

Employee Wellness: Your Organization's High ROI Solution

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The Problem

1. Data is not believable.
2. Heavily scrutinized.
3. Lack of consistency or agreement on how to gauge the impact of employee wellness programs.



How do you gauge success?

- Health Care Cost
 - 8-14% increase annually
 - 75% attributed to preventable illness
 - Self-insured will see greater savings
- **Productivity**
 - **Absenteeism**
 - **Presenteeism: The problem of workers being on the job but, because of medical conditions, not fully functioning**
- Disability
- Sick Time
- Retention and Moral
- Worker's Comp

Don't Underestimate Productivity Losses

Productivity Losses = Presenteeism + Absenteeism

Lost Productivity = 2 X Annual Health Care Costs

Presenteeism Costs = 1.8 x AHCC
Absenteeism Costs = .2 x AHCC

Don't Underestimate Productivity Loss



Absenteeism

6%

Worker's
Comp 9%

Health Care
Cost 25%

Presenteeism

60%



Additional Costs Associated Health Risks

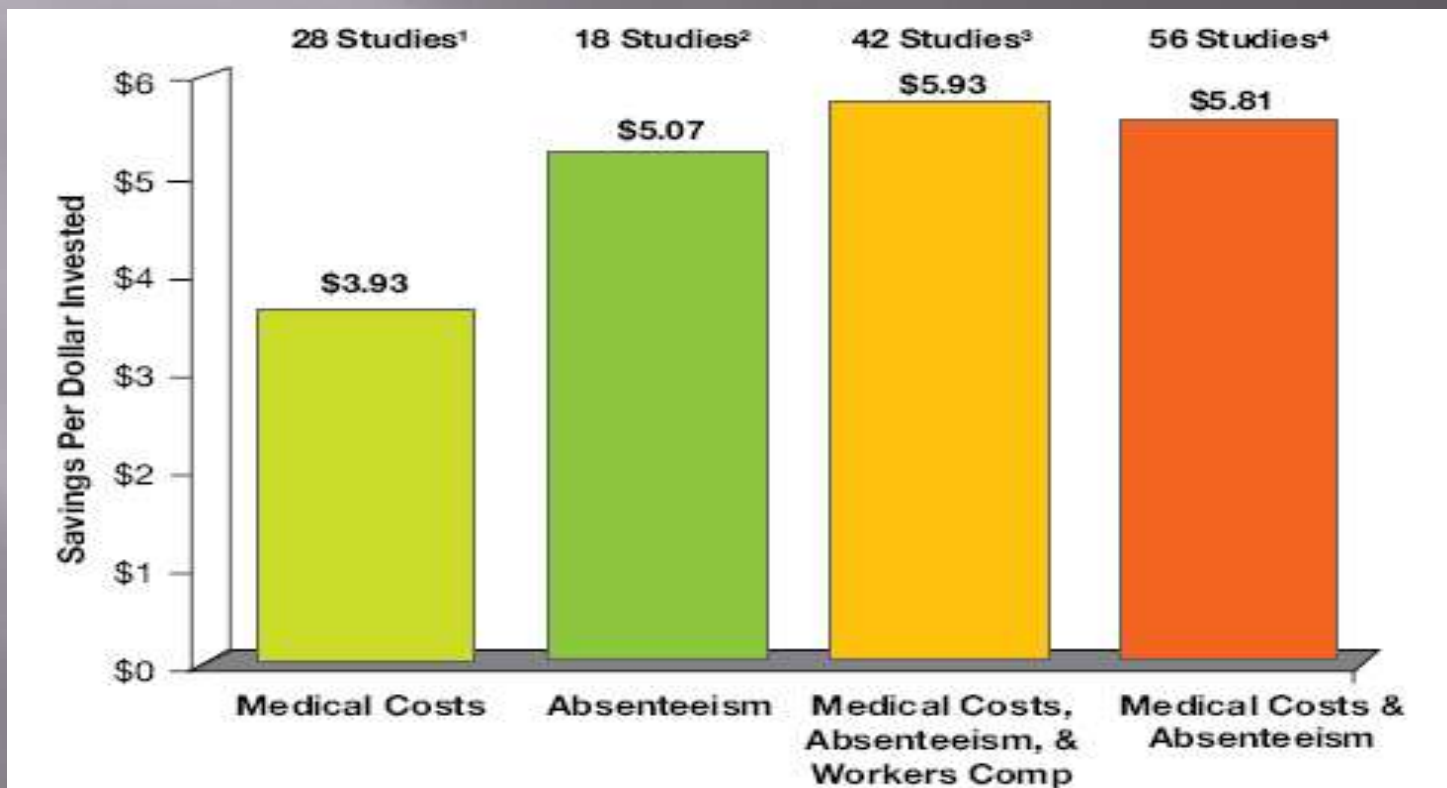
Risk Factor	Steelcase ¹	Dupont ²
Smoking	\$285	\$960
Weight	\$222	\$401
Exercise	\$488	N/A
Alcohol	\$597	\$389
Seatbelts	\$196	\$272
Hypertension	\$327	\$343
Cholesterol	\$189	\$370

1 American Journal of Health Promotion, 1991 2 American Journal of Health Promotion, 1993

2 American Journal of Health Promotion, 1993



Worksite Wellness ROI



1. Source: Aldana, SG, *Financial impact of health promotion programs: a comprehensive review of the literature*, *American Journal of Health Promotion*, 2001, volume 15:5: pages 296-320.

2. Source: Aldana, SG, *Financial impact of health promotion programs: a comprehensive review of the literature*, *American Journal of Health Promotion*, 2001, volume 15:5: pages 296-320.

3. Source: Chapman, LS, *Meta-evaluation of worksite health promotion economic return studies*, *Art of Health Promotion*, 2003, 6:6, pages 1-16.

4. Source: Chapman, LS, *Meta-evaluation of worksite health promotion economic return studies: 2005 Update* *Art of Health Promotion*, 2005, p. 1-16.

Your Solution

1. Measure every intervention, but start small.
2. Keep it simple.
3. Constantly report metrics to leadership and employees.



Summary of **"Maintain, No Gain"** Program Results

2009 Holiday Season Nov 23rd - Jan 5th

171 Participated; 150 Finished

Of the 150 that participated:

- 87 (58%) Lost Weight
- 50 (33%) Maintained Weight
- 13 (9%) Participants Gained Weight
- 337.5 Total Pounds Lost
- 3.9 Average Pounds Lost/ Participants
- 23 (15%) Participants lost 5 or more pounds



Summary of "Maintain, No Gain" Program Results

2009 Holiday Season Nov 23rd - Jan 5th

Return on Investment for this Program:

150 Participants Finished

5 Pounds – Average Holiday weight gain per individual in the US

\$19.39 Average annual healthcare cost of each additional pound overweight*

\$96.95 Average annual healthcare cost of 5 pounds additional weight

\$14,542.50 - Expected additional cost to our health plan without the Maintain, Don't Gain Program (assumes that every participant gained 5 pounds)

\$2,740.00 - Total Cost of Rewards (137x \$20.00)

\$11,802.50 - Estimate savings to our Health Plan

* "Obesity Comes with a Price Tag", Medical News Today - January 2009: Humana Research Study Results

HEALTH & WELLNESS

Triumph Structures – Wichita, Inc.

• Fitness Center Metrics

FITNESS 30

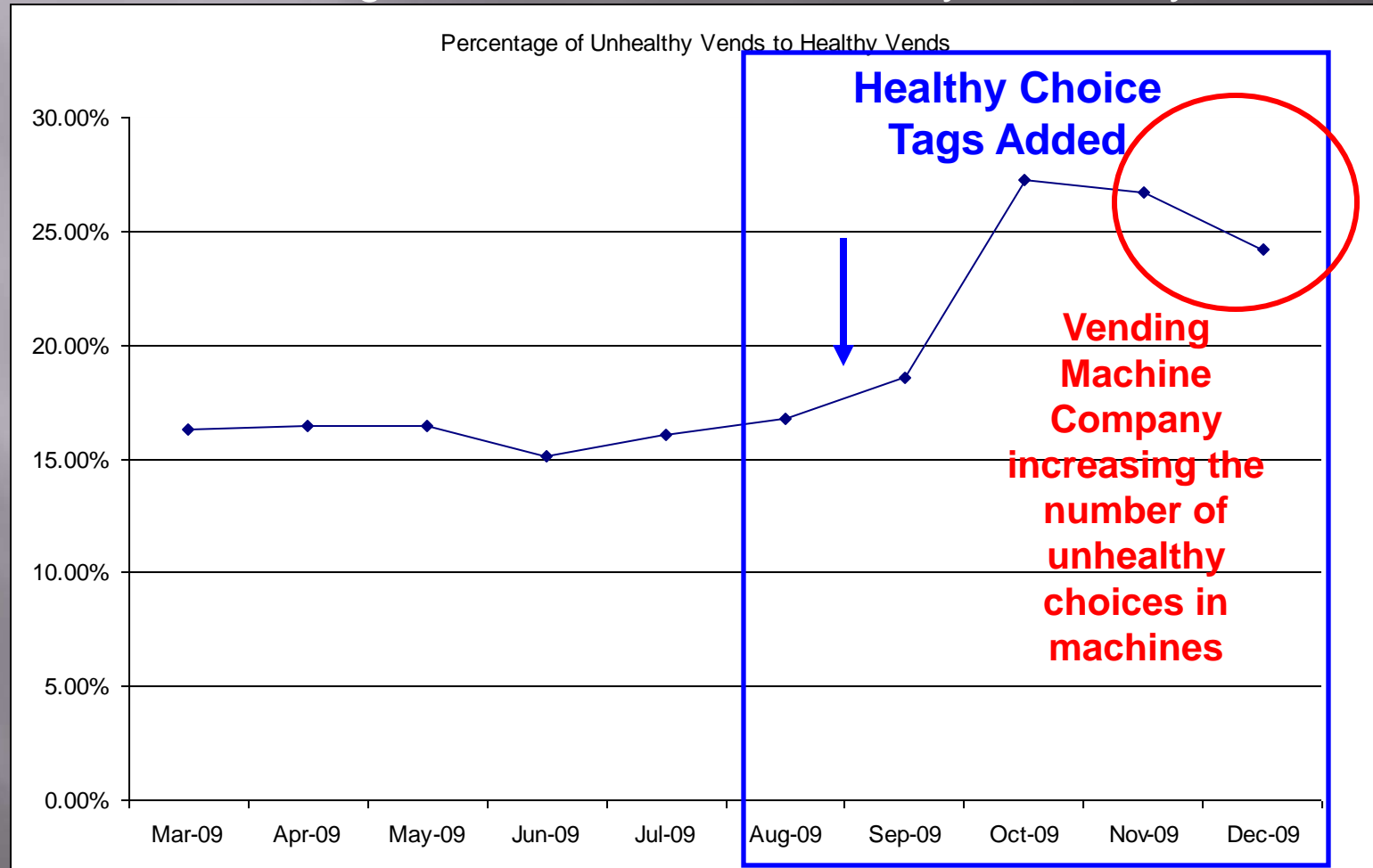


	May-09	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09
CEC Open Business Days	26	26	26	26	25	27	19	17
Employees	163	158	156	157	157	157	157	157
Fitness Center Members	42	42	42	41	45	43	42	42
Total Visits by Employees	73	64	79	68	77	93	74	65
Individual Employees Visiting	12	15	15	10	10	14	13	11
Employees with NO Visits	30	27	27	31	35	29	29	31
Active (4+ Visits/Month)	6	6	7	5	6	9	6	8
Average Visits Per Day	2.81	2.46	3.04	2.62	3.08	3.44	3.89	3.82
Percentage Members / Employees	26%	27%	27%	26%	29%	27%	27%	27%
Percentage No Visits/Members	71%	64%	64%	76%	78%	67%	69%	74%
Percentage Active/Members	14%	14%	17%	12%	13%	21%	14%	19%
Percentage Active/Employees	4%	4%	4%	3%	4%	6%	4%	5%

HEALTH & WELLNESS

Triumph Structures - Wichita, Inc.

- Vending Machine Metrics
- Vending Machine Sales - Unhealthy to Healthy

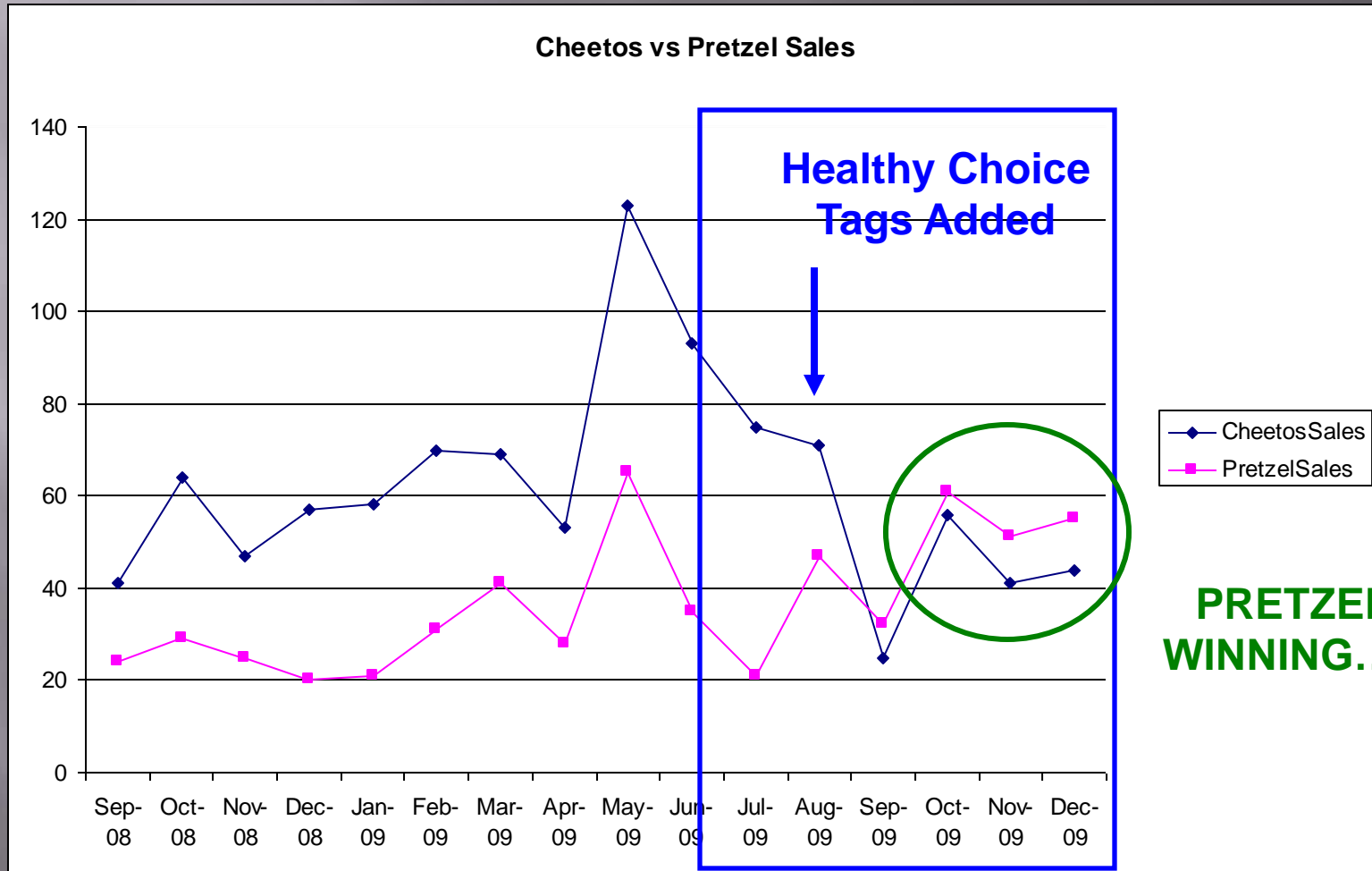


HEALTH & WELLNESS

Triumph Structures - Wichita, Inc.

- Vending Machine Metrics

- Cheetos vs Pretzel Sales



**PRETZELS
WINNING...!!!!**

Local Organization's Comparative Claims For This Region

- Claims paid out due to heart disease 81.72% lower
- Claims paid out due to obesity 87.51% lower
- Claims paid out due to diabetes 69.96% lower
- Claims paid out due to COPD 79.65% lower
- Claims paid out due to arthritis 95.17% lower
- Claims paid out due to cancer 79.31% lower
- Total paid claims 44.25% lower
- A participation in wellness visits of 80.6% of employees covered on plan.

Not One ROI Solution Fits All!

- Examine the options available and the best fit for your long-term goals and objectives.
- Clearly define the reasons for investing in a wellness program
- Like measuring ROI for any part of your business, it may require outside investment and expert consultation.
- Try the Wellsteps, ROI Calculator:

http://www.wellsteps.com/resources/resources_tools_roi_cal_health.php