

Worksite Wellness Report 2024

This report highlights worksite wellness initiatives led by Dakota County Public Health, funded by the Minnesota Department of Health Statewide Health Improvement Partnership (SHIP), from April 2023 to October 2024. In collaboration with local worksites, efforts focused on establishing and enhancing lactation support for employees.

BENEFITS

Supporting lactating employees offers benefits beyond health — including:

- Reduced costs, absenteeism, illness and turnover
- Increased productivity
- Improved employee mental health and well-being

WELLNESS ACHIEVEMENTS

Across all eight partner worksites:

- Identified, evaluated, and enhanced lactation spaces, implementing necessary improvements and updates.
- Evaluation results demonstrated strong leadership engagement and confirmed that all improvements were sustained and supported for long-term maintenance.

OUTCOMES



Physical Spaces

Established essential physical spaces and features to support a welcoming lactation environment.

- Private
- Secure
- Comfortable
- Sanitary



Organizational and Social Supports

Developed policies, procedures, systems and education.

- Policy alignment with MN legislation
- Improved access
- Educational materials



Parent Resources

Created New Parent Toolkits including:

- Organizational policies, and procedures
- Benefits such as Employee Assistance Programs (EAPs)
- Local community and mental health resources

OUR REACH



8 Worksites



15 Lactation Spaces

FUNDING

\$26,703

WORKSITE PARTNERS

- City of Farmington Fire Department
- City of South St. Paul
- Dakota Child and Family Clinic
- Dart Network
- Innovative Surfaces
- ISD 196 Rosemount-Apple Valley-Eagan School District
- ISD 197 Somerset Heights Elementary
- ISD 199 Inver Grove Heights School District

HIGHLIGHTS

City of Farmington Fire Department

The City of Farmington Fire Department, which hired its first female employee in 2010, identified the need for lactation spaces in 2024—for both staff and the public during events. With support from Fire Chief Matthew Price, city leadership, and the Wellness/Safety Committee, two dedicated rooms were implemented at both fire stations.



ISD 196 Rosemount-Apple Valley-Eagan School District

The Health Services Coordinator and District Wellness Committee identified an urgent need for lactation spaces for employees returning from leave. They launched three pilot spaces with plans for district-wide expansion.



Thomas Lake Elementary Employee

“As a classroom teacher, I knew that going back to work was going to be hard enough, but then thinking about trying to fit pumping into my schedule seemed daunting. The lactation space has provided me with comfort, knowing I have a designated area that allows me to pump in a building full of children and staff. It has truly made a world of a difference having a spot to go to where I can pump, store milk, eat, work, and feel safe doing so.”



For more information, contact Erin Ostrowski at Erin.Ostrowski@co.dakota.mn.us.

Supported by the Statewide Health Improvement Partnership, Minnesota Department of Health and Dakota County Public Health Department.

