



Spice Island Beach Resort

Project Findings & Proposal

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Aim: To discover the top health topics that employees at Spice Island Beach Resort would like to learn more about, to discover the preferred method of education to support these interests, and to discover the best timing & frequency to provide health education. Additionally the aim was to discover the level of readiness for a workplace wellness program.

I. Introduction/Project Overview

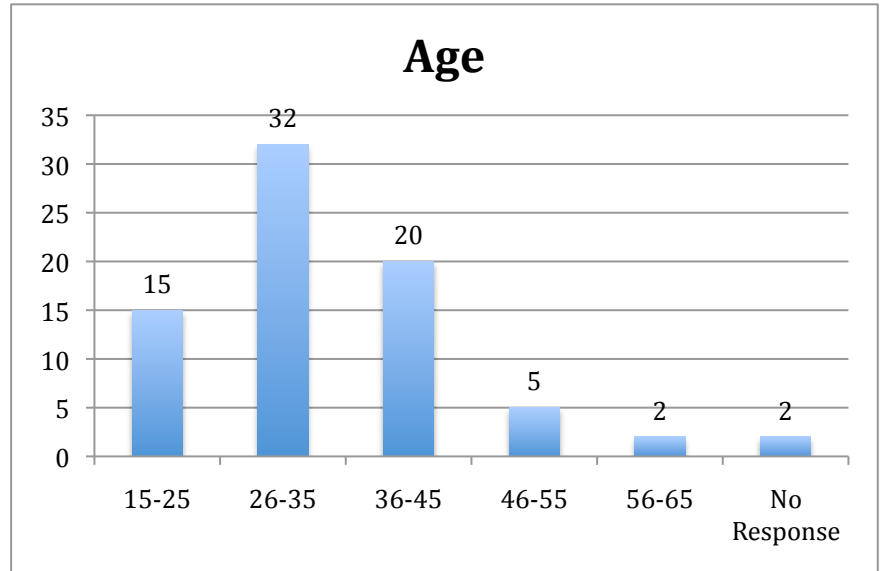
The Spice Island Beach Resort team was tasked to conduct a needs assessment with employees at Spice Island Beach Resort. Spice Island Beach Resort has over 150 seasonal and permanent employees, with job duties ranging from housekeeping to maintenance. Michelle McDonald, manager of the resort, expressed interest in identifying employees' top health concerns and their readiness to engage in health education programs and initiatives. The research team developed a short survey tool (approximately 5 minutes) and administered the survey during the lunch and dinner hours in the canteen in two-hour blocks. Our team was present from approximately 11:30am - 1:30pm and 4:30pm - 6:30pm throughout the week. In addition to the survey, the team observed the environment at the Spice Island Beach Resort and engaged in lengthy conversations with survey participants. In total, our team collected 76 survey responses. The survey tool can be found in Appendix A.

II. Results

A. Demographics

Age

The age range for the Spice Island employees was broken down into five categories of 10-year intervals, from ages 15-25, 26-35, 36-45, 46-55 and 56-65. 42% of participants fell into the 26-35 age range, indicating that most of the employees that were interviewed were young adults (32 out of 76). 26% fell into the 36-45 age range, 20% fell into the youngest range, 6.6% fell into the 46-55 age range and 2.6% fell into the oldest age range. 2 participants (2.6%) did not provide a response.

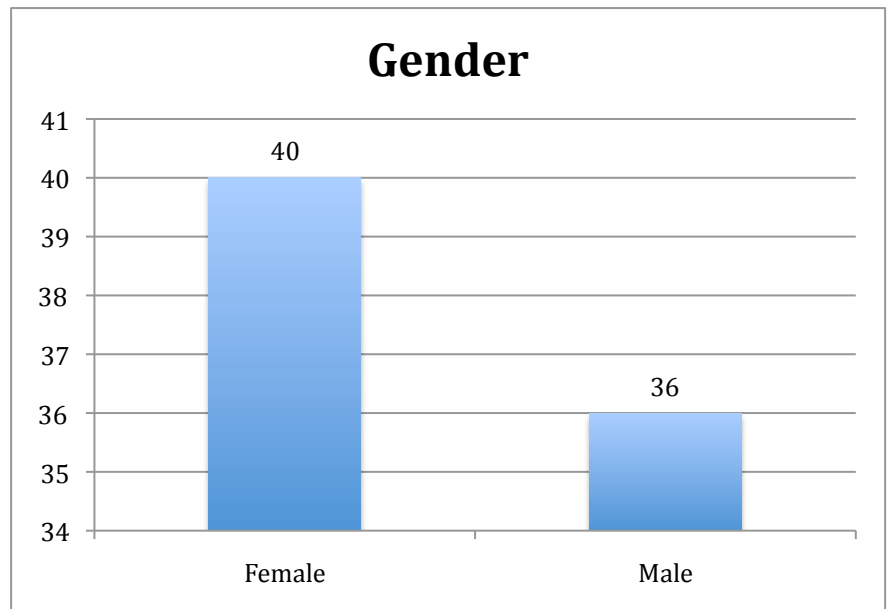


Length of Work

The average amount of time that employees have been working at Spice Island Resort was 6.32 years.

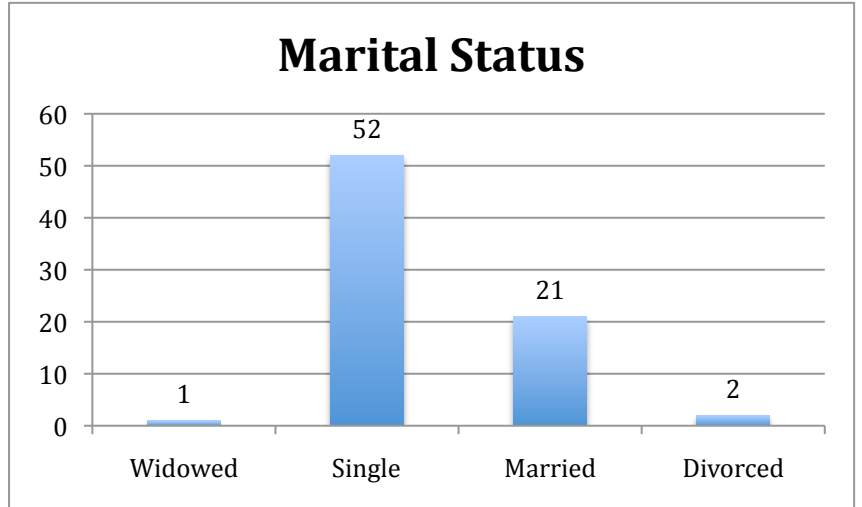
Gender

53% of the participants were female and 47% were male. The counts are female: 40 and male: 36.



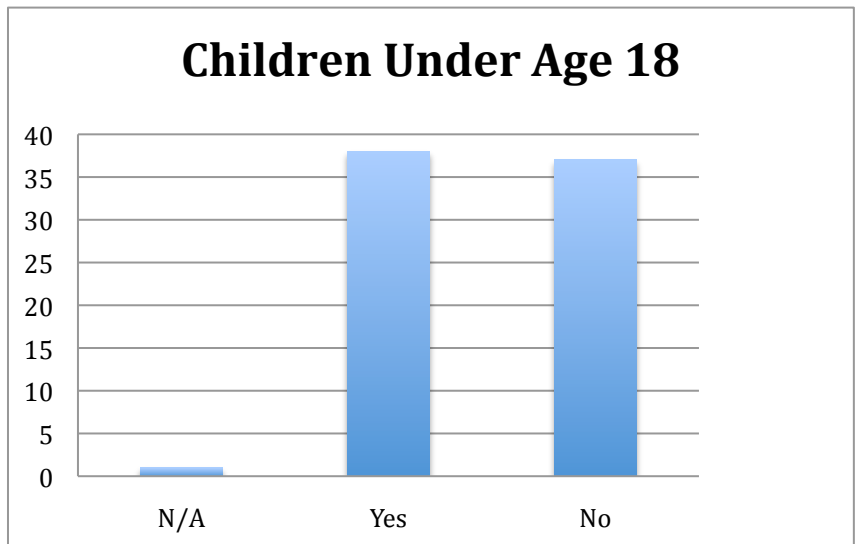
Marital Status

Marital status was broken down into four categories; widowed, single, married or divorced. A large majority (68%) of participants were single and about a quarter (28%) were married. There were also 2 divorced and 1 widowed participants, which together made up a small portion of our sample (4%).



Household Composition

The average number of people in a participant's household was 3.91. Participants were also asked whether they had their own children under the age of 18. This was meant to capture whether there was young children to support at home and was meant to provide insight to home responsibilities in addition to work responsibilities. Roughly the same numbers of participants responded "Yes" and "No" as to whether they had children under the age of 18. This information may provide context for a worker's responsibilities outside the home as well as how much time and the amount of commitment an employee may be able to invest into a workplace wellness program.



B. Health Topics

Overall Top Choices for Health Interests

Cancer came up as the most popular health interest. 22% of the employees at Spice Island Resort selected Cancer as a topic they would like to learn more about. The second overall health topic was Hypertension with 17% of participants displaying interest. Tied for third was Diabetes and Heart Disease, each topic with 14% of participants displaying interest. Next was another tie between HIV/AIDS and weight control, with 10% of participants displaying interest in each topic and 9% of participants displayed interest in learning more about Exercise. 4% of participants did not respond.

Overall Interest in Topics from greatest to least:

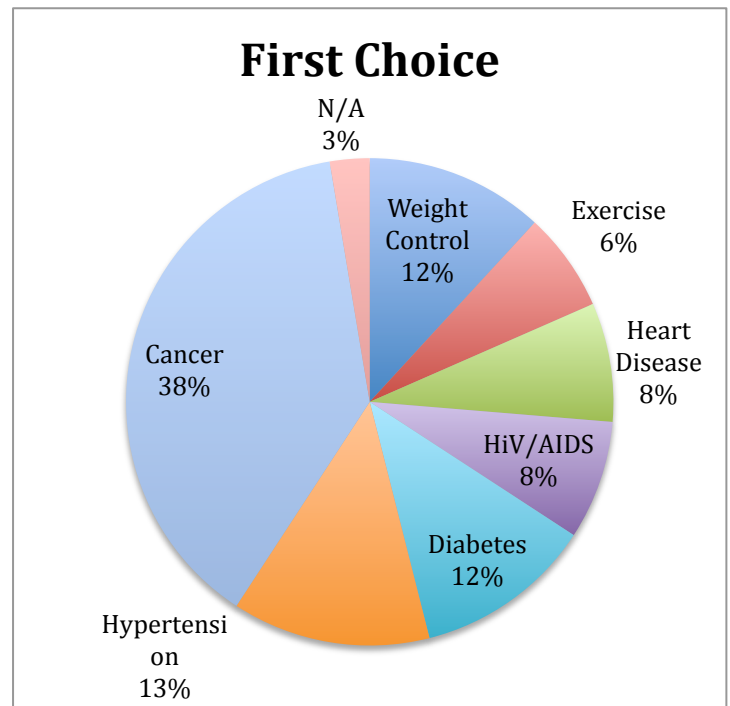
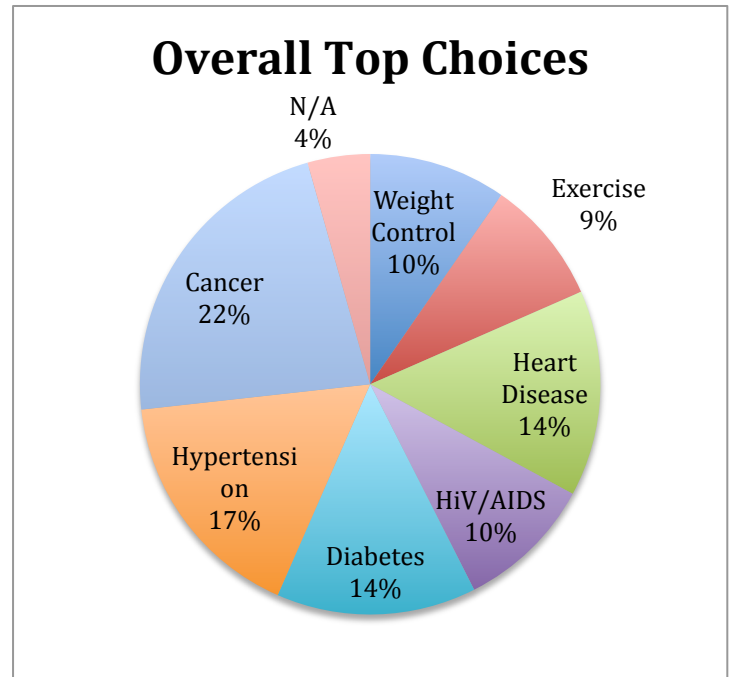
Cancer (22%)
Hypertension (17%)
Diabetes (14%) and Heart Disease (14%)
HIV/AIDS (10%) and Weight Control (10%)
Exercise (9%)
N/A (4%)

First Choice of Health Topic

Employees at Spice Island Resort were asked to rank their “first choice” of health topics they want to learn more about. This information was helpful to elucidate specific topics that outreach and education initiatives can address at Spice Island Beach Resort.

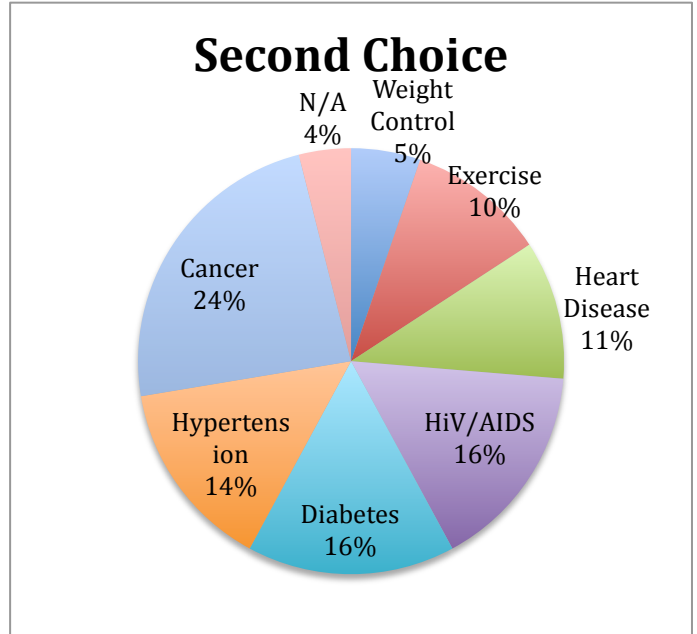
Again, Cancer emerged as the top “first choice” by 38% of participants. Breakdown for the remaining categories is as follows:

Hypertension (13%), Diabetes (12%), Weight Control (12%), HIV/AIDS (8%), Heart Disease (8%) and Exercise (6%). 3% of participants did not respond.

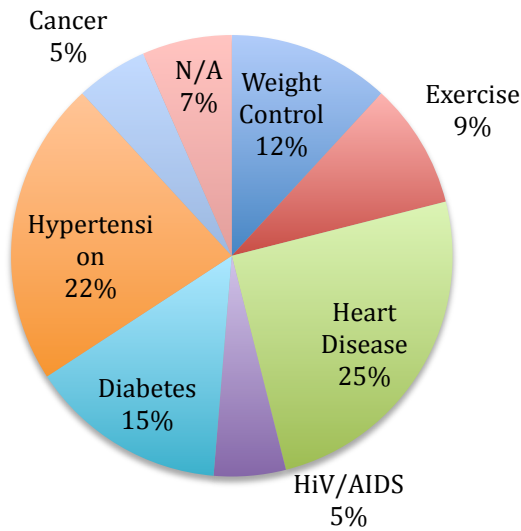


Second Choice of Health Topic

Employees at Spice Island Beach Resort were asked to rank their “second choice” of health topics they wanted to learn more about. The breakdown for “second choice” health topics is as follows: Cancer (24%), Diabetes (16%), HIV/AIDS (16%), Hypertension (14%), Heart Disease (11%), Exercise (10%), Weight Control (5%) and 4% of participants did not respond.



Third Choice



Third Choice of Health Topic

Employees at Spice Island Resort were also asked to rank their “third choice” of health topics they wanted to learn more about. The breakdown for “third choice” health topics is as follows: Heart Disease (25%), Hypertension (22%), Diabetes (15%), Weight Control (12%), Exercise (9%), Cancer (5%) and HIV/AIDS (5%), and 7% of participants did not respond.

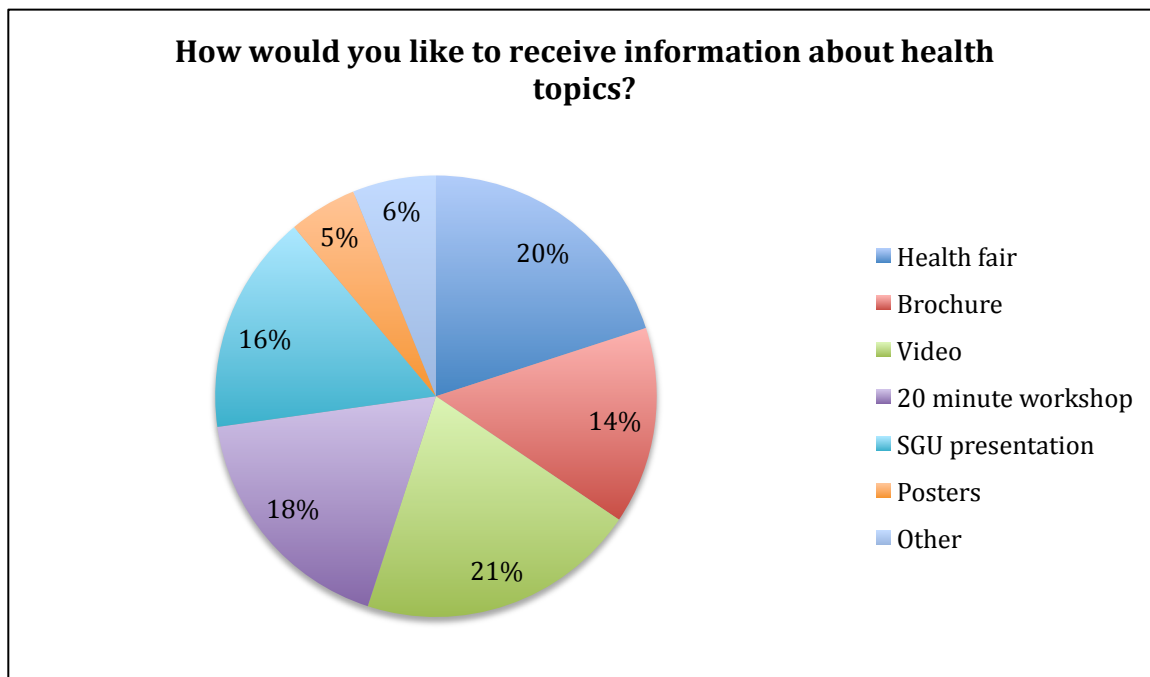
C. Health education

Method of Education

Participants in the survey were asked their preferred method of receiving health education about their topics of interest. There were seven choices available: Health Fair, Brochure, Video, 20 minute workshop, St. George’s University (SGU) presentation, Posters or Other (and blank spaces were provided to allow respondents to elaborate).

The most preferred method of receiving health education was by watching a video (21%). The second most preferred method was by attending a health fair (20%) and the third most preferred method was through a 20-minute workshop (18%) of respondents. The breakdown for the rest of the methods is as follows: SGU presentation (16%), Brochure (14%), Other (6%) and Posters (5%).

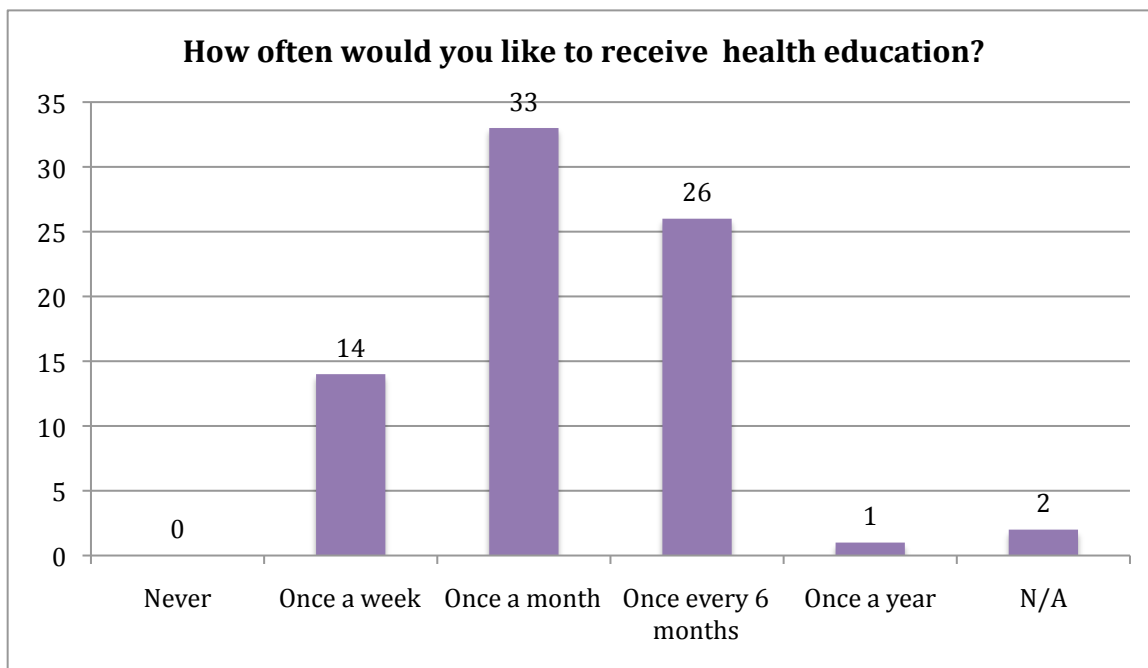
Some of the methods that respondents provided as “Other” were email, ads on television, mailing brochure, and social media.



Frequency of Education

Participants in the survey were asked how often they would like to receive health education on their topics of interest. There were five choices available: Never, Once a week, Once a month, Once every 6 months and Once a year.

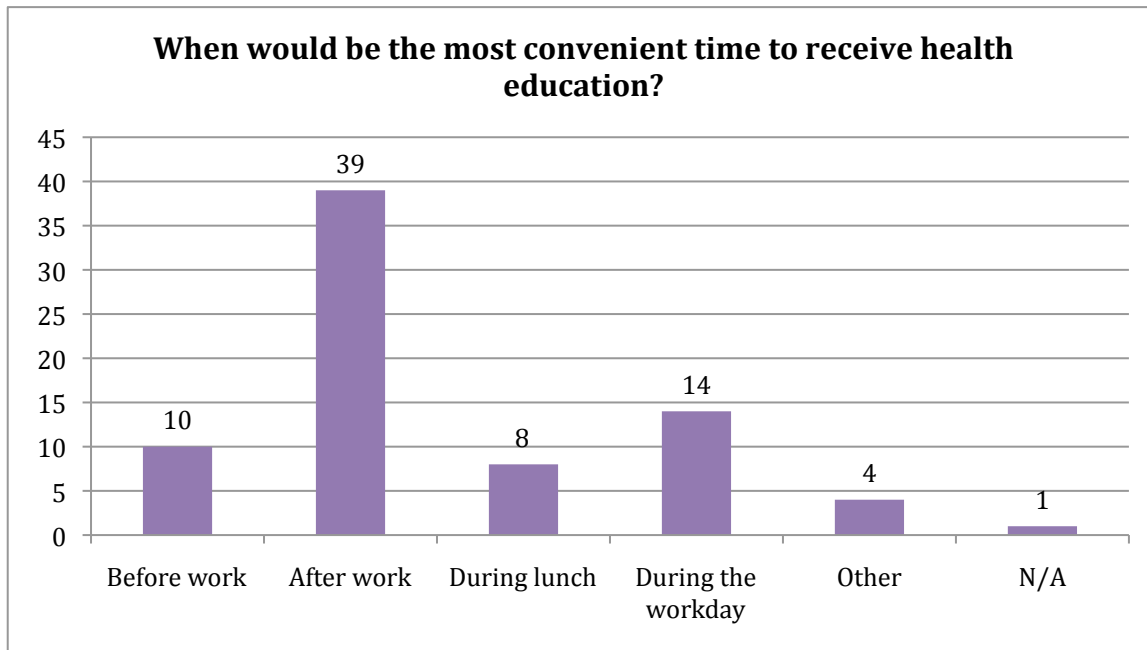
The top preferred frequency of receiving health education was “Once a month” among 43% of respondents. The second most preferred frequency was “Once every 6 months” among 34% of respondents. The third most preferred frequency was “Once a week” among 18% of respondents. Only 1 person indicated they would like to receive health education “Once a year,” none indicated “Never” and 2 participants did not respond.



Timing of Education

Participants in the survey were asked when would be the most convenient time to receive health education on their topics of interest. There were five choices available: Before work, After work, During lunch, During the workday and Other. For “Other,” respondents were provided a space to elaborate).

The most convenient time to receive education was “After work,” expressed by 51% of respondents. The second most convenient time to receive education was “During the workday,” expressed by 18% of respondents and the third most convenient time was “Before work,” expressed by 13% of respondents. Less often, people preferred a health-related event “during lunch” (10%) or “Other” (5%). 1 participant did not respond.

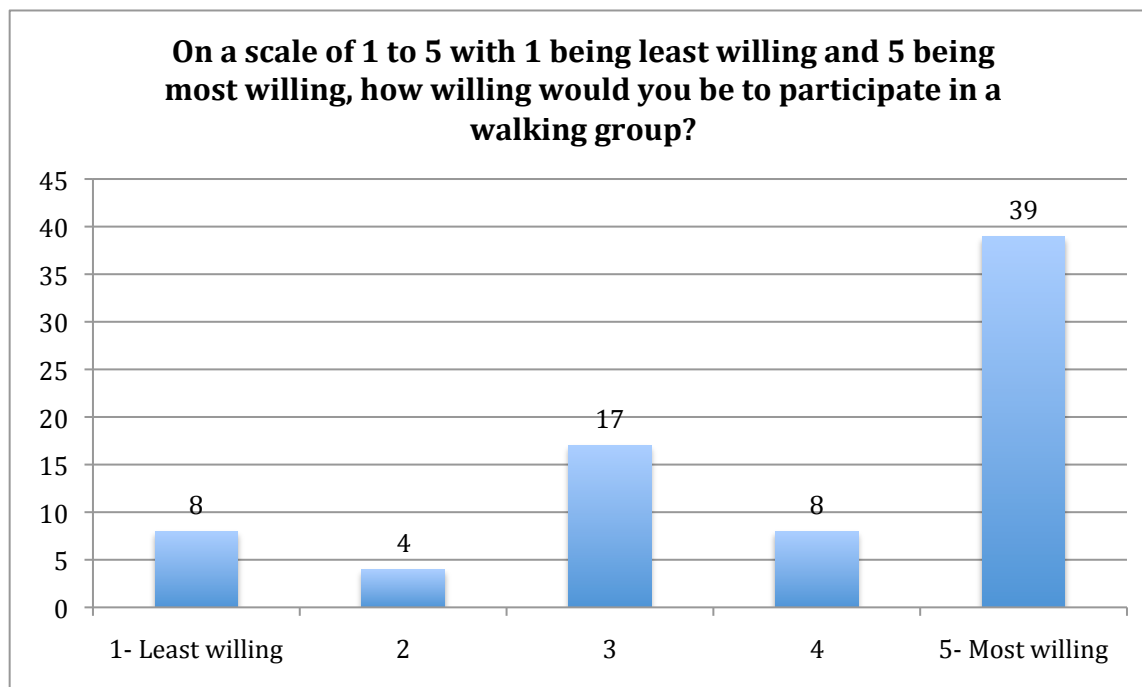


D. Readiness

The next portion of the survey assessed respondents' level of willingness to participate in different health activities. These activities included participation in a walking group, monitoring personal food intake, tracking personal exercise and eating fruit at the canteen (if it were available). The point of assessing *willingness* was its translation to *readiness*. In other words, the more willing an employee is to participate in a health-based activity, the more ready (and thus receptive) an employee would be to adopt a healthy behavior if Spice Island Beach Resort implemented health-based activities.

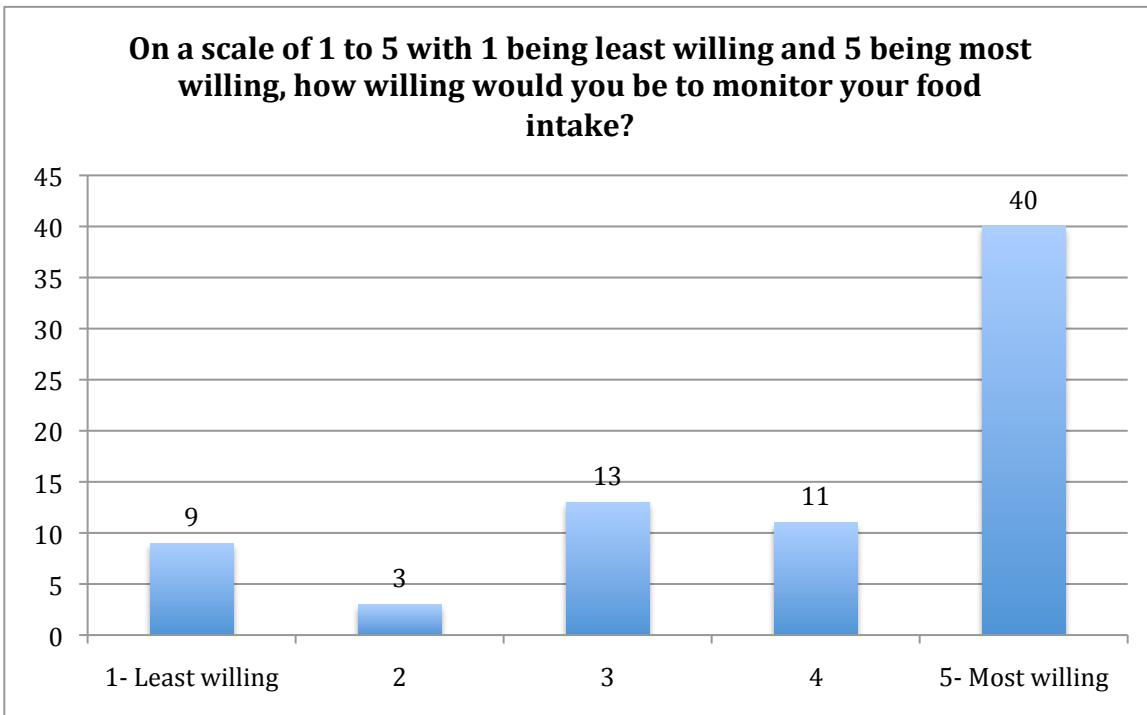
Walking Group

51% of respondents were “most willing = 5” to participate in a walking group. 11% of respondents chose Level 4, 22% chose Level 3, 5% chose Level 2 and 11% chose “least willing = 1.” If we tallied those who expressed the level of “3” and above, 84% of respondents showed an interest and willingness to participate in a walking group. Overall, these results showed that a majority of respondents would be interested in participating if Spice Island Resort implemented a walking group for their employees.



Monitoring Food Intake

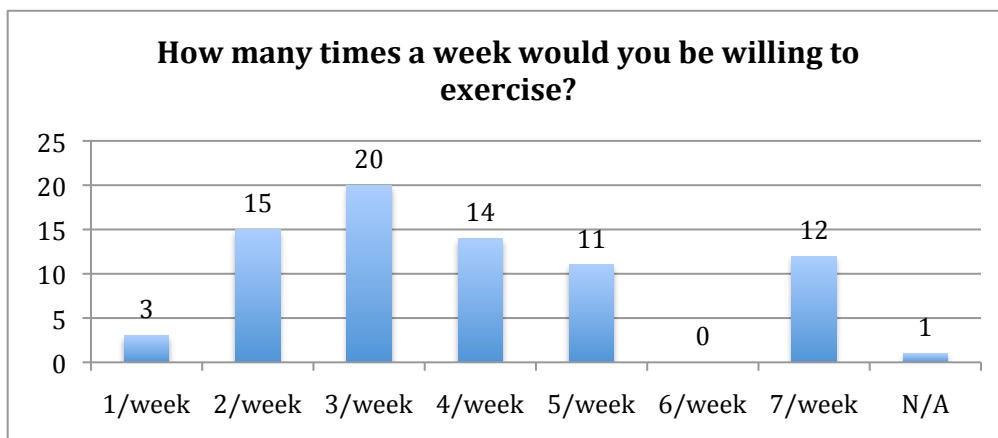
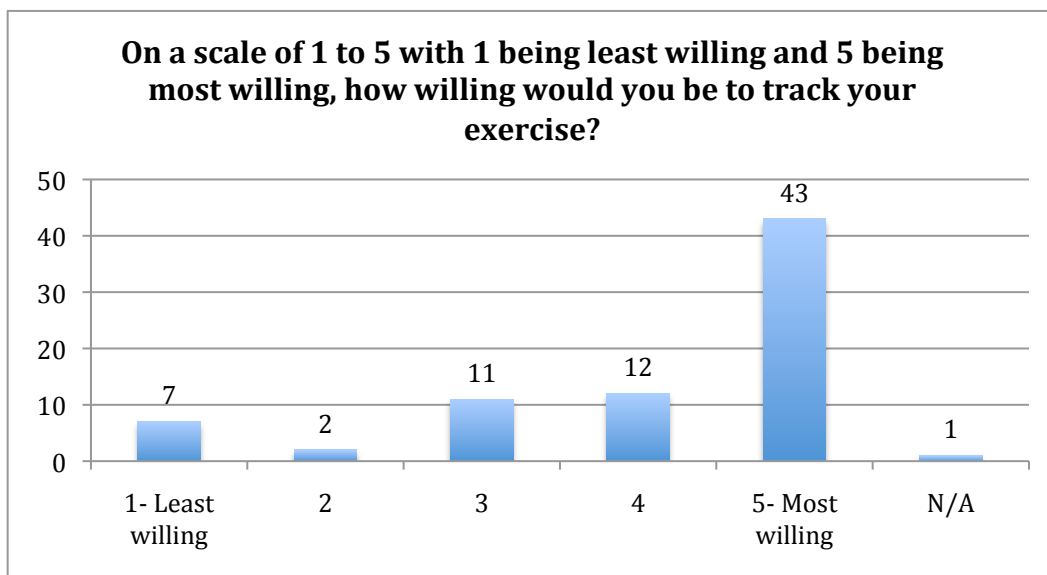
53% of respondents were “most willing = 5” to monitor their food intake. 14% chose Level 4, 17% chose Level 3, 4% chose Level 2 and 12% chose “least willing = 1.” The distribution was fairly similar to the willingness to participate in a walking group, with the largest majority being *most willing* to monitor their food intake. If we tallied those who expressed the level of “3” and above, 84% of respondents showed an interest and willingness to monitor their food intake. Overall, these results showed that a majority of respondents would be interested in tracking their diet if Spice Island Beach Resort implemented a program that provided an easy way for employees to track their food intake.



Tracking Exercise

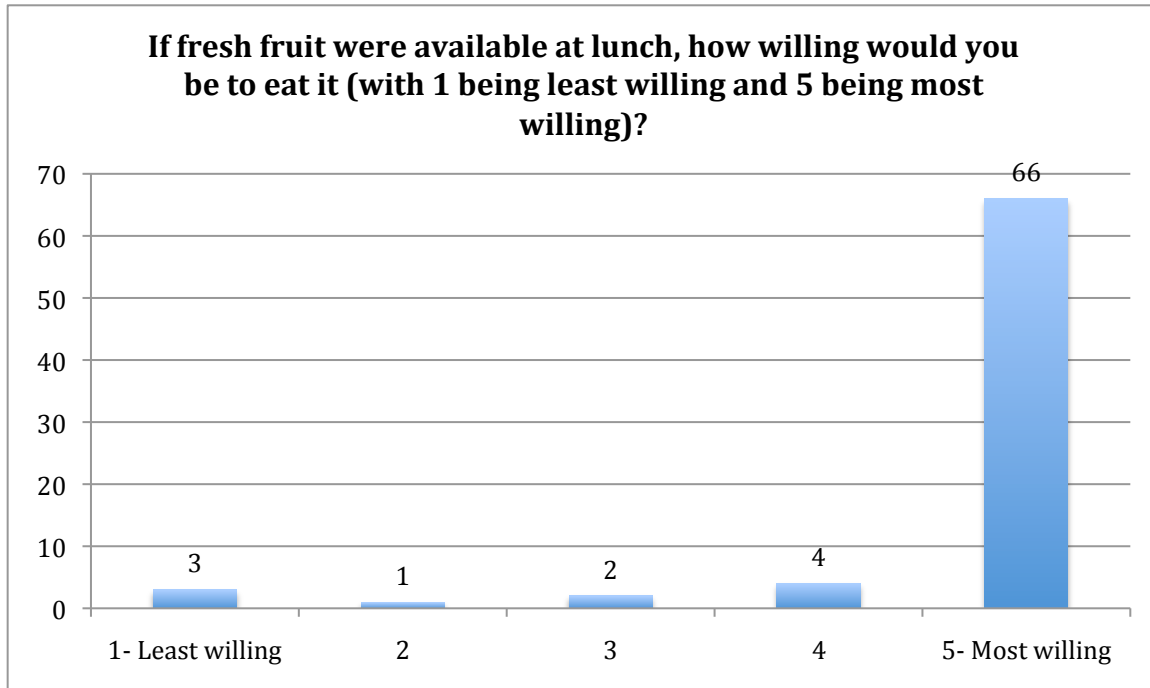
57% of respondents were “most willing = 5” to track their personal exercise level. 16% chose Level 4, 14% chose Level 3, 3% chose Level 2 and 9% chose “least willing = 1.” 1 person did not respond to this question. If we tallied those who expressed the level of “3” and above, 87% of respondents showed an interest and willingness to monitor their exercise. Thus, if Spice Island implemented a work-based exercise tracking program (and tailored it to make the program fun and engaging with incentives or a competition), a large majority of employees would most likely be interested.

Respondents were also asked how often they were willing to exercise in a week. The largest majority of people said that they would exercise 3 times a week (26%). 20% said they would exercise twice a week, 18% said they would exercise four times a week and 16% said they would exercise 7 days a week. (The rest of the results are shown in the graphs below.) If Spice Island Beach Resort implemented a program that gives employees the opportunity to track their exercise, the willingness to exercise “X” amount of times a week provides an idea of the exercise goals that employees would set for themselves.



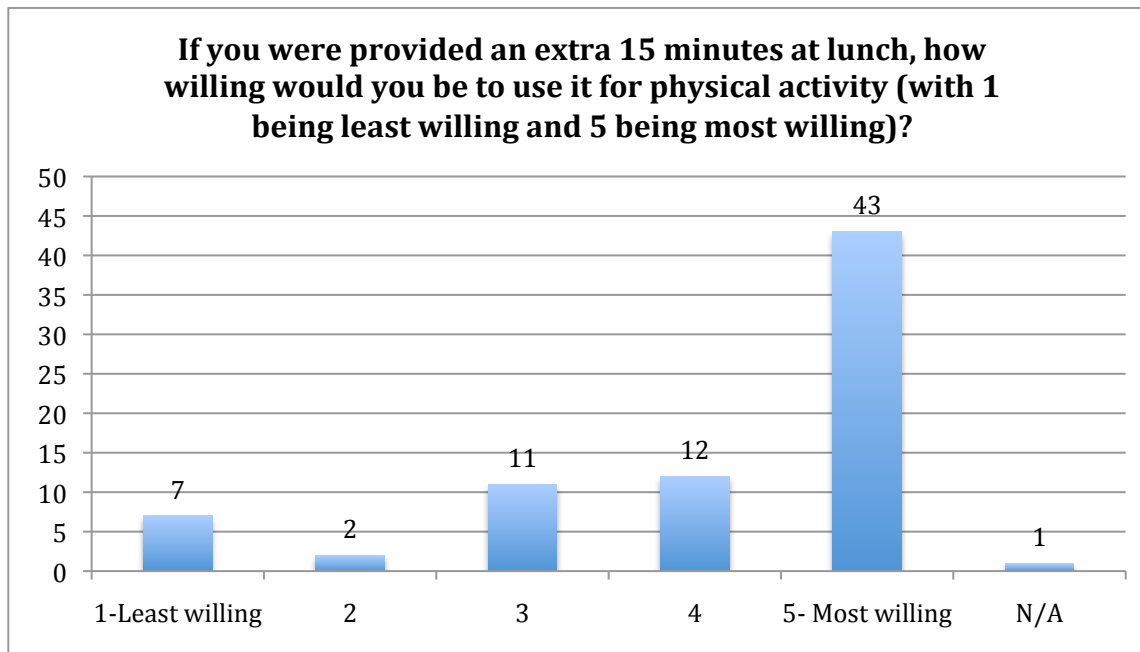
Eating Fresh Fruit

This question had the most unanimous response for “most willing = 5” to eat fresh fruit at lunch if it were provided at lunch. 87% of respondents were *most willing* to eat fresh fruit, indicating that providing a variety of fruit in the canteen as a food option would be a very well-received change. 5% chose Level 4, 3% chose Level 3, 1% chose Level 2 and 4% chose Level 1. If we tallied those who chose Level 3 and above, 95% of respondents indicated that they are willing to eat fresh fruit at the canteen. Thus, providing fresh fruit in place of a current food option or as a complement to the meal is highly recommended.



Using free time for physical activity

Respondents were asked if they were provided an extra 15 minutes at lunchtime, how willing they would be to use it for physical activity. 57% chose “most willing = 5,” 16% chose Level 2, 14% chose Level 3, 3% chose Level 2 and 9% chose “least willing = 1.” A smaller proportion of people (compared to the above health behaviors) were willing to use their free time for physical activity. This may be due to a variety of reasons such as valuing the lunch hour to relax, eat or already feeling too tired from work.



E. Challenges

Some employees talked about the challenges of being healthy, such as not having enough time to exercise or not having social support. Additionally, some employees did not show interest in improving their health or already consider themselves very healthy. Part of the challenge of implementing a work wellness program at Spice Island Beach Resort is that the scope of self-health perceptions expressed by the employees was very broad, as was the scope of challenges mentioned to our team. The age range of the employees was also very wide, from young college students to older men of retiring age. The age range and various stages of life present different challenges to becoming healthy or maintaining an optimal level of health. However, the ideas presented in this report are translatable across all age ranges and can also be tailored towards certain age groups, gender or type of work at the resort (manual labor versus customer service). For example, Spice Island Beach Resort can implement a walking group or conduct a contest between work groups for the most people participating in an exercise monitoring program (the servers & cooks versus the maintenance and bartenders etc.).

III. Recommendations

- Partner with St. George's University students and/or University of Michigan School of Public Health students to begin implementing education and wellness program initiatives
 - Use workshops and videos as primary methods of education and supplement these efforts with periodic print and/or email materials.
 - Incentivize participation in a walking program and exercise/food monitoring.
- Many participants mentioned a previous health fair, therefore we recommend kicking off wellness initiatives at Spice Island Beach Resort with health fair event.
- Follow up with employees to find out types of fruit that are most likely to be consumed during lunch/dinner.
- Add a fruit option to lunch/dinner in place of a current food option or as a complement to the meal.
- Consider educating the chefs and servers in the canteen about reducing portion size
 - Portion control (i.e. reducing the amount of food served per plate, or using smaller plates to eat smaller portions of food) might be conducive to reducing caloric intake and beneficial to maintain a healthier diet

Appendix A

Introduction:

Hello we are here from the University of Michigan School of Public Health in partnership with St. George's University. As a follow up to the previous health education sessions you have had, we are here to learn more about your health interests. The survey will take approximately 5 minutes and if you have any questions or need clarification, please let us know and we will gladly help.

Demographics

1. Age: _____ 2. Sex: _____ 3. Marital status: _____ (Single, Married, Divorced, Widow)

4. How long have you been working at Spice Island Resort?:

5. Number of people in your household?

6. Do you have children under age 18?

Health topics

7. From the following list, please rank the top THREE health issues (1, 2, 3) that you would like to learn about the most?

7a FIRST choice = _____

7b. What type of info? Probe.

8a. SECOND choice = _____

8b. What type of info? Probe.

9a. THIRD choice = _____

9b. What type of info? Probe.

KEY: Cancer=1 Hypertension/High Blood Pressure=2 Diabetes/Sugar=3 HIV/AIDS=4 Heart disease=5 Exercise=6 Weight control/management=7
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Health education

10. How would you like to receive information about health topics? Check all that apply

___ Health fair=1

___ Brochure=2

___ Video=3

___ 20 minute workshop=4

___ Presentation from student at St. George's University=5

___ Posters/signs=6

___ Other=7 _____

11. How **often** would you like to receive health education?

- Never=1
- Once a week=2
- Once a month=3
- Once every 6 months=4
- Once a year=5

12. **When** would be the most convenient time to receive health education?

Before work(=1) After work(=2) During lunch(=3) During the workday(=4)

Readiness

13. On a scale of 1 to 5 with (1) being least willing and (5) being most willing

13a. How willing would you be to participate in a walking group?

13b. How willing would you be to monitor your food intake?

13c. How willing would you be to track your exercise?

13d. [How many times a week would you be willing to exercise? _____]

13e. If fresh fruit were available at lunch, how willing would you be to eat it?

13f. If you were provided an extra 15 minutes at lunch, how willing would you be to use it for physical activity?

Challenges

14. What are some challenges to improving your diet and exercise? Check all that apply

- Too busy =1
- Don't have exercise clothing/shoes=2
- Not motivated=3
- Do not think it's important=4
- None=5
- Other=6: _____

Stress

Stress can be caused by several things in one's life, including death in the family, children, etc.

15. In the last 6 months what has caused you negative stress?

16. Do you know how to find resources to deal with stress?

- Yes=1
- No=2
- Maybe=3
- Don't know=4