

State Agency Wellness Implementation and Participation Report



TEXAS
Health and Human
Services

Texas Department of
State Health Services

2024

State Agency Wellness Liaison Survey

The Texas Department of State Health Services (DSHS) surveyed wellness liaisons at each state agency to assess the level of wellness program implementation. Of the 123 state agency wellness liaisons, 53 (43 percent) completed at least 30 percent of the survey questions and were included in these results. The survey participation rate increased by 11 percent compared to 2022.

Wellness Policies

Texas Government Code, Section [664.061](#), allows state agencies to adopt a variety of wellness policies.

Wellness Policies Offered by State Agencies

- 73.6% (39) allow attendance at on-site wellness seminars. Percentage of responding agencies.
- 60% (35) offer 30 minutes for exercise three times a week.
- 62.3% (33) offer eight hours leave for physical exam and health risk assessment (HRA).
- 49.1% (26) offer additional wellness leave.
- 37.7% (20) offer on-site clinic or pharmacy services.
- 24.5% (13) offer designated senior-level executive support for wellness activities.
- 20.8% (11) allow wellness council participation.
- 13.2% (7) offer financial incentives for wellness program participation.
- 7.6% (4) offer other wellness policies.

Note: Reporting period is June 2022 to June 2024. DSHS received 53 responses. Multiple responses possible. Other responses include four hours for physical exam and HRA, 15 minutes for exercise three times per week, and four hours of wellness leave.

Wellness Budgets Fiscal Year 2024

Budget for Agency Wellness Program	Percent of Responding Agencies (Count)
\$0 - no funds are designated for the wellness program	55.8% (24)
Less than \$500	4.7% (2)
\$500 - \$999	-
\$1,000 - \$2,999	2.3% (1)
\$3,000 - \$4,999	4.7% (2)
\$5,000 or more	2.3% (1)
No specified budget, funds requested as needed	30.2% (13)

Note: Reporting period is June 2022 to June 2024. DSHS received 43 responses. Dash (-) indicates 0%.

Wellness Activities Implemented in Last Two Years

Wellness Activities	Percent of Responding Agencies (Count)	Examples/Descriptions of Wellness Activities
Clinic or vaccination services	50.0% (11)	Onsite blood drive, flu shots, fitness testing, biometric screening events
Information and resource sharing	36.4% (8)	Wellness newsletter, webinars
Get Fit Texas! Challenge	36.4% (8)	Participation in Get Fit Texas!
Opportunities for physical activity	36.4% (8)	Onsite gym or trails, walking club, step/stair challenges
Other health promotion activities	31.8% (7)	Sessions with a registered dietitian, Texas Mother-Friendly Worksite*
Mental health	13.6% (3)	Suicide prevention campaign and training, stress management
Incentives	13.6% (3)	Annual leave for completing physical fitness testing or an annual exam
First aid or CPR training	9.1% (2)	CPR training for employees

Note: Reporting period is June 2022 to June 2024. DSHS received 22 responses. Multiple responses possible.

*The Texas Mother-Friendly Worksite (TMFW) Program supports employees who choose to breastfeed their infants at work by providing minimum criteria for worksites to be designated as mother-friendly.

Wellness Councils and Champions

Texas Government Code, Section [664.060](#), allows state agencies to facilitate the development of a wellness council composed of employees to promote worksite wellness in the agency.

Percentage of Agencies with Agencywide Wellness Councils

- 25.6% (11) have wellness councils.
- 74.4% (32) do not have wellness councils.

Note: Reporting period is June 2022 to June 2024. DSHS received 43 responses. Response counts are in parentheses.

For the next tables, “Most Agency Worksites” means more than 50 percent; “Some Agency Worksites” means between 33 percent and 50 percent; and “Few Agency Worksites” means between 0 percent and 33 percent.

Percentage of Agency Worksites with Wellness Infrastructure

Amenity	All Agency Worksites	Most Agency Worksites	Some Agency Worksites	Few Agency Worksites	No Agency Worksites
Fitness room	18.6% (8)	4.7% (2)	16.3% (7)	18.6% (8)	41.9% (18)
Locker/changing room	11.6% (5)	4.7% (2)	16.3% (7)	23.3% (10)	44.2% (19)
Vending machine with healthy food options	20.9% (9)	2.3% (1)	16.3% (7)	11.6% (5)	48.8% (21)
Microwaves	20.9% (9)	2.3% (1)	16.3% (7)	11.6% (5)	48.8% (21)
Refrigerators	11.6% (5)	2.3% (1)	14.0% (6)	23.3% (10)	48.8% (21)
Standing desks	74.4% (32)	11.6% (5)	4.7% (2)	7.0% (3)	2.3% (1)
Easy access stairwell	74.4% (32)	11.6% (5)	4.7% (2)	7.0% (3)	2.3% (1)
Cafeteria	48.8% (21)	11.6% (5)	20.9% (9)	11.6% (5)	7.0% (3)
Dedicated space for rest/relaxation	60.5% (26)	16.3% (7)	7.0% (3)	9.3% (4)	7.0% (3)
Designated walking route	20.9% (9)	9.3% (4)	11.6% (5)	16.3% (7)	41.9% (18)
Showers	9.3% (4)	4.7% (2)	2.3% (1)	25.6% (11)	58.1% (25)

Note: Reporting period is June 2022 to June 2024. DSHS received 43 responses. Response counts are in parentheses.

Percentage of Agency Worksites Implementing Physical Activity Strategies

Strategy	All Agency Worksites	Most Agency Worksites	Some Agency Worksites	Few Agency Worksites	No Agency Worksites	Total Responses
Allowing employees 30 minutes three times per week for physical activity	62.8% (27)	2.3% (1)	4.7% (2)	-	30.2% (13)	43
Facilities/areas for physical activity	31.0% (13)	9.5% (4)	9.5% (4)	16.7% (7)	33.3% (14)	42
Signage to indicate healthy choices	17.5% (7)	7.5% (3)	7.5% (3)	17.5% (7)	50.0% (20)	40
Bike racks	29.3% (12)	7.3% (3)	14.6% (6)	19.5% (8)	29.3% (12)	41
Incentives for physical activity	62.2% (28)	6.7% (3)	-	-	31.1% (14)	45
On-site fitness classes	5.0% (2)	5.0% (2)	7.5% (3)	22.5% (9)	60.0% (24)	40
Walking trail map	10.3% (4)	5.1% (2)	12.8% (5)	7.7% (3)	64.1% (25)	39
Other	40.0% (2)	-	-	-	60.0% (3)	5

Note: Reporting period is June 2022 to June 2024. Other responses include participation in Get Fit Texas! Dash (-) indicates 0%. Response counts are in parentheses.

Percentage of Agency Worksites Implementing Healthy Eating Strategies

Strategy	All Agency Worksites	Most Agency Worksites	Some Agency Worksites	Few Agency Worksites	No Agency Worksites	Does Not Apply to Agency	Total Responses
Adopting healthy food policies	15.4% (6)	-	2.6% (1)	7.7% (3)	43.6% (17)	30.8% (12)	39
Farm-to-work programs	-	-	-	7.3% (3)	48.8% (20)	43.9% (18)	41
Healthy foods/beverages in cafeterias	9.8% (4)	4.9% (2)	2.4% (1)	14.6% (6)	22.0% (9)	46.3% (19)	41
Healthy foods/beverages in vending machines	14.3% (6)	-	2.4% (1)	19.1% (8)	21.4% (9)	42.9% (18)	42
Point of purchase prompts for healthy options	7.3% (3)	2.4% (1)	-	12.2% (5)	29.3% (12)	48.8% (20)	41
Lower sodium guidelines	7.3% (3)	-	2.4% (1)	12.2% (5)	34.1% (14)	43.9% (18)	41

Note: Reporting period is June 2022 to June 2024. Dash (-) indicates 0%. Response counts are in parentheses.

Percentage of Agency Worksites Implementing Health Screening Strategies

Strategy	All Agency Worksites	Most Agency Worksites	Some Agency Worksites	Few Agency Worksites	No Agency Worksites	Total Responses
On-site health screenings	18.6% (8)	-	9.3% (4)	18.6% (8)	53.5% (23)	43
Vaccination clinics	27.9% (12)	2.3% (1)	11.6% (5)	20.9% (9)	37.2% (16)	43

Note: Reporting period is June 2022 to June 2024. Dash (-) indicates 0%. Response counts are in parentheses.

Percentage of Agency Worksites Implementing Stress Management Strategies

Strategy	All Agency Worksites	Most Agency Worksites	Some Agency Worksites	Few Agency Worksites	No Agency Worksites	Total Responses
Flexible work schedules	63.6% (28)	15.9% (7)	9.1% (4)	6.8% (3)	4.6% (2)	44
On-site massage therapy	2.5% (1)	-	2.5% (1)	5.0% (2)	90.0% (36)	40
Seminars about stress management	24.4% (10)	4.9% (2)	4.9% (2)	12.2% (5)	53.7% (22)	41
Providing space for fellowship or meditation	5.0% (2)	5.0% (2)	5.0% (2)	12.5% (5)	72.5% (29)	40
Providing childcare at/near worksite	12.2% (5)	-	-	17.1% (7)	70.7% (29)	41
Promoting services offered by employee assistance programs	73.8% (31)	2.4% (1)	-	2.4% (1)	21.4% (9)	42

Note: Reporting period is June 2022 to June 2024. Dash (-) indicates 0%. Response counts are in parentheses.

Percentage of Agency Worksites Implementing Parental Support Strategies

Strategy	All Agency Worksites	Most Agency Worksites	Some Agency Worksites	Few Agency Worksites	No Agency Worksites	Total Responses
Providing private, accessible space for milk expression	71.4% (30)	4.8% (2)	11.9% (5)	7.1% (3)	4.8% (2)	42
Developing worksite lactation support policy	57.1% (24)	7.1% (3)	7.1% (3)	4.8% (2)	23.8% (10)	42
Allowing alternative work schedules for new parents	51.2% (21)	4.9% (2)	9.8% (4)	7.3% (3)	26.8% (11)	41

Note: Reporting period is June 2022 to June 2024. Response counts are in parentheses.

Percentage of Agency Worksites Implementing Tobacco Cessation Strategies

Strategy	All Agency Worksites	Most Agency Worksites	Some Agency Worksites	Few Agency Worksites	No Agency Worksites	Does Not Apply to Agency	Total Reponses
Smoking/tobacco use restricted to designated outdoor areas	77.8% (35)	2.2% (1)	-	2.2% (1)	4.4% (2)	13.3% (6)	45
Smoke-free outdoor areas	27.8% (10)	2.8% (1)	5.6% (2)	-	30.6% (11)	33.3% (12)	36
Tobacco-free outdoor areas	27.8% (10)	2.8% (1)	5.6% (2)	-	30.6% (11)	33.3% (12)	36
E-cigarette/vapor free outdoor areas	27.8% (10)	2.8% (1)	5.6% (2)	-	30.6% (11)	33.3% (12)	36
Promotion of cessation resources	30.6% (11)	-	8.3% (3)	8.3% (3)	30.6% (11)	22.2% (8)	36

Note: Reporting period is June 2022 to June 2024. Dash (-) indicates 0%. Response counts are in parentheses.

Introduction or Expansion of Benefits

Benefit	Maintained	Expanded	Discontinued	Introduced	Never offered
Flexible work schedules	66.7% (28)	21.4% (9)	2.4% (1)	4.8% (2)	4.8% (2)
On-site massage therapy	4.8% (2)	-	11.9% (5)	-	83.3% (35)
Hosting seminars about benefits	31.0% (13)	9.5% (4)	4.8% (2)	2.4% (1)	52.4% (22)
Providing space for fellowship/meditation	14.3% (6)	2.4% (1)	-	-	83.3% (35)
Providing childcare at/near worksite	14.3% (6)	-	2.4% (1)	7.1% (3)	76.2% (32)
Promoting employee assistance program services	57.1% (24)	16.7% (7)	2.4% (1)	4.8% (2)	19.1% (8)

Note: Reporting period is June 2022 to June 2024. DSHS received 42 responses. Dash (-) indicates 0%. Response counts are in parentheses.

Barriers to Implementing Wellness Activities

Barrier	Percent of Responding Agencies (Count)
Small agency	27.8% (5)
Low employee participation or low employee interest in participating in wellness activities	22.2% (4)
Lack of funding to operate wellness activities	16.7% (3)
Lack of space or equipment onsite	16.7% (3)
Employees are located across different worksites	16.7% (3)
Lack of staff capacity to operate a wellness program	11.1% (2)
Lack of leadership support for wellness activities	11.1% (2)
Wellness activities conflict with work tasks or deadlines	11.1% (2)

Note: Reporting period is June 2022 to June 2024. DSHS received 18 responses.

State Agency Employee Wellness Survey

DSHS surveyed state employees on wellness-related activities. Of the 140,582 state employees contacted, 6,640 (4.7 percent) completed the survey. Partial survey responses are included in the results.

Employment Status	Percent of State Employees (Count)
Full-time (more than 30 hours per week)	99.3% (7,240)
Part-time (30 hours or less per week)	0.7% (53)

Note: Reporting period is June 2022 to June 2024. DSHS received 7,293 responses.

Employee Physical Activity

Percent and Count of Employees Engaging in Physical Activity in Minutes Per Week

- 22.1% (1,600) engage in 0-29 minutes per week.
- 16.7% (1,209) engage in 30-59 minutes per week.
- 11.4% (825) engage in 60-89 minutes per week.
- 8.5% (616) engage in 90-119 minutes per week.
- 10.8% (780) engage in 120-149 minutes per week.
- 9.5% (685) engage in 150-179 minutes per week.
- 6.2% (445) engage in 180-209 minutes per week.
- 14.8% (1,071) engage in 210+ minutes per week.

Note: Reporting period is June 2022 to June 2024. DSHS received 7,231 responses. Response counts are in parentheses.

Percent and Count of Employees That Engage in Physical Activity at Work

- 59.1% (4,222) of employees do not engage in physical activity at work.
- 40.9% (2,918) of employees do engage in physical activity at work.

Note: Reporting period is June 2022 to June 2024. DSHS received 7,140 responses. Physical activity not related to job function(s). Response counts are in parentheses.

Employee Physical Activity

Supports to Physical Activity Participation at Work	Percent of State Employees (Count)
Additional leave offered for exercise	42.8% (1,172)
Flex time or other scheduling options	40.6% (1,112)
Supportive management or peers	32.9% (902)
Available opportunities for physical activity	24.1% (659)
Appropriate facilities for changing and storing equipment	23.4% (640)
Other	19.2% (526)

Note: Reporting period is June 2022 to June 2024. DSHS received 2,738 responses. Multiple responses possible.

Employee Physical Activity (continued)

Barriers to Physical Activity Participation at Work	Percent of State Employees (Count)
I participate in physical activity outside of work	40.5% (1,649)
Lack of appropriate infrastructure/space	35.5% (1,444)
Unaware of activities available	34.5% (1,404)
Activities offered not compatible with work schedule	30.9% (1,258)
Activities offered do not interest me	12.3% (500)
No social support	10.9% (443)
Supervisor does not allow flex time for physical activity	8.3% (336)
Activities are cost prohibitive	6.0% (245)
No adaption for physical limitations	4.4% (177)
Activities postponed, limited, or cancelled due to COVID-19	2.6% (104)
Stairs not well lit/easily accessible	1.1% (46)
Other	22.8% (929)

Note: Reporting period is June 2022 to June 2024. DSHS received 4,068 responses. Multiple responses possible. Other responses include having too much work to participate during the workday, working remotely, and no activities or facilities offered at the worksite.

Get Fit Texas! Challenge

The Get Fit Texas! Challenge is an annual 10-week physical activity challenge hosted by DSHS. Participants strive to complete 150 minutes of physical activity for at least six weeks of the challenge.

Percent and Count of State Employees by Participation in the 2024 Get Fit Texas! Challenge

- 55.6% (4,009) participated and completed the challenge.
- 37.9% (2,728) participated but did not complete this challenge.
- 6.5% (468) did not participate.

Note: Reporting period is June 2022 to June 2024. DSHS received 7,205 responses. Response counts are in parentheses.

Factors Encouraging Participation in 2024 Get Fit Texas!	Percent of State Employees (Count)
Extra time off	79.3% (3,166)
Desire to exercise more	45.9% (1,833)
Promotion of challenge by agency	24.8% (992)
Peer/management encouragement	15.3% (611)
Other	7.6% (304)

Note: Reporting period is June 2022 to June 2024. DSHS received 3,993 responses. Multiple responses possible.

Get Fit Texas! Challenge (continued)

Factors Preventing Participation in 2024 Get Fit Texas!	Percent of State Employees (Count)
No time to exercise	24.8% (771)
Entering data too time consuming	21.3% (661)
Did not see benefit in participating	16.5% (514)
No incentive to participate	15.5% (481)
Did not know about the challenge	10.0% (311)
Coworkers did not participate	5.7% (178)
Did not work for agency at the time	5.1% (158)
Website difficulties	1.2% (38)
Other	27.8% (865)

Note: Reporting period is June 2022 to June 2024. DSHS received 3,108 responses. Multiple responses possible. Other responses include lack of interest in participating, forgetting to participate, disability or personal health issues, and competing work or personal responsibilities.

Healthy Eating at Work

State employees were asked how satisfied they were with healthy food and beverage options available at their worksite.

Locations	Satisfied	Neutral	Dissatisfied	N/A: Telework Full-Time	N/A: No Facilities Available
Cafeteria	9.7% (674)	11.6% (808)	8.8% (616)	17.2% (1,201)	52.7% (3,671)
Vending machine - Food	7.6% (527)	21.4% (1,488)	22.6% (1,572)	17.0% (1,186)	31.5% (2,197)
Vending machine - Beverages	10.1% (701)	23.5% (1,637)	21.7% (1,513)	17.0% (1,186)	27.7% (1,933)
Snack bar	7.9% (553)	14.9% (1,039)	10.3% (716)	17.5% (1,218)	49.4% (3,444)

Note: Reporting period is June 2022 to June 2024. DSHS received 6,970 responses. Response counts are in parentheses.

Weight Management Programs

Employees Retirement System (ERS) health benefits offers two online weight management programs, Wondr Health™ and Real Appeal®, at no cost to state employees. Employees can enroll if they have a HealthSelect plan, are 18 years or older, and have a body mass index (BMI) of 23 or higher.

Likelihood of Enrolling in an Online Weight Management Program in the Next Year	Percent of State Employees (Count)
Likely	34.1% (2,381)
Neutral	16.2% (1,131)
Unlikely	32.7% (2,280)
N/A: I am not eligible to participate	5.6% (390)
N/A: I have already participated	5.8% (405)
N/A: Not sure if I am eligible to participate	5.5% (383)

Note: Reporting period is June 2022 to June 2024. DSHS received 6,970 responses.

Employee Nicotine Use

Nicotine use refers to all tobacco products, such as cigarettes, nicotine vape pens, e-cigarettes, smokeless tobacco, and hookah.

Current Nicotine Use Status	Percent of State Employees (Count)
I have never used nicotine	69.7% (4,845)
I no longer use nicotine	21.4% (1,489)
I use nicotine daily	5.8% (404)
I use nicotine some days	3.1% (217)

Note: Reporting period is June 2022 to June 2024. DSHS received 6,955 responses.

Tobacco Cessation

Nicotine Cessation Resources Used by Past or Current Nicotine Users	Percent of State Employees (Count)
Not planning to quit	13.7% (280)
Cessation medication	10.4% (213)
Cessation classes	2.1% (42)
Cessation counseling	2.1% (42)
Texas Tobacco Quitline	0.7% (14)
DSHS Tobacco Prevention and Control Program website	0.5% (11)
National Tobacco Quitline	0.3% (6)
None of the above/quit cold turkey	71.5% (1,465)
Other	6.9% (141)

Note: Reporting period is June 2022 to June 2024. DSHS received 2,048 responses. Multiple responses possible. Nicotine use refers to all tobacco products, such as cigarettes, nicotine vape pens, e-cigarettes, smokeless tobacco, and hookah. Texas Tobacco Quitline provides cessation services to Texas residents ages 13 and older. National Tobacco Quitline refers individuals to the appropriate state/local cessation services.

Lactation Support

Percent and Count of Employees That Have Ever Expressed Breast Milk at the Worksite

- 5.8% (388) have expressed breast milk at the worksite.
- 94.2% (6,288) have not expressed breast milk at the worksite.

Note: Reporting period is June 2022 to June 2024. DSHS received 6,676 responses. Response counts are in parentheses.

Received Information from Employer about the Benefits of Breastfeeding or Breast Milk Expression	Percent of State Employees (Count)
Yes	17.2% (65)
No	82.8% (314)

Note: Reporting period is June 2022 to June 2024. DSHS received 379 responses. Only respondents that have ever expressed breast milk at the worksite were asked this question.

Received Information from Employer about Worksite Accommodations for Breast Milk Expression	Percent of State Employees (Count)
Yes	35.3% (134)
No	64.6% (245)

Note: Reporting period is June 2022 to June 2024. DSHS received 379 responses. Only respondents that have ever expressed breast milk at the worksite were asked this question.

Percent and Count of Employees by Convenience of Expressing Breast Milk at Work

- 52.7% (203) found expressing at work convenient.
- 40.3% (155) found expressing at work inconvenient.
- 7.0% (27) found expressing at work neither convenient nor inconvenient.

Note: Reporting period is June 2022 to June 2024. DSHS received 385 responses. Only respondents that have ever expressed breast milk at the worksite were asked this question. Response counts are in parentheses.

Barriers to Expressing Breast Milk at Work	Percent of State Employees (Count)
Lack of a clean, private, and/or accessible space	37.4% (144)
Did not have time between work duties	33.5% (129)
Did not feel comfortable pumping at work	24.9% (96)
Distance from my office/workspace to a space to express milk	19.2% (74)
Not allowed sufficient break time	19.0% (73)
Lack of a refrigerator to store milk	17.1% (66)
Lack of safe, clean water source and sink	16.6% (64)
Work travel, such as conferences, site visits, etc.	14.6% (56)
Did not feel supported by my colleagues and/or manager to pump at work	14.0% (54)
Process of gaining access to my worksite's lactation space	9.6% (37)
Did not understand my worksite's pumping policy	7.0% (27)
Lack of pumping equipment	2.1% (8)
Other	37.1% (143)

Note: Reporting period is June 2022 to June 2024. DSHS received 385 responses. Multiple responses possible. Only respondents that have ever expressed breast milk at the worksite were asked this question.

Employee Assistance Program (EAP) Use

EAP provides free, confidential assistance to state employees with life’s challenges, including stress, addiction, change management, locating childcare facilities, legal assistance, and financial challenges.

EAP Services Used	Percent of State Employees (Count)
I have not accessed any of these services	69.9% (4,839)
Short-term counseling	13.8% (953)
I do not know what EAP is	8.5% (587)
24/7 toll-free helpline	4.8% (330)
Referrals to the health plan, support groups, and/or other community resources	3.1% (211)
Telephonic clinical assessments	1.8% (127)
In-the-moment support and crisis intervention	1.6% (112)
Telephonic triage	0.9% (61)
Clinical case management	0.2% (11)
Formal management referrals	0.1% (9)
Other	2.5% (176)

Note: Reporting period is June 2022 to June 2024. DSHS received 6,927 responses. Multiple responses possible.

Employee Assistance Program (EAP) Use (continued)

Factors Contributing to EAP Use	Percent of State Employees (Count)
Found on own (i.e., browsing onboarding or human resources material)	51.5% (683)
Told about services by manager	23.6% (313)
Benefits or training webinars	22.1% (293)
Told about services by human resources administrator	20.7% (274)
Other	10.2% (133)

Note: Reporting period is June 2022 to June 2024. DSHS received 1,327 responses. Multiple responses possible.

Employee Assistance Program (EAP) Use (continued)

Factors Limiting the Use of/Accessing EAP Services	Percent of State Employees (Count)
I have not needed to use any of the services	45.3% (2,413)
I do not know what services they offer	27.7% (1,479)
I am unsure how to access the services	15.4% (822)
I did not know services were free	12.1% (644)
I don't have time	10.8% (577)
I am not interested in any of the services offered	9.5% (506)
I'm concerned my employer could access this information	7.5% (398)
I receive these services through another source	4.4% (236)
I do not think their services are effective	2.7% (142)
There is a limited number of counseling sessions	2.3% (123)
I am unable to schedule services online	1.1% (60)
Other	4.7% (249)

Note: Reporting period is June 2022 to June 2024. DSHS received 5,333 responses. Multiple responses possible.

Blue Cross Blue Shield of Texas State Employee Participants

Blue Cross Blue Shield of Texas is the health plan administrator available to employees who live or work in Texas.

Percent and Count of Employees by Blue Cross Blue Shield of Texas Health Insurance Status

- 95.9% (6,613) Yes
- 4.1% (280) No

Note: Reporting period is June 2022 to June 2024. DSHS received 6,893 responses. Criteria includes HealthSelect®, Consumer Directed HealthSelectSM, and HealthSelect Out-of-StateSM plans through state employer. Response counts are in parentheses.

Familiarity with Blue Cross Blue Shield of Texas Wellness Resources

Percent of Employees by Familiarity with Blue Cross Blue Shield of Texas Resources

- Well onTarget® member portal
 - ▶ 19.1% (1,224) have used this resource.
 - ▶ 24.9% (1,596) heard of this resource but have not used it.
 - ▶ 56.0% (3,590) never heard of this resource.
- Online health assessment
 - ▶ 27.3% (1,746) have used this resource.
 - ▶ 29.7% (1,903) heard of this resource but have not used it.
 - ▶ 43.0% (2,756) never heard of this resource.
- Discounted gym memberships
 - ▶ 9.6% (615) have used this resource.
 - ▶ 48.8% (3,128) heard of this resource but have not used it.
 - ▶ 41.6% (2,665) never heard of this resource.
- Blue Points incentive program
 - ▶ 8.1% (518) have used this resource.
 - ▶ 31.9% (2,036) heard of this resource but have not used it.
 - ▶ 60.0% (3,833) never heard of this resource.
- Self-directed health courses
 - ▶ 4.8% (303) have used this resource.
 - ▶ 27.5% (1,749) heard of this resource but have not used it.
 - ▶ 67.8% (4,315) never heard of this resource.
- Fitness device tracking/syncing
 - ▶ 6.2% (392) have used this resource.
 - ▶ 27.1 (1,730) heard of this resource but have not used it.
 - ▶ 66.7% (4,253) never heard of this resource.
- Health coaching
 - ▶ 4.2% (265) have used this resource.
 - ▶ 31.7% (2,014) heard of this resource but have not used it.
 - ▶ 64.1% (4,073) never heard of this resource.
- Blue365® discount program
 - ▶ 5.5% (349) have used this resource.
 - ▶ 32.8% (2,092) heard of this resource but have not used it.
 - ▶ 61.7% (3,933) never heard of this resource.

- Alternative medicine discounts
 - ▶ 3.2% (201) have used this resource.
 - ▶ 23.2% (1,475) heard of this resource but have not used it.
 - ▶ 73.7% (4,686) never heard of this resource.

Note: Reporting period is June 2022 to June 2024. Well onTarget[®] is an online member portal for wellness offerings that include personalized tools and resources. Blue365[®] offers discounts for health and wellness products and services. Examples of alternative medicine providers include acupuncture, massage, dieticians, childbirth educators, personal trainers, and physical therapists. Response counts are in parentheses.

Use of Worksite Wellness Services and Benefits in the Past Year

Wellness Services/Benefits	Percent of State Employees (Count)
2024 Get Fit Texas! State Agency Physical Activity Challenge	49.6% (3,352)
I did not participate in any worksite wellness programs over the past year	27.2% (1,837)
Eight hours of leave as an incentive to complete a health risk assessment and annual doctor visit	25.3% (1,711)
Social wellness activities such as team building exercises, team outings, and workplace celebrations	14.6% (985)
Physical activity opportunities at worksite through fitness programs, workout facilities, or more time during the workday	13.5% (910)
On-site screenings/services	11.1% (753)
Health education events	9.8% (664)
Stress reduction activities/services such as meditation, counseling, etc.	7.2% (483)
Healthy food options at worksite in cafeterias, vending machines, or office events/parties	5.9% (398)
Counseling, legal/financial advice, or similar services through the Employee Assistance Program	5.9% (397)
Massage therapy offered onsite or through employee discount benefit	2.0% (134)
Comfortable facilities at your worksite for breastmilk expression	0.8% (52)
Tobacco cessation services such as the Quitline	0.5% (31)

Note: Reporting period is June 2022 to June 2024. DSHS received 6,757 responses. Multiple responses possible.

Perceived Usefulness of Wellness Services and Benefits

Wellness Services/Benefits	Very Useful	Somewhat Useful	Not Very Useful	Not at All Useful	I Have Not Used This Service
Get Fit Texas! Challenge	58.7% (2,842)	17.3% (839)	3.6% (173)	1.3% (65)	19.1% (926)
Leave incentive for health risk assessment and annual doctor visit	51.2% (2,479)	8.0% (385)	1.3% (61)	0.4% (21)	39.2% (1,899)
Physical activity opportunities	28.5% (1,380)	12.7% (616)	2.8% (134)	2.2% (105)	53.9% (2,610)
Social wellness activities	23.1% (1,120)	15.7% (760)	3.9% (188)	2.4% (117)	54.9% (2,660)
On-site health screenings	19.4% (938)	13.6% (661)	3.7% (181)	1.8% (86)	61.5% (2,979)
Healthy food options	17.0% (825)	11.1% (538)	3.9% (191)	3.9% (189)	64.0% (3,102)
Counseling or other similar services	16.6% (803)	9.5% (462)	2.6% (124)	1.7% (81)	69.7% (3,375)
Stress reduction activities	15.3% (742)	10.8% (522)	2.5% (120)	1.3% (64)	70.1% (3,397)
Health education events	13.6% (657)	13.0% (631)	3.7% (180)	2.3% (112)	67.4% (3,265)
Massage therapy	13.1% (633)	5.1% (249)	2.0% (95)	1.6% (78)	78.2% (3,790)
Comfortable facilities for breastmilk expression	8.4% (406)	2.8% (137)	2.4% (116)	3.8% (186)	82.6% (4,000)
Tobacco cessation services	3.9% (188)	2.5% (120)	2.8% (134)	5.9% (285)	85.0% (4,118)
Wellness Services/Benefits	Very Useful	Somewhat Useful	Not Very Useful	Not at All Useful	I Have Not Used This Service
Get Fit Texas! Challenge	58.7% (2,842)	17.3% (839)	3.6% (173)	1.3% (65)	19.1% (926)

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Tobacco cessation services	3.9% (188)	2.5% (120)	2.8% (134)	5.9% (285)	85.0% (4,118)

Note: Reporting period is June 2022 to June 2024. DSHS received 4,845 responses. Dash (-) indicates 0%. Response counts are in parentheses.

List of State Agencies

Alcoholic Beverage Commission*	Board of Veterinary Medical Examiners	Court of Appeals, 2nd
		Court of Appeals, 3rd
Animal Health Commission	Bond Review Board	Court of Appeals, 4th
	Bullion Depository	Court of Appeals, 5th
Appraiser Licensing and Certification Board*	Cancer Prevention and Research Institute of Texas	Court of Appeals, 6th*
Board of Architectural Examiners*	Civil Commitment Office	Court of Appeals, 7th*
Board of Chiropractic Examiners *	Commission on Environmental Quality*	Court of Appeals, 8th*
Board of Dental Examiners*	Commission on Fire Protection*	Court of Appeals, 9th
Board of Examiners of Psychologists	Commission on Jail Standards	Court of Appeals, 10th*
Board of Law Examiners*	Commission on Judicial Conduct	Court of Appeals, 11th
Board of Nursing*	Commission on Law Enforcement*	Court of Appeals, 12th
Board of Occupational Therapy Examiners	Commission on State Emergency Communications (911)*	Court of Appeals, 13th*
Board of Pharmacy	Commission on the Arts	Court of Criminal Appeals
Board of Plumbing Examiners	Commission on Uniform State Laws	Credit Union Department*
Board of Professional Engineers and Land Surveyors*	Comptroller of Public Accounts*	Department of Agriculture*
Board of Professional Geoscientists*		Department of Banking
Board of Public Accountancy*	Court of Appeals, 1st*	Department of Criminal Justice*
		Department of Family and Protective Services*
		Department of Housing & Community Affairs

Department of Information Resources*	Health Professions Council*	Office of the Attorney General*
Department of Insurance*	House of Representatives	Office of the Governor
Department of Licensing and Regulation*	Juvenile Justice Department	Office of the Texas Secretary of State Optometry Board
Department of Motor Vehicles*	Legislative Budget Board*	Parks and Wildlife Department*
Department of Public Safety*	Legislative Reference Library	Pension Review Board
Department of Savings and Mortgage Lending	Library and Archives Commission*	Permanent School Fund
Department of State Health Services*	Medical Board*	Preservation Board*
Department of Transportation*	Military Department*	Public Finance Authority
Division of Emergency Management	Office of Administrative Hearings*	Public Utility Commission*
Emergency Services Retirement System*	Office of Capital and Forensic Writs	Railroad Commission*
Employees Retirement System of Texas*	Office of Consumer Credit Commissioner	School for the Deaf*
Executive Council of Physical Therapy and Occupational Therapy Examiners*	Office of Court Administration*	School for the Blind & Visually Impaired*
General Land Office	Office of Injured Employee Counsel*	Secretary of State*
Health and Human Services Commission*	Office of Public Insurance Counsel*	Securities Board*
	Office of Public Utility Counsel*	Soil and Water Conservation Board
	Office of Risk Management	Space Commission
		State Auditor*
		State Bar
		State Law Library*

State Prosecuting
Attorney*

Texas Legislative
Council

State Senate*

Texas Lottery
Commission*

Sunset Advisory
Commission

Texas Racing
Commission

Supreme Court

Texas Real Estate
Commission*

Teacher Retirement
System of Texas*

Texas Treasury
Safekeeping Trust
Company

Texas A&M AgriLife
Extension

Texas A&M Forest
Service

Veterans Commission*

Veterans Land Board

Texas A&M
Transportation
Institute*

Water Development
Board*

Texas Behavioral
Health Executive
Council

Windham School
District

Texas Education
Agency*

Workforce
Commission*

Texas Ethics
Commission*

Texas Facilities
Commission*

Texas Funeral Service
Commission*

Texas Higher Education
Coordinator Board*

Texas Historical
Commission*