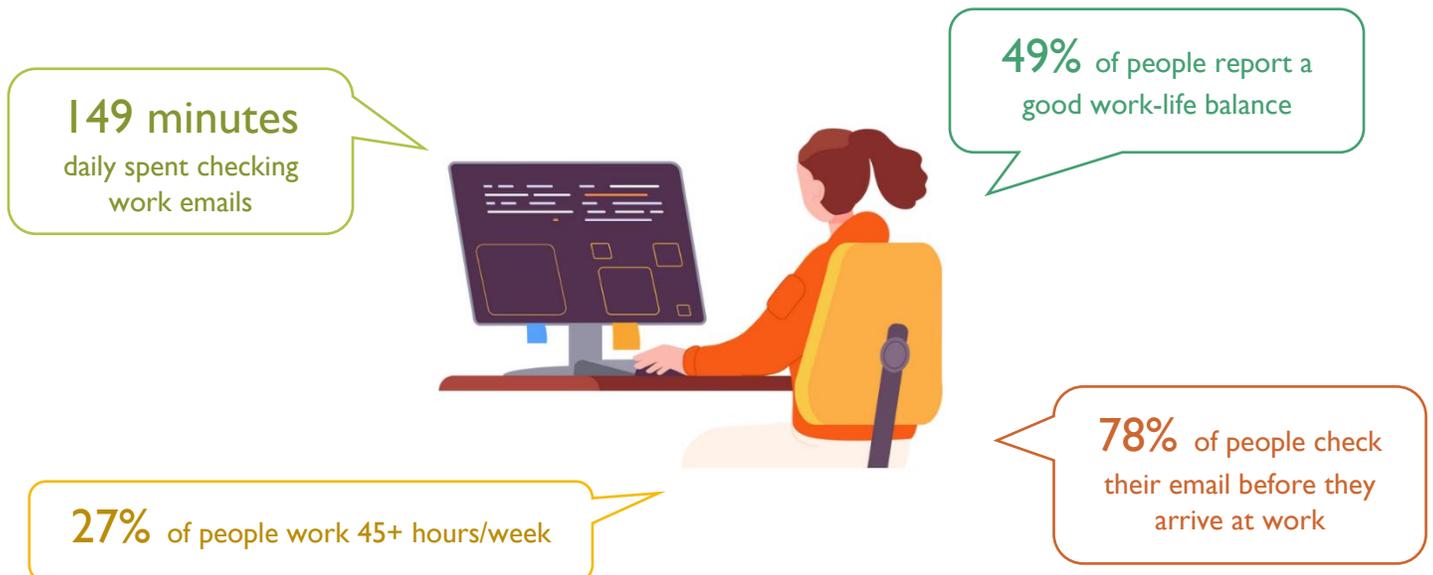
Past 2019 and 2024 Healthy Worksite-recognized businesses shared a variety of reasons for investing in worksite wellness initiatives. Their responses reflect a shared understanding that employers are uniquely positioned to support the health and well-being of their employees. From mental health and nutrition to physical activity and social connection, the workplace can play a pivotal role in improving employees' lives while also enhancing productivity, morale, and retention.

What role does your workplace currently play in supporting employee well-being, and how might it evolve to meet the changing needs of your team?



Time at Work

People spend a significant amount of time at work, commuting to work, or thinking about work. Employers are in a unique position to influence the health of their employees in a positive way by providing opportunities and access to healthy choices in the worksite.



Get Started or Elevate Current Efforts

No matter where your organization is on its worksite wellness journey—whether you are just beginning or looking to expand—there are proven ways to start strong or enhance existing efforts. Begin with small, manageable steps, assess employee needs, and build gradually over time. In addition to the tips and examples provided in this toolkit, we also recommend exploring resources like the CDC Worksite Health ScoreCard and other wellness toolkits to help identify priorities and guide your next steps.

Quick Start Tools	Program Purpose & Description
<u>Montana CDC Scorecard for Businesses</u>	<ul style="list-style-type: none"> This survey helps employers evaluate the implementation of evidence-based health promotion interventions in their workplace. It identifies gaps in current programs and guides employers in prioritizing effective, inclusive strategies for improving health across various topics.
<u>CDC Worksite Health ScoreCard</u>	<ul style="list-style-type: none"> The CDC Worksite Health ScoreCard (CDC ScoreCard) helps employers evaluate the implementation of evidence-based health promotion strategies aimed at enhancing employee health and well-being.
<u>CDC Work@Health Program</u>	<ul style="list-style-type: none"> The CDC Work@Health program offers education, training, and technical assistance to employers, helping them establish and sustain effective workplace wellness programs.
<u>Live Well San Diego's Live Well at Work</u>	<ul style="list-style-type: none"> Live Well at Work helps small and medium-sized businesses implement cost-effective, step-by-step actions to keep employees healthy and productive, all within a manageable budget.
<u>Transamerican Center for Health Studies</u>	<ul style="list-style-type: none"> Evidence-based workplace wellness research and employer guides, created by Johns Hopkins University and UC Berkeley, offer valuable resources to help businesses promote employee health, increase program participation, and improve productivity.
<u>Worksite Wellness Challenges</u>	<ul style="list-style-type: none"> This guide offers 60 engaging and practical wellness challenge ideas designed to address a wide range of well-being goals for the workplace.

WORKSITE WELLNESS - 4 AREAS OF OPPORTUNITY TO MAKE THE HEALTHY CHOICE, THE EASY CHOICE

Worksite wellness tools and programs vary widely, often based on different ideologies of what wellness looks like. One popular framework is the [8 Dimensions of Wellness](#), which offers a broad, well-rounded view — we encourage you to check it out!

These areas align with our community-wide **5-2-1-0 message** (pictured below) and emphasize **policy, system, and environmental (PSE) changes**. PSE approaches help ensure your wellness efforts are sustainable, benefit all employees, and pass what we call the “**Hawaii Test**” — meaning if your office wellness guru wins the lottery and moves to Hawaii, those healthy changes don’t disappear with Carol!

Make the healthy choice every day...



4 Areas of Opportunity for Worksite Wellness

Four common areas of opportunity for worksite wellness are:

Healthy Eating,
Active Living,
Work-Life Balance,
and **Health Promotion.**

How your organization chooses to prioritize or approach each of these areas is entirely up to you. These categories can be tailored to fit your organizational culture, workforce needs, and available resources. You might choose to focus deeply on one, test out small ideas across all four, or evolve your strategy over time. The sky is the limit—these are not the only opportunities out there, but they provide a strong foundation.



This Toolkit will walk you through each area of opportunity, offering practical strategies, real-world examples, and insights drawn from our 2019 and 2024 Healthy Worksite Toolkits. As you explore, we encourage you to reflect: **What matters most to your team—and how can your workplace help make healthy choices easier every day?**

HEALTHY EATING



With so many fad diets and ever-changing nutrition trends, making healthy eating choices can be confusing, and the workplace doesn't always help. From birthday treats and catered lunches to vending machines stocked with sugary snacks, employees often face daily temptations that make it hard to stay on track. That's why creating a worksite environment where healthy options are convenient, visible, and encouraged can go a long way in supporting lasting, positive nutritional habits.

Try this! PSE examples of healthy eating initiatives to encourage nutrition in the workplace:

Healthy Eating Initiative	What it Looks Like Examples to Consider	Make it Happen Ideas and/or Local Connections
<i>Ensure healthy food and beverage choices at onsite purchase points</i>	<ul style="list-style-type: none"> Use indicators (❤️) next to healthy menu items 	Example Policies - Billings Clinic
<i>Place for meal storage and preparation</i>	<ul style="list-style-type: none"> Clean, well-lit break rooms Fridge and microwave Ample lunchtime Breakroom makeovers to create a pleasant communal space 	Healthy By Design Worksite Wellness Nutrition Resources : <ul style="list-style-type: none"> CDC Health Assessment CDC Health Scorecard CDC Health and Safety Climate Survey Healthy Meeting Resources
<i>Adopt a “no dumping” policy</i>	<ul style="list-style-type: none"> Remove any candy dishes Discourage bringing large amounts of unhealthy foods 	
<i>Healthy celebration plan for achievements, birthdays, and milestones</i>	<ul style="list-style-type: none"> Consolidate events into monthly or quarterly celebrations 	
<i>Provide healthy food and beverage options (fruits, vegetables, whole grains, water) on a regular basis</i>	<ul style="list-style-type: none"> Healthy vending machine policy Offer un-sugared beverages Offer smaller portion sizes 	Example Policy
<i>Provide clean, accessible water filling stations</i>	<ul style="list-style-type: none"> Water fountains or coolers Reusable company mug or cup Water drinking challenges 	Water filling stations are increasingly popular (and greener) alternatives to water coolers.
<i>Adopt healthy food guidelines for meetings and events</i>	<ul style="list-style-type: none"> Only offer healthy food options and low-sugar drinks 	Choose a local Healthy Food Vendor
<i>Educate employees on healthy eating or cooking habits, accessing whole foods</i>	<ul style="list-style-type: none"> Provide or connect to healthy cooking classes/demos Share healthy eating shopping tips 	<ul style="list-style-type: none"> Healthy By Design Gardeners' Market Montana State University (MSU) Extension's Nutrition Education Program
<i>Provide incentives to encourage healthy eating and drinking</i>	<ul style="list-style-type: none"> Reduce health insurance premiums Contribute to a health savings account Offer free healthy snacks in break rooms Offer paid time off for wellness 	Award financial or non-monetary incentives for healthy behaviors

ACTIVE LIVING



The Centers for Disease Control and Prevention (CDC) recommends that adults get at least one hour of physical activity each day. For those with desk jobs, reaching that goal can be challenging without support or encouragement at work. Fortunately, physical activity does not have to mean intense workouts, sweating, or time at the gym. It can be as simple as walking, taking the stairs, stretching, or even gardening. Movement can be broken into smaller increments throughout the day—a minimum of 20 minutes at a time is ideal, but every bit counts, and it all adds up. Encouraging physical activity at the workplace helps employees stay healthier, more energized, and more productive.

Try this! PSE examples of Active Living initiatives that encourage physical activity in the workplace:

<i>Active Living Initiative</i>	<i>What it Looks Like Examples to Consider</i>	<i>Make it Happen Ideas and/or Local Connections</i>
<i>Incentivize employees to engage in regular physical activity, such as active commuting</i>	<ul style="list-style-type: none"> • Prizes • Allow flexible schedules or allow extra time at lunch for physical activity 	Gift certificates from local businesses make great prizes!
<i>Offer flexible workstations</i>	<ul style="list-style-type: none"> • Standing desks, ball chairs • Allow off-site work/meetings • Allow walking meetings 	Coffee shops, parks, or the local library can make great alternative meeting places – walk there!
<i>Provide or encourage organized fitness challenges</i>	<ul style="list-style-type: none"> • Internal step-count or miles challenge or sponsored 5Ks 	<ul style="list-style-type: none"> • Billings Commuter Challenge • Shape Up Montana • Walk With Ease
<i>Support or incentivize active transportation (walking, biking, rolling, or public transport)</i>	<ul style="list-style-type: none"> • Shower and/or locker facilities • Freshen-up stations • Bicycle parking 	A communal basket filled with hygiene items (deodorant, dry shampoo) can replace showers.
<i>Organize on-site exercise initiatives, classes, and/or physical activity opportunities</i>	<ul style="list-style-type: none"> • Group or lunch time fitness classes • On-site exercise equipment • Activity breaks during meetings 	Do an inventory of your employees - there might be an individual who would teach occasional lunchtime classes.
<i>Encourage walking during the workday</i>	<ul style="list-style-type: none"> • Trail maps or walking route maps • Well-lit appealing staircases • Walking meetings or breaks 	Local maps: <ul style="list-style-type: none"> • Billings TrailNet's Trail Map • Healthy By Design's Parks Rx or South Side Stories Walking Maps
<i>Organize or sponsor recreational activities for employees outside of working hours</i>	<ul style="list-style-type: none"> • Sponsor or organize a sports league (softball, kickball, etc.) • Host an open gym 	Check out Parks and Recreation's activity programs and consider joining as a work team or help sponsor a team!
<i>Educate employees on incorporating appropriate physical activity into their workdays</i>	<ul style="list-style-type: none"> • Regular and accessible wellness publications • Wellness events 	Try a “potty press” publication (next to the toilet) or e-news.
Other Initiatives: <ul style="list-style-type: none"> • Reimburse or arrange discounts for off-site gym memberships or wellness initiatives 		

WORK-LIFE BALANCE



Work-life balance is key to mental health. It supports stress management and life skills that help employees handle personal and professional challenges. A healthy balance can reduce the risk of depression, substance use, and risky behaviors, while promoting better focus and productivity at work.

Try this! PSE examples of Work-Life initiatives that encourage stress reduction in the workplace:

Work-Life Balance Initiative	What This Looks Like Examples to Consider	Make It Happen Ideas and/or Local Connections
<i>Offer onsite relaxation activities</i>	<ul style="list-style-type: none"> • Mediation or wellness rooms • Mindfulness coloring books • Puzzles or mind-bender games 	Print off mindfulness coloring pages from the internet and sprinkle them around the office.
<i>Provide stress management, work-life balance, or life skills initiatives or classes</i>	<ul style="list-style-type: none"> • Employee assistance initiative • Counseling to support during and/or after events 	Recommend phone/tablet applications for meditation (e.g., 10 Free Days on Headspace app).
<i>Educate or raise awareness regarding mental and emotional health and resilience</i>	<ul style="list-style-type: none"> • QPR training • Trauma-Informed Care (TIC) training • One-on-one therapy sessions • Health coaching • On-site wellness support • Recognize the signs and symptoms of burnout 	<ul style="list-style-type: none"> • Suicide Prevention Coalition of Yellowstone Valley Training Opportunities • Healthy By Design TIC Resources • Signs and Symptoms of Burnout
<i>Offer service learning or community volunteering opportunities for staff on paid work time</i>	<ul style="list-style-type: none"> • Allow paid work time for employees to volunteer individually or as a work team • Participate in local coalitions or boards • Connect with youth mentorship opportunities 	<ul style="list-style-type: none"> • United Way of Yellowstone County Day of Caring • Youth Dynamics
<i>Provide opportunities for employees to participate in decisions about work processes, schedules, etc.</i>	<ul style="list-style-type: none"> • Employee newsletters or all-staff meetings • Suggestion boxes 	Join or start an employee wellness or safety committee.
<i>Discourage substance use</i>	<ul style="list-style-type: none"> • Tobacco cessation or counseling resources • Encourage alcohol-free events or networking opportunities 	<ul style="list-style-type: none"> • Montana 211 • Montana Quit Line

Other Initiatives:

- Offer employees paid sick time, personal days, or mental health days
- Adopt flexible work schedules and remote work options
- Sponsor or organize social events throughout the year, including family-friendly social events
- Train managers in identifying and reducing worksite stress related to areas such as performance reviews, communication, conflict resolution, and time management

HEALTH PROMOTION



Health promotion captures a broad range of wellness opportunities. Think about what would make your employees happier, healthier, and more comfortable or productive at work. Leverage unique aspects of your organization’s culture to build camaraderie and encourage healthy behaviors, choices, and lifestyles.

Try this! PSE examples of Health Promotion initiatives that provide opportunities for health in the workplace:

Health Promotion Initiative	What This Looks Like Examples to Consider	Make It Happen Ideas and/or Local Connections
<i>Offer nursing mothers reasonable accommodations for breastfeeding</i>	<ul style="list-style-type: none"> • Wellness room • Private accommodations • Pumping breaks 	Montana Department of Health and Human Services Early Childhood and Family Support
<i>Maintain a tobacco-free worksite through a tobacco-free policy</i>	<ul style="list-style-type: none"> • “No Smoking” signs • Tobacco cessation resources • Quit Kits 	<ul style="list-style-type: none"> • Montana Quit Line • Montana Department of Health and Human Services Tobacco Prevention Services
<i>Policy Enhancements</i>	<ul style="list-style-type: none"> • Expand healthcare benefits and/or paid leave 	
<p>Other Initiatives:</p> <ul style="list-style-type: none"> • Adopt a text-free driving policy for employees who drive as part of their job • Provide on-site recycling services for employees • Create and maintain an active health promotion committee or designated staff for worksite wellness • Conduct employee health risk assessments or screening via an outside vendor • Provide information on cancer awareness/screenings and other seasonal health topics during appropriate months (including mammograms in October, where you can contact a Prevention Health Specialist for people ages 45+, and skin cancer awareness during the summer) • Participate in a local health coalition • Extend wellness opportunities to employees’ families 		

CUSTOMIZE TO YOUR BUSINESS/ORGANIZATION

When implementing a workplace wellness program, it is essential to tailor your approach to the unique needs of your business, whether you are a small, medium, or large organization, or have a hybrid or fully remote workforce. Many elements of wellness initiatives are interchangeable and adaptable to various environments. The key is aligning wellness offerings with the company’s culture, goals, and employee needs to maximize both engagement and effectiveness. This flexibility allows organizations of all sizes and work structures to customize their wellness programs in a way that best suits their specific circumstances—ensuring the program is relevant and impactful, no matter the workforce setup.

Small-Sized Businesses:

For small businesses, wellness initiatives can be low-cost but impactful, such as offering flexible schedules for physical activity or providing access to online wellness resources.

<i>Health Promotion Initiative</i>	<i>What This Looks Like Examples to Consider</i>
<i>Flexible Schedules</i>	<ul style="list-style-type: none"> • Encourage active breaks during the day • Implement a “Wellness Hour” once a week for a walk, stretch, or quick workout
<i>Wellness Challenges</i>	<ul style="list-style-type: none"> • Organize friendly competitions like “Steps Challenge,” “Water Drinking Challenges,” or “Sleeping Improvement Challenge.” • Connect employees with free resources such as wellness program apps

Medium-Sized Businesses:

Medium-sized businesses can build on this by offering group challenges or partnering with local wellness providers for on-site activities, while still maintaining a personal, community-focused approach.

<i>Health Promotion Initiative</i>	<i>What This Looks Like Examples to Consider</i>
<i>In-House Fitness Classes or Virtual Options</i>	<ul style="list-style-type: none"> • Encourage active breaks during the day • Implement a “Wellness Hour” once a week for a walk, stretch, or quick workout
<i>Wellness Challenges</i>	<ul style="list-style-type: none"> • Organize friendly competitions across departments like “Steps Challenge,” “Water Drinking Challenges,” or “Sleeping Improvement Challenge.”
<i>Work-Life Balance</i>	<ul style="list-style-type: none"> • Provide employees with one or two mental health days per year in addition to regular sick leave

Large Organizations:

Large organizations, with greater resources, may have the ability to offer comprehensive programs, including health screenings, discounted fitness memberships, and dedicated wellness teams, creating a more structured wellness infrastructure.

<i>Health Promotion Initiative</i>	<i>What This Looks Like Examples to Consider</i>
<i>Comprehensive Health Screenings</i>	<ul style="list-style-type: none"> • Offer free or subsidized health check-ups, including blood pressure, cholesterol, diabetes screenings, and general health assessments
<i>Fitness Memberships</i>	<ul style="list-style-type: none"> • Offer employee access to on-site gyms • Partner with local fitness centers to provide discounted memberships
<i>Wellness Teams</i>	<ul style="list-style-type: none"> • Create a wellness team or committee to create a healthy workplace culture and implement wellness initiatives

Remote Teams:

For remote teams, wellness programs can be tailored to include virtual wellness challenges, online fitness classes, or mental health webinars, ensuring employees feel supported despite physical distance.

<i>Health Promotion Initiative</i>	<i>What This Looks Like Examples to Consider</i>
<i>Virtual Wellness Programs</i>	<ul style="list-style-type: none"> • Launch weekly, live fitness classes • Share or host guided meditations and mindful sessions • Create virtual wellness challenges or weekly themed challenges
<i>Access to Digital Wellness Platforms</i>	<ul style="list-style-type: none"> • Set up a personalized fitness tracker • Recommend and integrate mental health apps • Run weekly nutrition education sessions • Offer virtual wellness coaching
<i>Mental Health Support and Resources</i>	<ul style="list-style-type: none"> • Host a monthly virtual support group • Offer mental health webinars or trainings • Provide access to counseling services via in-person or online

SUSTAINING YOUR PROGRAM

Sustaining a workplace wellness program is essential for long-term success. It helps maintain employee engagement, reduces turnover, and boosts productivity—key elements for a thriving organization. Burnout is a significant issue in modern work culture, and without a proper wellness program, employees are more prone to stress, exhaustion, and disengagement. One way to identify and address burnout early is through regular assessments, such as a [burnout quiz](#) that can help employees self-identify stress levels and areas of concern. This can be integrated as a part of the wellness program, providing valuable data to tailor interventions and support. This is why wellness initiatives are not just a "nice-to-have," but a critical component of maintaining a healthy, productive workforce.

Another key to workplace wellness sustainability is securing strong leadership support. When leaders model healthy behaviors, employees are likely to follow suit and actively participate in wellness initiatives. Incentive programs also play a crucial role in keeping momentum. Without ongoing rewards—like employee recognition, incentives, or wellness challenges—programs often fizzle out. Collaborating with wellness businesses can further strengthen the program. These external partners bring expertise, resources, and fresh ideas that keep the program dynamic and effective.

Together, leadership buy-in, incentives, and external support help build a lasting wellness culture, tackling burnout proactively and benefiting everyone in the organization.

Leadership Buy-in

To sustain worksite wellness programs, securing leadership buy-in is essential. Leaders set the tone for company culture and allocate the resources necessary for successful wellness initiatives.

- To gain their support, it's crucial to demonstrate the return on investment (ROI) of wellness programs through data on reduced healthcare costs, absenteeism, and improved productivity.
- Engaging leaders with clear, measurable outcomes and aligning wellness initiatives with company goals—like employee engagement or retention—helps make the case.
- Additionally, involving both leaders and employees in wellness program design and showcasing how these programs can enhance company reputation or employee satisfaction can further increase buy-in.

Research shows that companies with strong leadership involvement see better program outcomes and higher employee participation (Goetzel et al., 2014; Loeppke et al., 2016).

Incentives

Offering well-designed incentives is an effective way to increase participation and sustain worksite wellness programs. By rewarding employees for engaging in healthy behaviors, organizations can motivate individuals to take part in wellness activities and work toward health goals. Financial incentives, like discounts on health insurance premiums, health savings account (HSA) or flexible spending account (FSA) incentives, or gift cards, are especially impactful, but non-financial rewards can also be effective. These incentives should align with both employee interests and company objectives to maximize participation and create a culture of health. Here are some proven incentive ideas:

- **Financial incentives:** Provide discounts on health insurance premiums, provide incentives to HSAs or FSAs, or offer gift cards for achieving wellness milestones.

- **Time-based incentives:** Reward employees with extra paid time off or flexible work hours for completing health assessments or attending wellness events.
- **Recognition:** Establish a "Wellness Champion" program to publicly recognize top participants or those who make significant health improvements.
- **Exclusive access:** Offer access to premium wellness resources, such as fitness classes, health coaching, or ergonomic equipment.
- **Team-based incentives:** Encourage friendly competition by offering group rewards, such as a company-wide fitness challenge with prizes or recognition for top teams.

By incorporating these types of incentives, companies can boost employee engagement, improve health outcomes, and ultimately reduce healthcare costs, creating a win-win for both employees and employers.

External Support

To sustain a workplace wellness program, it is important to build a framework that can endure over time, with leadership support and external partnerships to reinforce the program. By collaborating with local wellness providers and community organizations, businesses can ensure resources and expertise are available for the long haul. Establishing strong relationships with external partners, such as local fitness centers, healthcare providers, or wellness consultants, can provide ongoing support, keep the program fresh, and help adapt to evolving employee needs. In places like Yellowstone County, local wellness businesses can offer specialized services or events tailored to the community, helping to make the program more relevant and impactful.

Here are some strategies to sustain your wellness program with external support:

- **Partnerships with local health providers:** Work with local healthcare clinics or wellness professionals (e.g., physical therapists, nutritionists) to offer ongoing workshops, screenings, or health coaching that employees can access over time.
- **Collaborations with local fitness businesses:** Partner with fitness centers, yoga studios, or outdoor adventure companies in Yellowstone County to provide ongoing memberships, discounts, or group activities for employees.
- **Engage external wellness consultants:** Bring in experts to periodically assess and update the wellness program based on employee feedback, helping to keep the program relevant and effective.
- **Leverage community events:** Sponsor local wellness-related events or initiatives (like health fairs, charity walks, or fitness challenges) that encourage ongoing participation while raising the company's profile in the community.
- **Build a network of local wellness advocates:** Identify wellness advocates within the community who can offer support, guidance, and resources, and serve as ambassadors for your company's program.

These strategies will help ensure that your wellness program is sustained long-term, continuously evolving, and supported by local expertise and partnerships in Yellowstone County or your local area.

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