

RCM&D

**LOOKING FURTHER.
LOOKING DEEPER.**

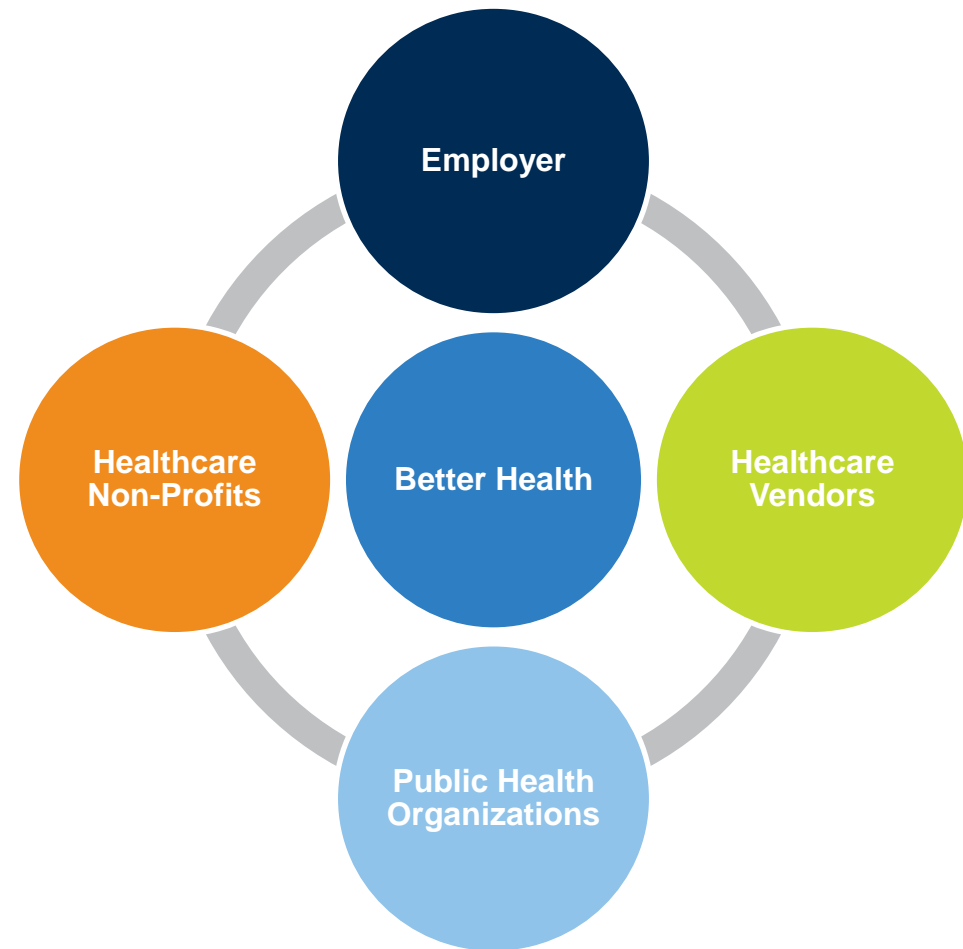
**Leveraging Multiple Resources to Increase the
ROI on Workplace Wellness Programs**

Montgomery County SHRM – August 21, 2013

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Meeting Overview

- 1. Setting the Stage**
- 2. Non-Profit Resources**
 - American Diabetes Association
- 3. Public Health Resources**
 - Maryland Department of Health & Mental Hygiene
- 4. Vendor Resources**
 - WellAdvantage
- 5. Panel Discussion / Q&A**



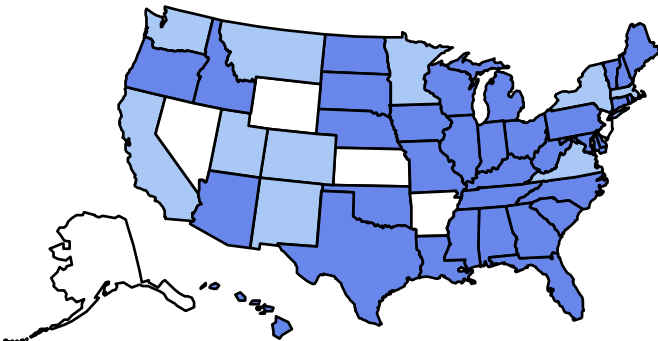
Estimated Cost of Poor Health to US Economy - \$576 Billion

	Annual Cost (Billions)	Percent of Total
Wage Replacement <ul style="list-style-type: none"> Incidental absence due to illness, workers' compensation, short-term disability, long-term disability 	\$117	20.3%
Medical and Pharmacy <ul style="list-style-type: none"> Workers' compensation, employee group health medical treatments, employee group health pharmacy treatments 	\$232	40.3%
Lost Productivity <ul style="list-style-type: none"> Absence due to illness, presenteeism 	\$227	39.4%
Total	\$576	100%

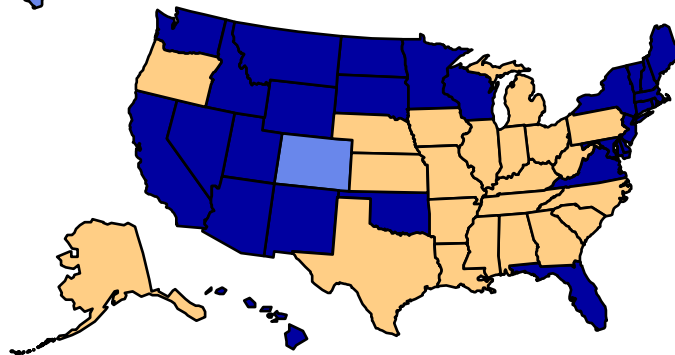
Source: Integrated Benefits Institute 2012 Analysis

Increasing Obesity Rates in US (CDC Data)

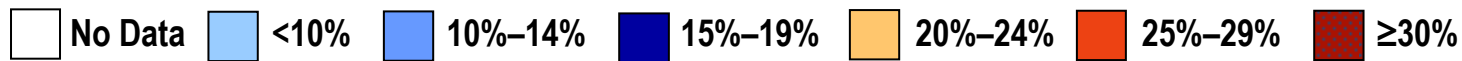
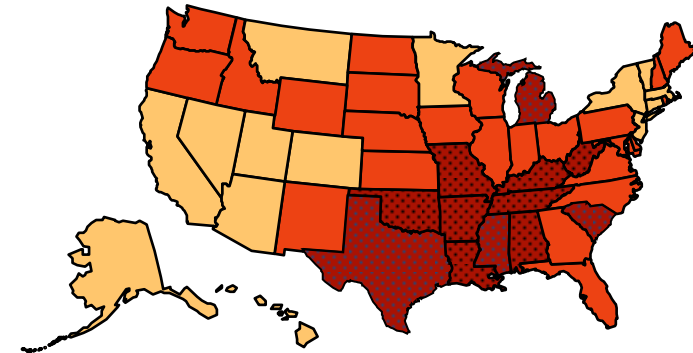
1990 Obesity Rates



2000 Obesity Rates



2010 Obesity Rates



*Nearly **one in five** deaths in US attributed
to being overweight or obese
(higher for women)*

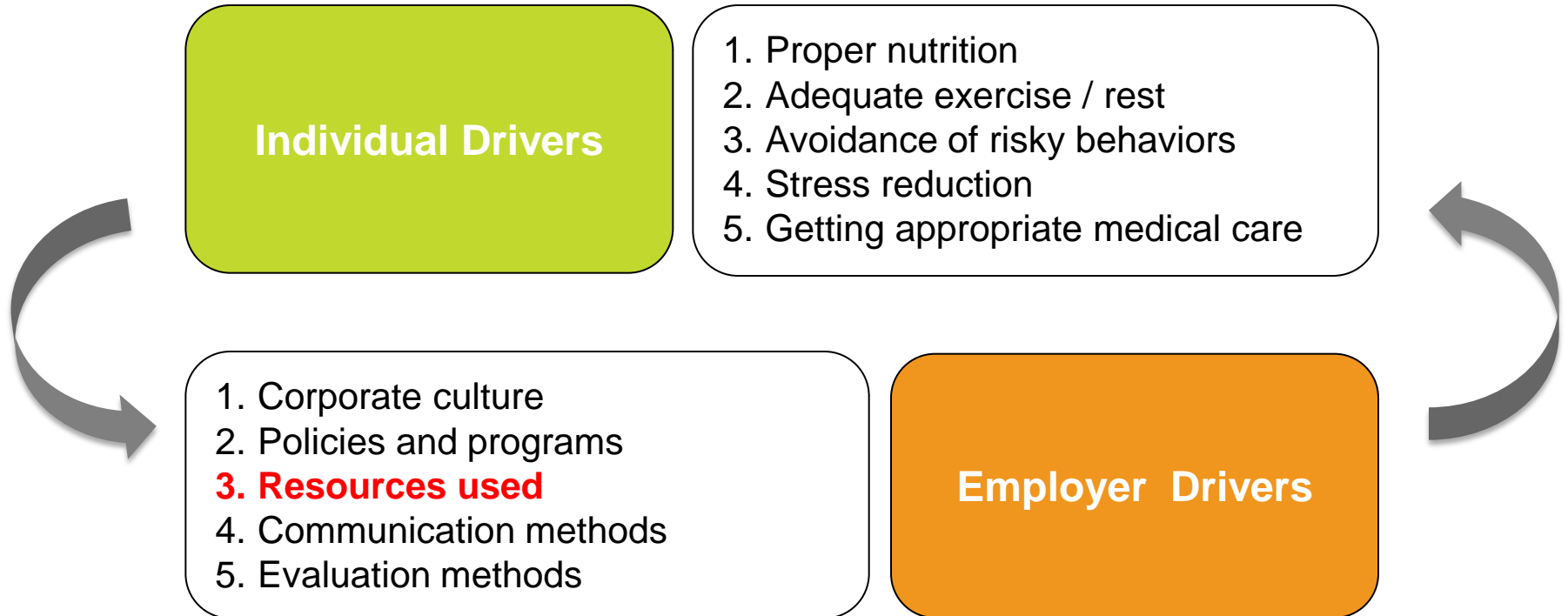
Source: “The Impact of Obesity on US Mortality Levels”, Ryan K. Masters, PhD, et al, *The American Journal of Public Health*, August 15, 2013

Dual Challenge for US Business: High Costs / Poor Health

Metric	US	Canada	France	Japan	United Kingdom
Health Spending as a Percent of GDP	17.89%	11.29%	11.88%	9.49%	9.64%
Obesity Prevalence	31.8%	24.3%	15.6 %	4.5%	24.9%
Cardiovascular/Diabetes Deaths per 1000	190 Male 122 Female	152 Male 90 Female	128 Male 69 Female	118 Male 65 Female	166 Male 102 Female
Raised Fasting Blood Glucose Prevalence	10.8%	9.6%	5.7%	5.9%	6.7%
Life Expectancy	79	81	81	83	80

Source: World Health Organization

Employer / Individual Drivers of Health



Good News and Bad News on ROI

The Bad News

- Unfortunately, *most* workplace wellness programs are *not* showing meaningful *ROI*

The Good News

- Well-designed and executed programs *are* demonstrating *ROI*

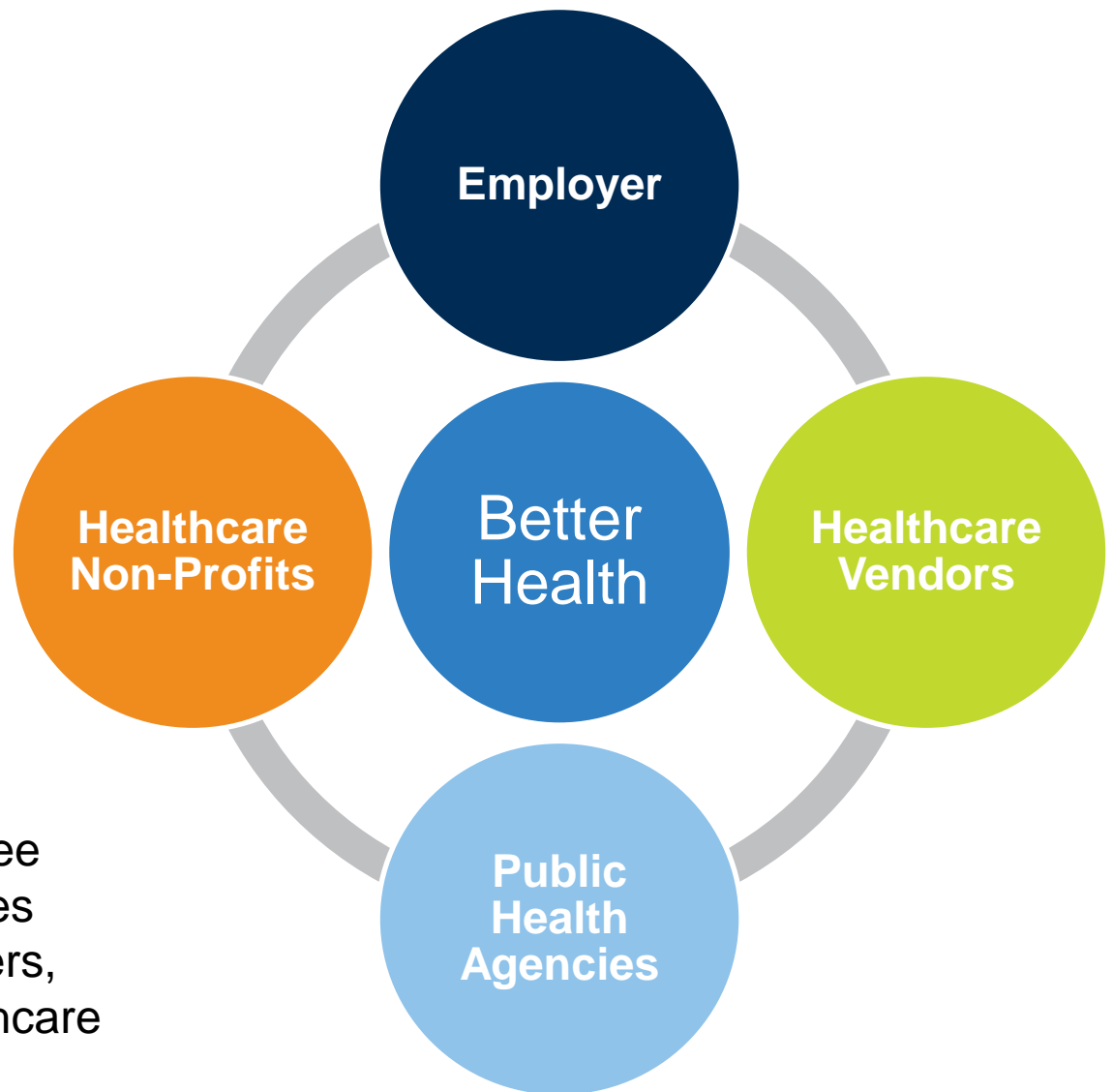
Growing Evidence that Employer Efforts Can Yield ROI

- **Six to one** ROI on medical and disability costs found by Baicker et al in their meta-analysis published in 2010¹
 - \$3.27 reduction in medical costs per \$1 spent
 - \$2.73 reduction in disability costs per \$1 spent
- Longer-term impact demonstrated in analysis of Vanderbilt University program by Byrne, Goetzel, et al²
 - Employees exercising one or more days/week increased by 6.4 percentage points in the first year then increased at a more gradual but consistent rate in subsequent years
 - Smoking rate decreased by 0.5 percentage points per year or 3.3 percentage points from 11.5% in 2003 to 8.2% in 2009

Sources:

1. “Workplace Wellness Programs Can Generate Savings”, Katherine Baicker, David Cutler, Zirui Song, Health Affairs, February 2010
2. “Seven-Year Trends in Employee Health Habits From a Comprehensive Workplace Health Promotion Program at Vanderbilt University”, Daniel W. Byrne, MS, Ron Z. Goetzel, et al, J Occup Environ Med, December 2011

Leveraging Multiple Resources to Improve Health



Ultimately, improving employee and community health requires collaboration among employers, public health agencies, healthcare non-profits and vendors

For Additional Insights on Leveraging Multiple Resources...

Overview of Potential Next Steps

- Five minute interview on *Employee Benefits News* “BenefitsTV”
 - <http://www.rcmd.com/knowledge-center/new-and-press/free-resources-boost-wellness-program-employee-benefits-tv>
- “*Strategies for Building a Healthier Workforce*” from Bloomberg BNA
 - <http://www.rcmd.com/knowledge-center/new-and-press/strategies-building-healthier-workforce>

Sample Resources

- American Diabetes Association - www.diabetes.org/atwork
- American Cancer Society - <http://www.acsworkplacesolutions.com/>
- American Heart Association - http://www.startwalkingnow.org/start_workplace_fit_friendly.jsp
- COPD Foundation - <http://www.copdfoundation.org/EmployerToolkit>
- Healthiest Maryland Businesses - <http://dhmh.maryland.gov/healthiest/SitePages/businesses.aspx>
- CDC - <http://www.cdc.gov/features/WorkingWellness/index.html>
- Million Hearts® - <http://millionhearts.hhs.gov/index.html>