



Workforce Nutrition Programmes in Hybrid Working environments: Strategies to design a healthy workforce

Hybrid work settings present challenges in maintaining healthy nutrition habits for employees working remotely and on-site. This new work style brings the need to attract your workforce back to the office, and make it a place where employees are happy to spend their day and feel supported.

In a climate where the culture of work is rapidly evolving, employers must quickly adapt in order to remain an attractive place to work for current and potential employees. It has come to the point where an employer must actively committed to their employee's wellbeing if they are to maximize the recruitment, retention and management of the workforce. One of the most tangible actions to show this commitment to employee wellbeing is to invest in workforce nutrition (WFN) programmes, for both in the office and at home, to guarantee that you have a well-nourished, healthy and satisfied workforce.

Developed by the Workforce Nutrition Alliance, this document aims to highlight the simplicity of implementing WFN solutions into a hybrid context and provides examples of practical strategies within the four pillars of WFN programs: **Healthy Food at Work**, **Nutrition Education**, **Nutrition Focused Health Checks**, and **Breastfeeding Support**. By implementing these strategies, employers can prioritize employee health in all working environments, while achieving corporate goals and improving business outcomes.



Key Takeways:

- WFN programmes are valid, realistic and easily applicable in both office and remote working contexts.
- The strategies presented can be implemented in both working settings.
- For the Healthy Food at Work pillar, there are additional strategies that are specifically designed for remote settings, which are clearly identified.



- **OFFER FREE OR SUBSIDIZED MEALS/SNACKS**

Create thematic treat days where healthy food is offered for free, at least once a week, e.g., free breakfast/lunch, team potlucks, monthly after-work drinks/snacks.

- **SELF-SERVICE AREA**

Partner with a company to create an area in the office with smart fridges stocked with healthy foods/snacks and microwave. Also, provide clean water, unsweetened beverages, coffee and tea.

- **MEALS AND BREAKS TOGETHER**

Foster an environment that encourages connection, and create a specific area in the office allocated for employees gathering.

- **HEALTHY HYDRATATION**

Offer clean and aromatized water at eyesight to keep the employees hydrated. Encourage your employees to set drinking water alarms on their phones as reminders to drink water.

- **WORKPLACE VALUE PROPOSITION**

Create a launch event for presenting the back to the office healthy food at work policy.

- **F&B COMPANIES PARTNERSHIPS**

Partner with companies, e.g., start-ups, interested to test their nutritious food products and recipes (e.g., oatmeal, healthy snacks), and offer those to your employees which can provide feedback on their products/recipes.

- **OFFICE GARDENS**

Create a low cost indoor/outdoor garden, where employees can plant and harvest herbs, vegetables, fruits. These can be later used for own consumption.

- **HOME FOOD DELIVERY**

Partner with healthy and sustainable delivery food companies offering nutritious breakfast, lunch, and/or snacks. Also, offer individual food gift cards to be used in delivery services.

- **FOOD VOUCHERS**

Provide food vouchers, digital credits or subscriptions that can be redeemed for food purchases at healthy food establishments (e.g., local vegetable shops) or delivery services.

- **HEALTHY AND FUN FOOD BOXES**

Share with employees DIY ('do it yourself') meal boxes with healthy recipes. The aim is to make healthy food fun, interactive and enable educative healthy cooking moments. E.g.: salads kits, ethnic dish kits, dips.

HOME SETTING



- **WORKSHOPS AND WEBINARS**

Conduct nutrition workshops and webinars where employees can learn about various aspects of nutrition, e.g., 'Lunch & Learn sessions'. Invite dietitians to share their knowledge and clarify questions.

- **ONLINE RESOURCES AND NEWSLETTERS**

Develop a dedicated intranet or online platform where employees can access nutrition-related resources, e.g., articles, infographics, videos, and healthy recipes.

- **COOKING CLASSES**

Invite chefs or nutrition experts to guide employees through healthy recipes and cooking techniques, both in person as online.

- **EMPLOYEE WELLNESS CHALLENGES**

Launch wellness challenges that include nutrition-related goals, e.g., 'healthy recipe', 'meal plan' challenges.

- **PEER SUPPORT AND SHARING**

Create nutrition-focused groups or communities where employees can share their experiences, recipes, and challenges related to healthy eating.

- **FACILITIES**

Designate private and comfortable lactation rooms or areas in the workplace where breastfeeding employees can express milk. It should be equipped with comfortable seating, electrical outlets, a refrigerator for milk storage, and amenities such as a sink.

- **FLEXIBLE WORK**

Allow flexible work schedules or remote work options that accommodate breastfeeding needs, e.g., flexible start and end times, compressed workweeks, or the option to work from home.

- **PROVIDE RESOURCES**

Offer access to breastfeeding resources such as lactation consultants, breastfeeding helplines, or online support groups.

- **BUDDY SYSTEM**

Pair up new breastfeeding employees with experienced ones who have successfully navigated the transition back to work while breastfeeding.

- **EQUIPMENT**

Offer reimbursement or subsidies for purchasing breastfeeding equipment such as breast pumps or storage bags.





- **HEALTH ASSESSMENTS**

Implement health checks with body measurements and questionnaires that include specific questions related to nutrition and dietary habits.

- **NUTRITION CHAMPIONS**

Use the measurements results of the health indicators chosen to start a network of nutrition champions and to personalize the improvement of the work environment.

- **NUTRITIONAL CONSULTATIONS**

Offer virtual consultations with registered dietitians or nutritionists to discuss their nutritional goals, receive personalized advice and meal plans.

- **APPS AND ONLINE TRACKING TOOLS**

Encourage mobile apps and wearable devices to help keep track of employees food consumption, physical activity, heart rate, sleeping routine. Apps can also be used as communication channel to give nutritional advices.

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