

2023

Healthy Workplace Index

Identifying the US states
that promote optimal
workplace well-being
in 2023



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Understanding the Significance of Workplace Health

The average person spends around 90,000 hours at work during their lifetime, which equates to 3,750 days, or about 10 years. However, according to the Healthy Workplace Index, workers in some US states can experience working conditions that are 50% worse than those in other states.

Inequality is a prevalent issue in all US states. The most commonly discussed areas of concern revolve around health, income, and social inequality. Unrecognized inequality of workplace conditions, with its significant impact on every American, demands attention and action, especially considering that the location of the workplace can either exacerbate or mitigate the problem.



The issues can be addressed and tackled in a variety of settings, including the personal, labor, and governmental arenas.

Our study identified 20 critical factors within these settings that are often overlooked but contribute to workplace disparities across states. These factors include time limits for reporting accidents, wages, employee health screenings, air pollution, and several other distinctive measures.

As a global leader in digital health and wellness with a mission to help people live healthier, longer, more active lives, we at Kilo Health were inspired to conduct our own study of healthy workplaces in the US and outline solutions to workplace condition inequality for each state.

Health in Relation to the Workplace

6 out of 10 adults in the US have a chronic disease, while 4 out of 10 adults suffer from two or more such conditions. Currently, heart disease stands as a leading cause of death. Despite America's status as one of the world's wealthiest nations, the country still lags behind in terms of overall health. The US healthcare system has focused primarily on disease treatment rather than prevention.

There are multiple factors contributing to the decline in the health of US adults, one of which is poor diet. Unhealthy eating patterns lead to issues such as obesity and cardiovascular disease. Americans tend to consume excessive calories, saturated fats, trans fats, added sugars, and alcohol.

Poor nutrition can be linked to workplace health, particularly in relation to factors such as binge drinking and the lack of physical and mental health days. Improving these aspects within a healthy work environment can have a positive impact on an individual's diet.

Additionally, over 60% of adults lead sedentary lifestyles, with a quarter being completely inactive. This can be enhanced by a lack of sidewalks and neighborhoods constructed solely for cars, which has been linked to obesity.

A significant majority, exceeding 80%, of US workplaces involve sedentary work. This contributes to sedentary lifestyles and impacts employee health.

Employees' mental health might suffer due to a lack of decision-making authority, job pressure, and bullying in the workplace. The lack of job resources, physical activity, and stress management also contributes to workplace health.

Moreover, the COVID-19 pandemic has demonstrated issues with remote work and psychological well-being. Work-family conflict and blurred boundaries between work and home have emerged as significant concerns during this period.

Category Review

There are 4 categories of the Healthy Workplace Index. These areas consist of 20 individual elements, all of which add up to an overall score for each state's Healthy Workplace Index.

Category 1: Workplace policies and regulations

- **Smoking policies** – Smoking policies protect workers from secondhand smoke, which is known to cause various respiratory and cardiovascular issues. Smoke-free zones create a safer and healthier environment for employees.
- **Binge drinking** – Alcohol consumption increases the risk of on-the-job accidents and injuries, compromising workplace safety. Also, binge drinking can impair productivity by impacting the accumulation of human capital through education and reducing the time employees spend on work-related tasks.
- **Accident reporting** – The time in which accidents are reported allows employers to address safety hazards and prevent future accidents. By setting strict reporting deadlines, employers can ensure employee well-being.
- **OSHA-approved plan** – By following an OSHA-approved state plan, employers contribute to a healthy workplace by reducing the risk of work-related injuries and illnesses, fostering a culture of safety, and promoting employee well-being.

Category 2: Work-life balance

- **Employee Assistance Program (EAP)** – The program offers support and consultation services to address emotional and mental health issues to improve work-life management and workplace health interactions.
- **Great Place To Work certification** – This certification recognizes employers who cultivate positive company culture and employee experience by using independent analysis and feedback.
- **Work on-site** – Long workdays, when combined with poor mental health and sleep deprivation, can pose significant dangers within a workplace. Therefore, it is crucial for employers to recognize the importance of mental health and incorporate it into a comprehensive on-site return plan.
- **Paid family leave** – This contributes to employee work-life balance, which, in turn, positively affects their job performance.
- **Average employee share of premium** – It impacts the decision to enroll in employer-sponsored health insurance plans, with lower contributions leading to higher participation rates. Additionally, employer-provided health coverage is crucial for attracting and retaining employees, as it is a significant factor in job selection and satisfaction.

Category 3: Health and wellness

- **Flu vaccination (%)** – It reduces absences and enhances employee health.
- **Screening recommendations** – They help detect health issues early and encourage healthy habits, which, in turn, improves workplace safety.
- **Annual child care costs** – By recognizing and addressing the needs of employees with caregiving responsibilities, businesses can create a more supportive and healthier work environment.
- **Poor physical health days** – Employees experiencing poor physical health days can take more sick days or require medical attention, which can lead to a decrease in workplace morale and a potential decline in workplace safety.
- **Poor mental health days** – Employees experiencing poor mental health days may struggle with productivity and performance in an inadequate working environment.
- **Annual elder care costs** – By recognizing and addressing the needs of employees with caregiving responsibilities, businesses can create a more supportive and healthier work environment.

Category 4: Environmental factors

- **Air pollution** – When employees are exposed to poor air quality, their overall health and well-being can be negatively affected, leading to reduced productivity and performance.
- **Energy efficiency** – Energy efficiency and the percentage of power produced by renewable sources promote better indoor air quality, thermal comfort, natural lighting, reduced noise pollution, and overall sustainability. These factors contribute to a more comfortable and productive work environment.
- **Percentage of power produced by renewable sources** – Energy efficiency and the percentage of power produced by renewable sources promote better indoor air quality, thermal comfort, natural lighting, reduced noise pollution, and overall sustainability. These factors contribute to a more comfortable and productive work environment.

The Top 3 States of the Healthy Workplace Index

New York: 100 points

While New York may be the top state for a healthy workplace according to the Healthy Workplace Index, it is worth noting that the state’s performance in the environmental category is not as strong. Although New York received a perfect score of 100/100 in the overall index, it scored 56/100 in the health and wellness category due to high annual child and elder care costs. In addition, the state received an average score of 50/100 in the workplace policy category, indicating that the bottleneck in this category is the OSHA-approved state plan.

It is important to highlight that New York does demonstrate a relatively higher score of 76/100 in the work-life balance category, indicating a positive aspect of the state’s workplace environment.

State	High levels of smoking management policies	Low levels of binge drinking	Strict accident reporting timedeadlines	Low levels of fatal work injuries	High annual wages	Implementation of an OSHA-approved state plan	High number of Great Place To Work-Certified™ companies	High average employee share of premium	Work onsite	Access to paid family leave
New York	5	4.444444444	4.798331015	2.708333333	5	2.5	2.481884058	3.156958648	4.005235602	2.5
Implementation of Employee Assistance Programs (EAP)	High prominence of flu vaccination (%)	State-wide health screening recommendations	Access to physical health days	Access to mental health days	Low annual child care costs	Low annual elder care costs	High energy efficiency	Low air pollution	Percentage of power produced by renewable sources	Final rating
5	3.157894737	2.5	3.863636364	4.655172414	1.782968276	1.784296256	4.845211967	3.409090909	0.4692556634	100

California: 99.93 points

California shines as the leading state in the work-life balance category, securing a perfect score of 100. This achievement reflects the presence of several key factors within the state’s workplaces. These include holding the Great Place To Work certification, offering a favorable average employee share of premium, facilitating on-site work arrangements, providing paid family leave, and implementing robust EAPs. Such initiative contributes to fostering a healthy work-life balance for employees in California.

However, the state only has 34 points out of 100 in the health and wellness category. This is because their scores were low in terms of annual child/elder care costs and flu vaccination rates (%).

State	High levels of smoking management policies	Low levels of binge drinking	Strict accident reporting timedeadlines	Low levels of fatal work injuries	High annual wages	Implementation of an OSHA-approved state plan	High number of Great Place To Work-Certified™ companies	High average employee share of premium	Work onsite	Access to paid family leave
California	5	3.888888889	4.798331015	0.6723484848	4.733732618	5	5	3.737216541	2.905759162	5
Implementation of Employee Assistance Programs (EAP)	High prominence of flu vaccination (%)	State-wide health screening recommendations	Access to physical health days	Access to mental health days	Low annual child care costs	Low annual elder care costs	High energy efficiency	Low air pollution	Percentage of power produced by renewable sources	Final rating
5	1.578947368	2.5	3.636363636	4.655172414	1.281902177	1.274524995	4.612452351	0	2.750809061	99.93856204

New Jersey: 98.11 points

New Jersey showcases commendable scores in the categories of health and wellness (77), workplace policies (76), and work-life balance (58). These scores signify the state's commitment to promoting employee well-being, establishing favorable workplace policies, and fostering a healthy balance between work and personal life. However, it is important to note that New Jersey falls short in terms of environmental factors, receiving a score of 34. This suggests that there is room for improvement in integrating environment-friendly practices and initiatives within the state's workplaces.

The low scores in environmental factors in New Jersey may be attributed to several factors, including the absence of robust environmental regulations, limited implementation of green initiatives, and lower utilization of renewable energy sources. These factors contribute to a less sustainable and environmentally conscious workplace environment, resulting in the lower environmental scores observed.

State	High levels of smoking management policies	Low levels of binge drinking	Strict accident reporting time deadlines	Low levels of fatal work injuries	High annual wages	Implementation of an OSHA-approved state plan	High number of Great Place To Work-Certified™ companies	High average employee share of premium	Work onsite	Access to paid family leave
New Jersey	5	3.888888889	4.909596662	4.005681818	3.642547067	2.5	0.7065217391	0.8603823922	3.32460733	4
Implementation of Employee Assistance Programs (EAP)	High prominence of flu vaccination (%)	State-wide health screening recommendations	Access to physical health days	Access to mental health days	Low annual child care costs	Low annual elder care costs	High energy efficiency	Low air pollution	Percentage of power produced by renewable sources	Final rating
5	3.684210526	5	3.636363636	4.827586207	2.560250695	2.561929848	3.888182973	2.727272727	0.2265372168	98.1158549

The 3 Worst States of the Healthy Workplace Index

West Virginia: 50 points

West Virginia ranks as the lowest state in terms of a healthy workplace environment. It has low scores in several categories, including health and wellness (0), environmental factors (14), work-life balance (43), and workplace policies and regulations (14). These low scores indicate significant challenges and areas for improvement in the state's workplaces.

A lack of emphasis on health and wellness, limited attention to environmental sustainability, and inadequate work-life balance and workplace policies contribute to the overall low scores. While West Virginia has a population of approximately 1.783 million, it is one of the smaller states in terms of land area.

State	High levels of smoking management policies	Low levels of binge drinking	Strict accident reporting time deadlines	Low levels of fatal work injuries	High annual wages	Implementation of an OSHA-approved state plan	High number of Great Place To Work-Certified™ companies	High average employee share of premium	Work onsite	Access to paid family leave
West Virginia	0	2.777777778	5	4.706439394	0.643034566	0	0.01811594203	3.459315251	2.591623037	0
Implementation of Employee Assistance Programs (EAP)	High prominence of flu vaccination (%)	State-wide health screening recommendations	Access to physical health days	Access to mental health days	Low annual child care costs	Low annual elder care costs	High energy efficiency	Low air pollution	Percentage of power produced by renewable sources	Final rating
5	1.315789474	0	0	0	3.933901919	3.934522541	1.938893381	3.011363636	0.2184466019	50

Alabama: 53.92 points

The state of Alabama also exhibits relatively low results across all categories: health and wellness (27), environmental factors (1.6), work–life balance (38.8), and workplace policies and regulations (12.8).

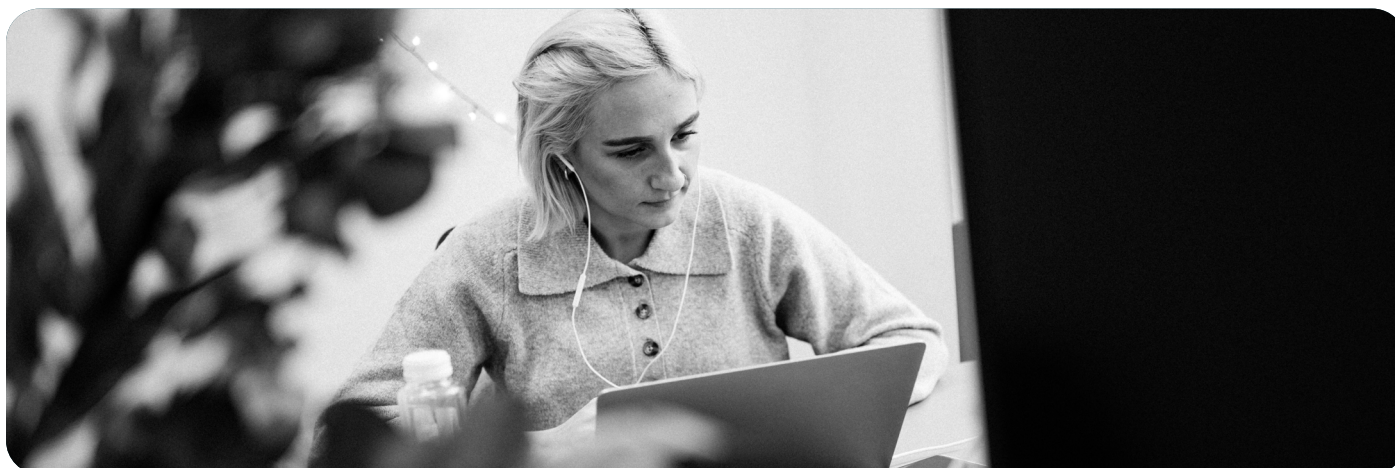
Alabama’s population of 5.04 million is significantly larger than West Virginia’s. Therefore, the poor results of the Healthy Workplace Index affect a larger number of people in general. Inadequate work environments for workers are a notable problem within the state.

State	High levels of smoking management policies	Low levels of binge drinking	Strict accident reporting time deadlines	Low levels of fatal work injuries	High annual wages	Implementation of an OSHA-approved state plan	High number of Great Place To Work-Certified™ companies	High average employee share of premium	Work onsite	Access to paid family leave
Alabama	0	2.777777778	4.972183588	3.996212121	1.09106948	0	0.1630434783	2.356602935	2.591623037	0
Implementation of Employee Assistance Programs (EAP)	High prominence of flu vaccination (%)	State-wide health screening recommendations	Access to physical health days	Access to mental health days	Low annual child care costs	Low annual elder care costs	High energy efficiency	Low air pollution	Percentage of power produced by renewable sources	Final rating
5	1.315789474	0	1.136363636	1.724137931	4.817471086	4.817616032	1.728658889	2.215909091	0.1618122977	53.92540381

Arkansas: 54.85 points

Arkansas has an average work–life balance score, although it is better than Alabama and West Virginia (45). The state has relatively low scores in health and wellness (29.1) and very poor scores in workplace policies (6.8) and environmental factors (3.5). As a result, Arkansas’s worst areas are workplace policies and environmental factors, both of which are highly interrelated.

State	High levels of smoking management policies	Low levels of binge drinking	Strict accident reporting time deadlines	Low levels of fatal work injuries	High annual wages	Implementation of an OSHA-approved state plan	High number of Great Place To Work-Certified™ companies	High average employee share of premium	Work onsite	Access to paid family leave
Arkansas	1.666666667	0	5	4.346590909	0.761543283	0	0.3170289855	2.794575367	3.167539267	0
Implementation of Employee Assistance Programs (EAP)	High prominence of flu vaccination (%)	State-wide health screening recommendations	Access to physical health days	Access to mental health days	Low annual child care costs	Low annual elder care costs	High energy efficiency	Low air pollution	Percentage of power produced by renewable sources	Final rating
5	2.631578947	0	0.6818181818	1.724137931	4.530270724	4.530708295	1.959685803	2.159090909	0.145631068	54.85818993



Deep Dive Into the Results of Each Category

Each category was re-evaluated with the main index formula. 100 points are the highest rating, and 0 is the lowest

Workplace policies and regulations

100	Washington	67.18538083	Illinois	45.85678494	Kansas
88.98639936	Maryland	65.40349032	North Carolina	40.88570489	Ohio
83.48266176	Arizona	64.8317193	Maine	35.29101047	Pennsylvania
82.25576675	Connecticut	63.53476502	Indiana	28.89833686	Louisiana
81.8551088	Oregon	60.75014263	Rhode Island	28.48794537	Idaho
80.94743914	Utah	59.76165885	Delaware	27.33804655	South Carolina
80.75115169	New Mexico	58.94860104	Colorado	26.93695749	Florida
79.17513077	Minnesota	51.73835109	Virginia	23.87756947	Oklahoma
78.93483897	New York	51.63037177	Montana	17.66612061	Missouri
76.90008618	California	51.34437297	Nebraska	16.94414041	New Hampshire
76.06648935	New Jersey	50.19593886	North Dakota	64.8317193	West Virginia
75.98767924	Michigan	49.25411308	Wyoming	13.0126154	Georgia
75.41497757	Hawaii	47.56989958	Alaska	12.89003266	Alabama
73.75580277	Massachusetts	47.56686095	Kentucky	12.62567005	Mississippi
73.55038716	Nevada	47.41366287	South Dakota	6.848221569	Arkansas
72.85100116	Iowa	47.32019432	Wisconsin	0	Texas
70.31504994	Vermont	46.11763006	Tennessee		

The results of this analysis show that Washington, Maryland, and Arizona are among the top 3 states in terms of normalizing smoking policies, discouraging binge drinking, timely reporting of incidents, offering higher wages, and having an OSHA-approved state plan.

The scores of top 3 states:

- Washington: 100
- Maryland: 88.98
- Arizona: 83.48

These results highlight the commendable efforts of Washington, Maryland, and Arizona in implementing policies that promote a healthier and safer environment for their employees. Not far behind are Connecticut with a score of 82.25, Oregon with a score of 81.85, and Utah with a score of 80.94.

The states with the lowest scores include Texas, Arkansas, and Mississippi. Their scores are:

The scores of the lowest 3 states:

- Texas: 0
- Arkansas: 6.84
- Mississippi: 12.62

This suggests that there is room for improvement in the integration of workplace policies and regulations in these states that can potentially affect employee safety. To improve scores and create safer work environments, there are several recommendations that the lowest-scoring workplaces can consider implementing to improve workplace health across all subcategories.

To effectively enforce workplace smoking policies, employers can develop a comprehensive, year-round communication plan to help employees understand the importance of a smoke-free workplace. This plan can include regular reminders, informational materials, and educational campaigns that highlight the benefits of quitting smoking and the risks associated with secondhand smoke.

In addition, offering smoking cessation programs can help employees who want to quit, and employers can demonstrate their commitment to supporting the health and well-being of their employees.

Wellness consulting services should also be available to employees as they can assist in developing policies and procedures to help develop a smoke-free environment.

When it comes to addressing binge drinking policies, supervisors play a crucial role in identifying signs of alcohol consumption problems among employees and ensuring a safe workplace environment. There are several ways supervisors can proactively address this issue.

Firstly, supervisors should be trained to recognize signs and symptoms that may indicate alcohol-related problems among their team members. These signs can include patterns of frequent absence, consistent performance issues, strained relationships with colleagues, or displaying unusual behavior at work, such as sleeping on duty or sudden mood changes.

After recognizing alcohol-related problems among employees, it is important to implement an Employee Assistance Program (EAP) that can provide essential support and resources.

In addition to counseling, the EAP should clearly outline the organization's drinking policies. This includes providing employees with a comprehensive understanding of the expectations and guidelines regarding alcohol use in the workplace. Clear communication about the consequences of alcohol abuse should also be included to emphasize the seriousness of the issue.

The next element is timely reporting of incidents, and to improve outcomes, it's recommended that strict reporting deadlines be established so that employers can quickly investigate the causes of accidents, take corrective action, and ensure the well-being of employees.

To reduce the likelihood of fatal workplace injuries, it is critical to implement a system to track and learn from close calls that could have resulted in an incident, conduct pre-job risk assessments, involve employees in the safety process, and maintain ongoing communication between management and employees.

The final aspects of this category are offering fair and competitive wages and following an OSHA-approved state plan that helps employers contribute to a healthy workplace by reducing the risk of work-related injuries and illnesses and fostering a culture of safety.

Work-life balance

100	California	46.81146078	Arizona	30.47607926	Montana
76.12995721	New York	46.54364283	New Hampshire	30.20934242	Missouri
72.06257662	Washington	45.82130872	Indiana	30.12862535	Connecticut
67.13756723	Hawaii	45.22582972	New Mexico	28.60876054	Oklahoma
64.5550348	Rhode Island	45.01205661	Arkansas	26.84805578	Minnesota
62.71748517	Oregon	44.20246883	Pennsylvania	22.28928852	Nebraska
62.49072419	Massachusetts	44.19343485	Georgia	20.08034437	Kansas
58.8726377	New Jersey	43.89737399	West Virginia	17.15877329	South Carolina
58.55261413	Wisconsin	43.63976653	North Carolina	11.85021631	Iowa
57.99625874	Michigan	43.23194409	Colorado	7.930284816	North Dakota
57.89948662	Ohio	41.10253227	Virginia	6.521346278	South Dakota
57.16958056	Illinois	38.81560357	Alabama	5.515661184	Utah
56.44530757	Maine	38.39344303	Mississippi	3.298585176	Nevada
55.89724472	Louisiana	36.35191264	Maryland	3.044300573	Idaho
54.28481128	Tennessee	36.03467895	Alaska	2.525309735	Delaware
47.5253924	Kentucky	33.85014938	Texas	0	Wyoming
46.93790299	Florida	30.98673313	Vermont		

The top 3 states for work-life balance are California, New York, and Washington. The elements of this category highlight Great Place To Work certification, average employee share of premium, work on-site, paid family leave, and Employee Assistance Programs (EAPs).

The scores of top 3 states:

- California: 100
- New York: 76.12
- Washington: 72.06

Other states with the highest scores in this category are Hawaii with a score of 67.13, Rhode Island with a score of 64.55, and Oregon with a score of 62.49.

On the other hand, the states with the lowest scores are:

The scores of the lowest 3 states:

- Wyoming: 0
- Delaware: 2.52
- Idaho: 3.04

To improve and enhance these results, states should focus on the individual elements and recommendations within the assessment. One important step is for states to encourage organizations to pursue Great Place To Work certification. This certification requires organizations to survey their employees and complete a culture brief, which provides valuable insight into the workplace environment.

The criteria for Great Place To Work certification include several factors that contribute to a positive work experience. These factors include career opportunities, compensation and benefits, culture and values, work-life balance, and more. States should encourage organizations to prioritize these elements and create an environment that promotes employee satisfaction and well-being.

The average employee share of premium suggests that employers should consider offering health coverage that can incentivize and facilitate employees’ decisions to participate in employer-sponsored health insurance plans.

By offering health coverage with reasonable premiums, employers can alleviate the financial burden on employees and make it more attractive for them to enroll in the company’s health insurance plans. When the employee’s share of premium is affordable, it encourages a higher rate of participation, ensuring that a larger proportion of the workforce has access to necessary healthcare services.

In addition, employers should prioritize addressing the stress and anxiety factors that on-site workers may experience. To effectively support their employees, employers can implement a holistic on-site return plan that takes into account various aspects of their well-being.

The on-site return plan should include measures that promote a safe and healthy work environment. Employers should also consider a paid family leave which helps support mental and emotional health.

The EAP (Employee Assistance Program) model within an organization is important and provides valuable support for employees in managing personal problems. To establish and effectively implement such a program, several key steps need to be taken.

These include forming an EAP committee or designating a responsible team, selecting the right EAP model, developing clear policies and guidelines, hiring EAP contractors and professionals who specialize in providing counseling and support services, and offering individual HR appointments as part of the EAP.

Health and wellness

North Dakota	100
South Dakota	87.86151167
South Carolina	84.82845053
Delaware	83.40298706
Utah	78.62669941
New Jersey	77.59307442
Kansas	75.34429947
Maryland	73.29721766
North Carolina	73.17721745
Nebraska	69.70689836
Virginia	69.3764836
Iowa	67.52422348
Colorado	67.24995555
Montana	64.80808219
Kentucky	60.0857583
Louisiana	56.30195169
Wisconsin	55.20706637
Texas	54.4568336
Tennessee	53.440535
Oregon	53.36384756
New Hampshire	52.15664338
Vermont	51.02819594
New York	50.75433235
Minnesota	48.31305404
Idaho	47.71319773
Connecticut	47.2412528
Pennsylvania	46.14424448
New Mexico	44.77461256
Mississippi	43.66056648
Florida	41.74098102
Georgia	41.62900315
Hawaii	40.56198659
Ohio	39.49922098
Illinois	38.948127
Missouri	37.69003786
Wyoming	36.69855405
Maine	36.12383458
Indiana	35.31767293
Oklahoma	34.12609554
California	34.0508303
Arizona	33.14296677
Alaska	29.75168736
Arkansas	29.1389238
Michigan	28.78687911
Alabama	27.43637584
Washington	26.86777632
Massachusetts	25.32986049
Rhode Island	24.66253222
Nevada	17.7201109
West Virginia	0

The top 3 states in terms of health and wellness are North Dakota, South Dakota, and South Carolina. The elements of this category include screening recommendations, flu vaccination, poor physical health days, poor mental health days, annual child care costs, and annual elder care costs.



Providing additional time off for employees who are facing physical or mental health challenges is an important way to promote health in the workplace. Recognizing the impact these conditions can have on individuals, offering dedicated time off allows employees to focus on their well-being and seek the care and support they need. By providing days off, we recognize the importance of self-care and foster a culture that values the overall health of our employees. This not only helps them recover and rejuvenate but also contributes to their long-term productivity and job satisfaction. It also demonstrates a compassionate and empathetic approach that fosters a positive work environment where employees feel supported and valued.



Kristina Zalnieraitė, Head of Nutrition and Wellness at Kilo Health

The scores of top 3 states:

- North Dakota: 100
- South Dakota: 87.86
- South Carolina: 84.82

The next highest-scoring states are Delaware with 83.4, Utah with 78.62, and New Jersey with 77.59.

On the other hand, the lowest-scoring states are the following:

The scores of the lowest 3 states:

- West Virginia: 0
- Nevada: 17.72
- Rhode Island: 24.66

To improve the scores, companies should consider implementing an employee health screening program. The first step is to clearly define the objectives of the screening program and identify the health risks that need to be addressed.

Furthermore, it's crucial for companies to partner with healthcare professionals, establish a well-rounded screening program, and ensure effective communication with employees. Employers can also consider implementing a worksite influenza vaccination program.

To accomplish this, designating a flu clinic coordinator can help in promoting and motivating staff to get vaccinated. Making the vaccine easily accessible and distributing health education materials can also help encourage flu vaccination among employees.

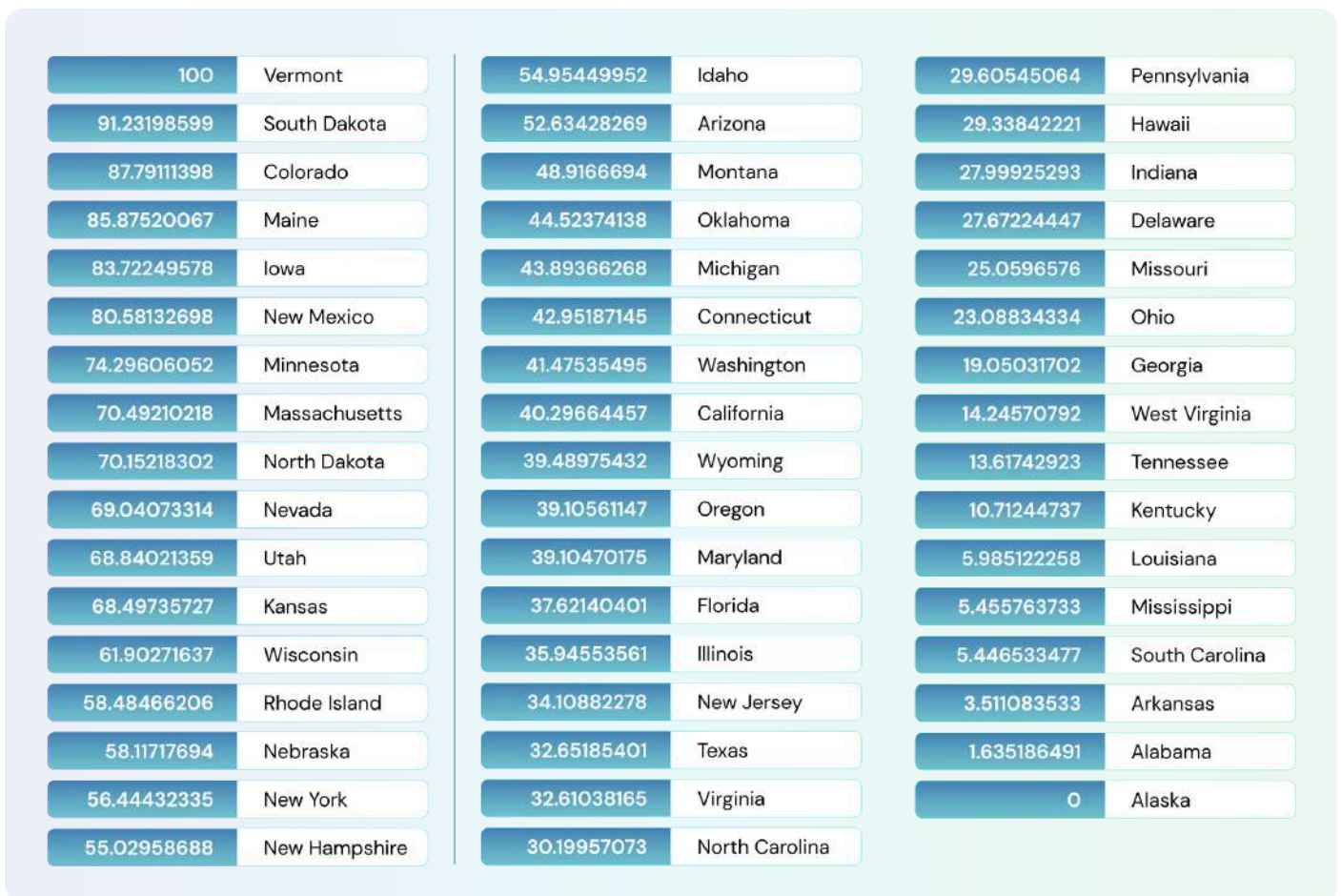
Job performance can be significantly impacted by both poor physical and mental health days. To effectively manage and support employees during these times, employers can take several proactive steps. These include:

- Flexible work arrangements – Offering flexible work options, such as remote work or flexible hours, can help employees better manage their physical and mental health needs while still fulfilling their job responsibilities.

- Wellness programs – Implementing wellness programs that focus on both physical and mental health can promote a healthier workforce.
- Employee Assistance Programs (EAPs) – Providing access to EAPs or similar resources can offer confidential counseling and support for employees dealing with personal or work-related challenges.
- Supportive policies – This can include granting regular breaks, promoting work-life balance, providing paid sick leave, and fostering a positive and inclusive work environment.

Companies can also enhance employee well-being and productivity by investing in child and elder care support. Providing these resources helps reduce stress, improve work-life balance, increase employee retention, and ultimately boost productivity.

Environmental factors



The top 3 states in terms of environmental factors are Vermont, South Dakota, and Colorado. The elements of this category include air pollution, energy efficiency, and the percentage of power produced by renewable sources.

The scores of top 3 states:

- Vermont: 100
- South Dakota: 91.23
- Colorado: 87.79

The next highest-scoring states are Maine with 85.87, Iowa with 83.87, and New Mexico with 80.58.

The lowest-scoring states are as follows:

The scores of the lowest 3 states:

- Alaska: 0
- Alabama: 1.63
- Arkansas: 3.51

To raise the score, companies should prioritize improving the air quality for their employees. This can be achieved by implementing a number of measures. One is to regularly replace air filters, which helps to maintain clean and fresh air in the workplace.

It's also important to monitor and control humidity levels in the office, which promotes a comfortable and healthy environment. Companies should also make sure that air vents are kept open to allow for proper air circulation. Finally, regular inspection and cleaning of air ducts help remove accumulated dust, allergens, and other contaminants, ensuring cleaner air for employees.

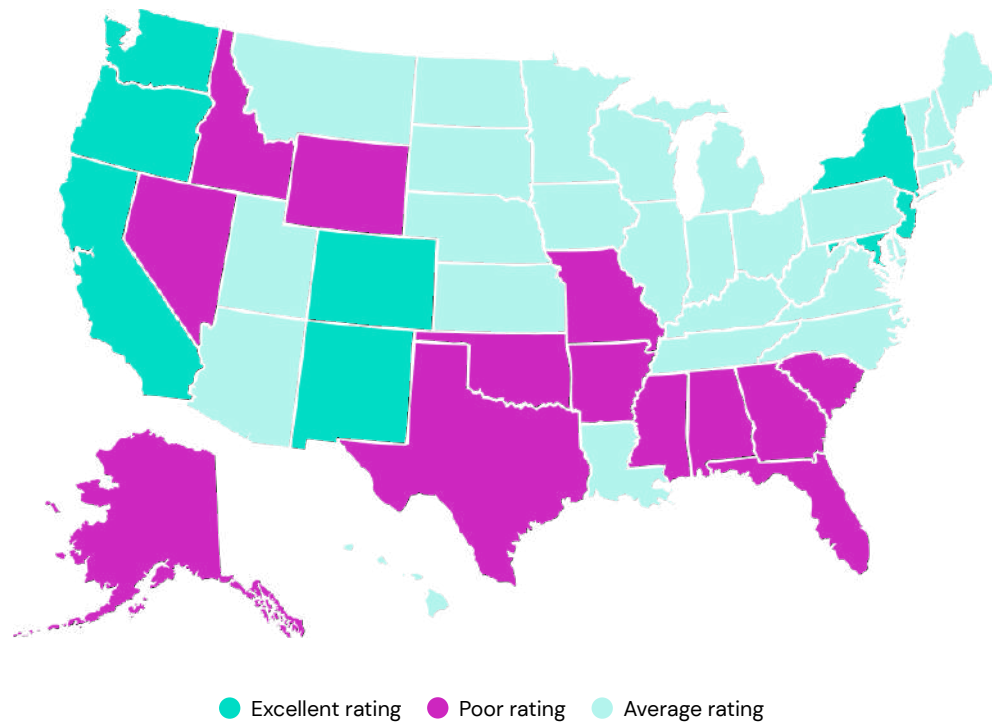
To improve energy efficiency, employers should establish a policy to turn off all machines at the end of the day, turn off monitors during breaks and lunch, and ensure that switches are properly labeled to help employees identify which machines can be turned off.

To increase the percentage of renewable energy used, companies can also install renewable energy systems such as solar panels or wind turbines. They can purchase renewable energy credits that support the development and production of renewable energy elsewhere, partner with renewable energy providers, and set renewable energy goals.



Geographic Distribution of Results

The image shows the geographic distribution of state ratings, revealing interesting patterns and clusters. In particular, Washington, Oregon, and California stand out for their high ratings and proximity to each other.



On the other hand, a cluster of states or the Bible Belt, including Texas, Oklahoma, Arkansas, Missouri, Mississippi, Alabama, Georgia, South Carolina, and Florida, exhibit lower ratings and are located close to one another on the map. This pattern also applies to states with average ratings, such as Montana, North Dakota, South Dakota, Nebraska, Minnesota, Iowa, Wisconsin, Illinois, Indiana, Michigan, Ohio, Pennsylvania, West Virginia, Virginia, and Kentucky, which are clustered together.

These spatial groupings provide valuable insights into the regional variations in state ratings, highlighting areas of noteworthy performance and areas that may require further attention and improvement.



With more than two decades of experience in the health and wellness industry, I have observed that the intricacies of workplace wellness often go unnoticed. It's critical to explore innovative approaches that can improve the well-being of our employees and effectively address the root causes of prevalent issues, not only within specific workplaces but on a broader scale that encompasses entire states or even countries.



Romy Carlson, Chief Commercial Officer at Kilo Health

Key Insights for Improving State Workplaces

To enhance the outcomes of workplace policies and regulations, states should consider implementing the following measures in their workplaces:

- Implement smoking policies – Develop a comprehensive year-round communications plan, offer smoking cessation programs, and provide wellness consulting services to employees.
- Implement binge drinking policies – Identify signs of alcohol consumption, establish an Employee Assistance Program (EAP), and clearly outline the organization's drinking policies.
- Ensure timely reporting of incidents – Implement strict reporting deadlines to promote prompt and accurate reporting of workplace incidents.
- Reduce workplace injuries – Establish a system for tracking and learning from near misses, involve employees in the safety process, and maintain constant communication regarding safety measures.



I want to highlight the importance of addressing workplace condition inequality, as it profoundly affects every individual of working age. When considering this issue, it becomes evident that there are significant disparities between states. In light of this, I believe it is essential to prioritize a 'people-first' approach to working conditions and recognize that fostering happiness and fair treatment among employees paves the way for a thriving and successful business.



Ilona Bernotaite, Chief People Officer at Kilo Health

Here are the key takeaways for improving work-life balance:

- Obtain Great Place To Work certification – Ensure that the company offers career opportunities, competitive compensation and benefits, a positive culture and values, work-life balance initiatives, and more to create an environment conducive to work-life balance.
- Offer employee share of premium – Employers should consider providing health coverage as a way to support their employees' well-being and work-life balance.
- Enhance the on-site working experience – Prioritize addressing factors that contribute to stress and anxiety for on-site workers. This may include creating a supportive and comfortable work environment, offering stress management resources, and promoting work-life balance practices.
- Implement an Employee Assistance Program (EAP) – Establish an EAP committee or designate a responsible team to oversee the program. Select the appropriate model for the EAP, develop clear policies and guidelines, and ensure that all necessary processes are followed for its successful implementation.



It's all about the people – healthy employees are the foundation of a successful business. By investing in workplace wellness programs, companies can improve the health and well-being of their employees and increase productivity and engagement.



Romy Carlson, Chief Commercial Officer at Kilo Health

Here are the key takeaways for improving workplace health and wellness:

- Implement an employee screening program – Collaborate with healthcare professionals to develop a screening program that addresses various aspects of health.
- Implement a worksite flu vaccination program – Make flu vaccines readily available to employees at the worksite. Additionally, provide health education materials to promote awareness about the importance of flu vaccinations and preventive measures.
- Address poor physical and mental health days – Foster a supportive work environment by implementing policies that allow for flexible work arrangements, such as remote work or flexible hours. Offer wellness programs to promote physical and mental well-being and provide access to Employee Assistance Programs (EAPs) for employees to seek support when needed.



Employee health screenings play a crucial role in creating a healthy workplace environment. By facilitating early detection of health issues, they empower individuals to take proactive steps toward improving their well-being. This not only reduces absenteeism but also fosters a culture of employee wellness, promoting a positive work atmosphere. Furthermore, these screenings encourage the formation of healthy habits and provide valuable insights for implementing workplace safety measures. Ultimately, investing in employee health screenings not only enhances productivity but also positions organizations as desirable destinations for the best talents seeking a supportive and thriving work environment.



Kristina Zalnieraite, Head of Nutrition and Wellness at Kilo Health

Here are the key takeaways for improving workplace environmental factors:

- Prioritize improving air quality – Take steps such as replacing air filters regularly, monitoring humidity levels, keeping air vents open and unblocked, and inspecting and cleaning air ducts to ensure healthier indoor air quality for employees.
- Improve energy efficiency – Establish guidelines and practices that promote energy efficiency, such as turning off all machines at the end of the day, switching off monitors during breaks and lunchtime, and ensuring switches are properly labeled for easy identification.
- Increase the percentage of power used from renewable sources – Explore options to incorporate renewable energy sources into the workplace. This can include installing renewable energy systems like solar panels, purchasing renewable energy credits, partnering with renewable energy providers, and setting goals to increase the percentage of renewable energy usage.



The focus on energy efficiency reduces our environmental impact and promotes not only responsible resource usage but also general responsibility ownership. Establishing guidelines for turning off machines, switching off monitors during breaks, and labeling switches contribute to a more sustainable workplace. Embracing renewable energy sources empowers us to make a positive change. From installing solar panels to partnering with renewable energy providers, we can set ambitious goals to increase the percentage of renewable energy usage, fostering a truly sustainable future for our organization.



Egle Kontautaite, Head of Operations at Kilo Health

About Kilo Health

Kilo Health is a digital health and wellness company with more than 5 million customers worldwide. Since 2021, it has been listed as the second fastest-growing company in Europe on the Financial Times FT 1,000 and the second fastest-growing company in Central Europe on the Deloitte Technology Fast 50 list.

The company currently has 700+ experts and offices in 7 European cities. Kilo Health's portfolio contains over 30 innovative digital health products in the areas of chronic disease management, mental health improvement, and healthy habit change.

5M+
Customers

30+
Products

700+
Employees



Second fastest-growing company in Central Europe



Second fastest-growing company in Europe

For more information, please contact:



Monika Jūra Jakučiūnienė
Head of Communications
monika.jura@kilo.health