Path to Wellness

What does wellness mean to us?

- Employee turnover
- New hire strategy
- Existing employee feedback

1

What is the age range and distribution of my specific population?

- Family size: Large family size dilutes average age
- Dependents up to age 26
- Small numbers influence trend results

2

Use data to understand a population and determine its unique needs

What is the gender distribution of my specific population

- % Diabetes and trend
- % Depression trend
- % Low back pain
- Population age

3

What do I already know about engagement?

- PCP use
- % Members using benefits
- ER use
- Out of Network use

4

What is the vendor value strategy?

- Assure that vendors are not cherry picking
- What does that mean for my population's needs?

These basic metrics can help anticipate the likelihood of engagement like:

- Preventive screening compliance
- Care Management engagement
- Resource utilization

5

Have we ever offered a program similar to this in the past?

What were those results? What is a smart way to measure results this time?

- Establish targets and track against goals over time
- Track outcomes and participation in context of population demographics
- Track against vendor value-promise

7

Use data to select vendors and measure programs

8

6

Where are the biggest gaps given my population and their needs?

- What are the best ways to solve for these gaps?

How can you show value beyond basic program metrics?

- Evaluate results across all available data
- Anticipate your data needs to track all endpoints (absenteeism, Workers' Comp)
- Create a HIPAA-compliant data wish list

9

Solve and evolve

Populations change, needs change. On a regular basis:

- Assess your wellness vision
- Evaluate your population's needs and levels of engagement
- Review program performance and health outcomes

10

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