



An integrated approach to employee health and well-being

February 14, 2019

AGENDA

- 1 | the business case for employee health & well-being
- 2 | an integrated approach to employee health & well-being
- 3 | industry trends





the business case for employee health & well-being

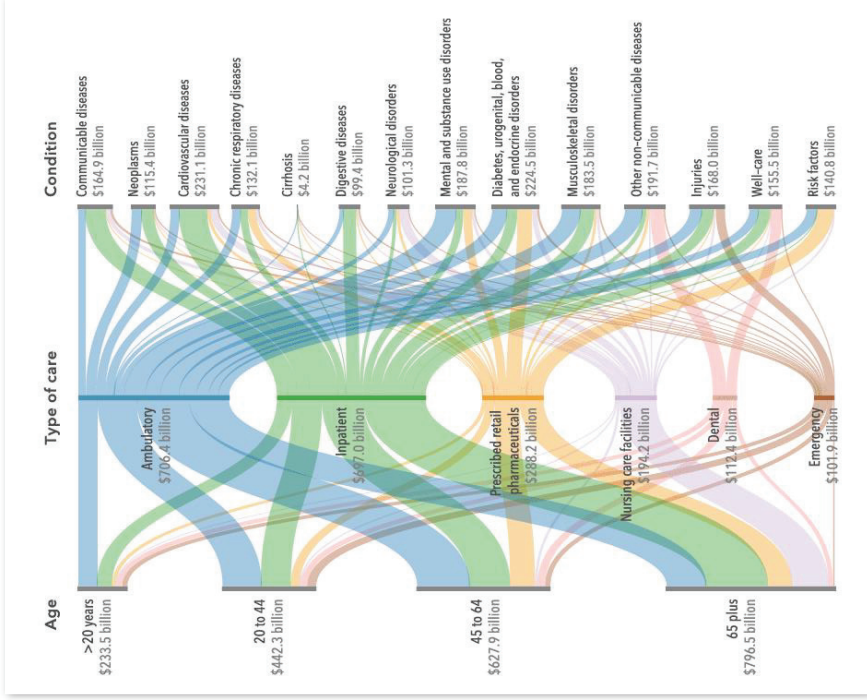


HEALTH CARE SPENDING

\$2.1 trillion

Source: Institute for Health Metrics and Evaluation

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TOP 3 CONDITIONS

- 1 Diabetes
- 2 Heart disease
- 3 Low back & neck pain

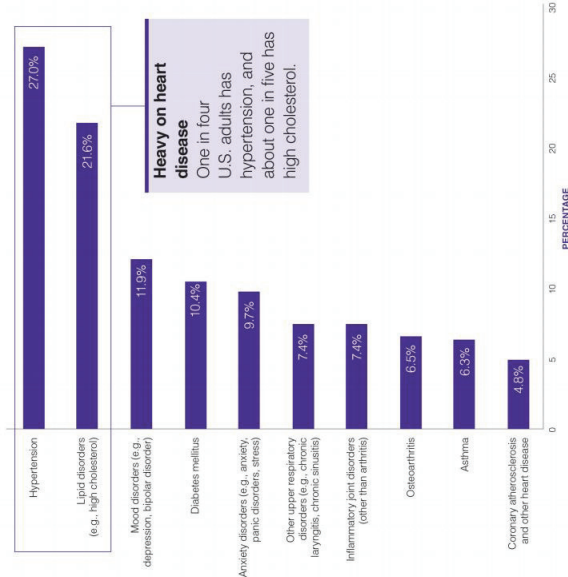
PROVIDENCE
Health Plan

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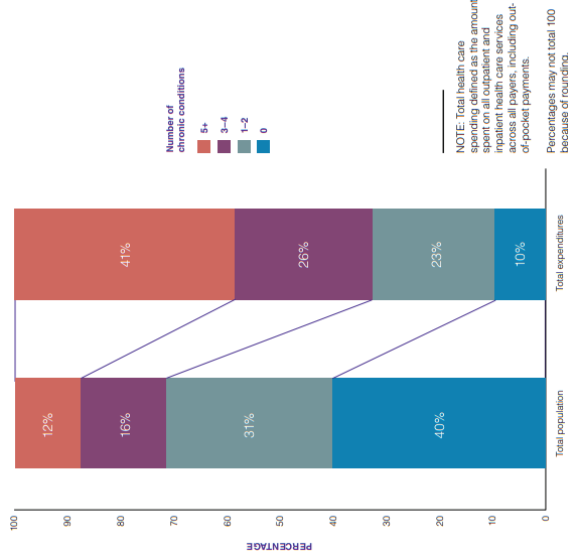
CHRONIC CONDITIONS



Prevalence of top chronic conditions (2014)



Prevalence and spending of top chronic conditions (2014)



Source: RAND Corporation

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AMERICA'S HEALTH RANKINGS: OREGON



Strengths	Cardiovascular death rate	Physical inactivity	Vegetable consumption
	220.6 SINCE 2017, THE CARDIOVASCULAR DEATH RATE INCREASED 1% FROM 217.6 TO 220.6 STATE RANKING: 8 *Deaths per 100,000 population	21.4% SINCE 2017, PHYSICAL INACTIVITY INCREASED 20% FROM 17.2% TO 21.4% STATE RANKING: 6	2.3 SINCE 2017, THE MEAN NUMBER OF VEGETABLES INCREASED 4% FROM 2.2 TO 2.3 STATE RANKING: 7
Opportunities	Frequent mental distress	Chronic drinking	Obesity
	15% SINCE 2017, FREQUENT MENTAL DISTRESS INCREASED 15% FROM 13% TO 15% STATE RANKING: 43	7.7% SINCE 2017, CHRONIC DRINKING REMAINED THE SAME AT 7.7% STATE RANKING: 44	29.4% SINCE 2017, OBESITY INCREASED 2% FROM 28.7% TO 29.4% STATE RANKING: 20

Source: America's Health Rankings – UnitedHealth Foundation

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WELL-BEING INDEX

STATE OF AMERICAN WELL-BEING

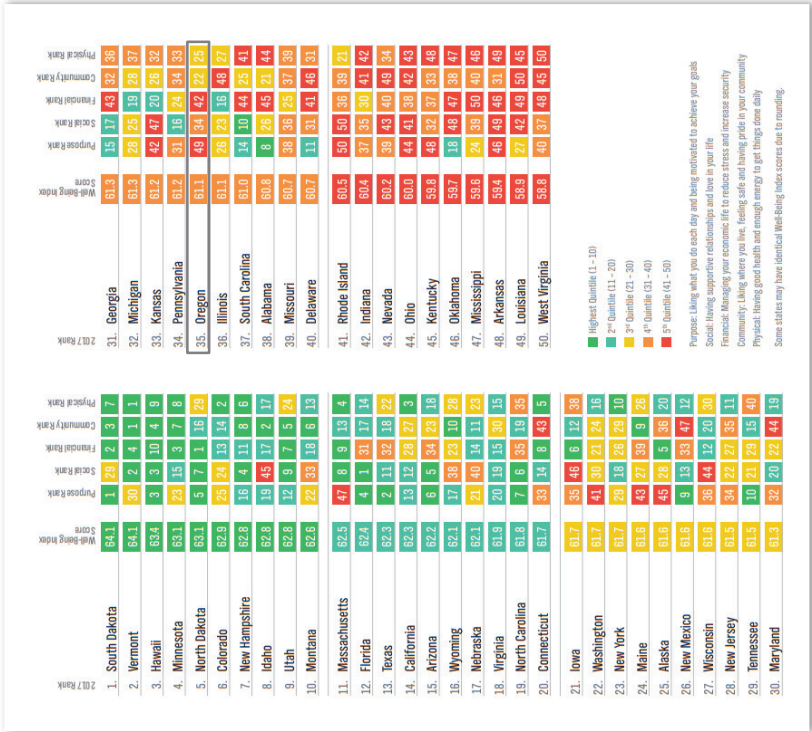
Source: Gallup and Sharecare
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#35

OREGON

▼ 11 from 2016



PRODUCTIVITY



Each year in the United States:



PRODUCTIVITY

Productivity losses linked to absenteeism cost employers **\$225.8 BILLION** (or \$1,685 per employee)

Source: CDC, International Monetary Fund



OBSESITY

Full-time workers in the United States who are overweight or obese and have other chronic health conditions miss about 450 million more days of work than healthy workers, costing more than **\$153 BILLION A YEAR IN LOST PRODUCTIVITY**

Sources: 2017 Gallup Healthways Well-Being Index



CHRONIC PAIN

Cost of lost productivity because of chronic pain range from **\$11.6 to \$12.7 billion annually.**

Source: National Institutes of Health



PRESENTEEISM

People going to work when they're sick account for nearly **two-thirds of the total costs** of worker illness.

Source: Harvard Business Review

Source: CDC Foundation

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an integrated approach to employee health & well-being



WORKPLACE HEALTH MODEL



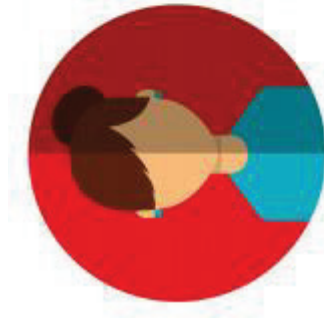
Source: Centers for Disease Control and Prevention

ASSESSMENT: INDIVIDUAL



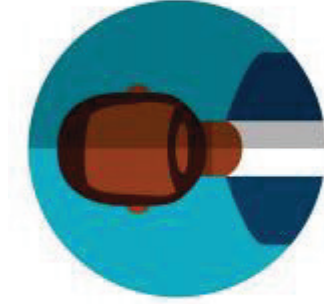
Different employees, different needs

jane



Wants her work to
impact her
community

eric



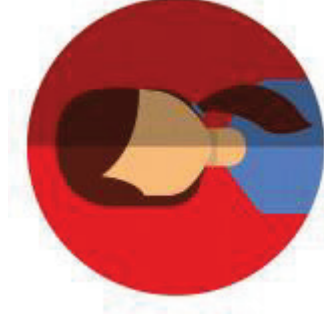
Is stressed and
feeling burnout

will



Wants a flexible
schedule to
balance work and
family

laura



Has a chronic
condition that
requires monthly
doctor visits

ASSESSMENT: ORGANIZATIONAL



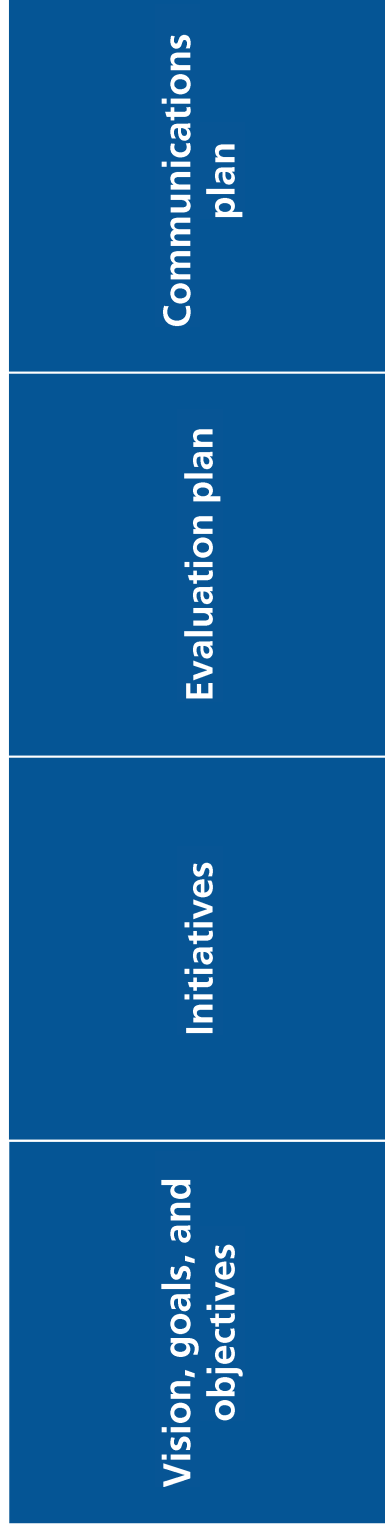
ASSESSMENT: COMMUNITY



PLANNING: LEADERSHIP



PLANNING: STRATEGY



PLANNING: RESOURCES



PLANNING: COMMUNICATIONS



IMPLEMENTATION: PHYSICAL WELL-BEING



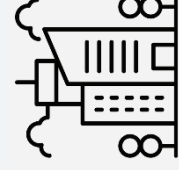
PROGRAMS

Onsite yoga or fitness classes



POLICIES

Healthy meeting and vending machine policies



BUILT ENVIRONMENT

Communal spaces stocked with fresh fruits and sugar-free beverages



TOTAL REWARDS

Discount at local gyms and workout studios

IMPLEMENTATION: CAREER WELL-BEING



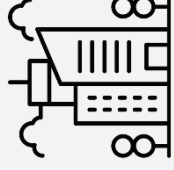
PROGRAMS

Training and continuing education opportunities



POLICIES

Allow telecommuting



BUILT ENVIRONMENT

Inviting spaces for meetings and networking



TOTAL REWARDS

Financial incentives for meeting business objectives

IMPLEMENTATION: COMMUNITY WELL-BEING



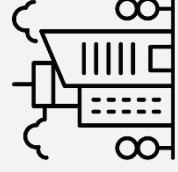
PROGRAMS

Partnership with
local farmers for
Community
Supported
Agriculture shares



POLICIES

Paid time for
volunteering



BUILT ENVIRONMENT

Donation site for
charitable giving



TOTAL REWARDS

Pre-funding public
transportation

IMPLEMENTATION: FINANCIAL WELL-BEING



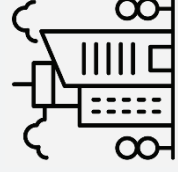
PROGRAMS

Workshops on financial wellness topics, such as budgeting or investments



POLICIES

Automated contribution to 401(k)



BUILT ENVIRONMENT

Onsite financial advisors



TOTAL REWARDS

Discount program on things employees love most – family, outdoors, health, travel, arts, etc.

IMPLEMENTATION: SOCIAL WELL-BEING



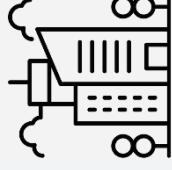
PROGRAMS

Social events, e.g. wellness challenges, brown bag lunches, happy hours, etc.



POLICIES

Allow flexible scheduling



BUILT ENVIRONMENT

Opportunities for social activities – e.g. ping pong, shuffleboard, etc.



TOTAL REWARDS

Annual celebrations to recognize employee and organization success

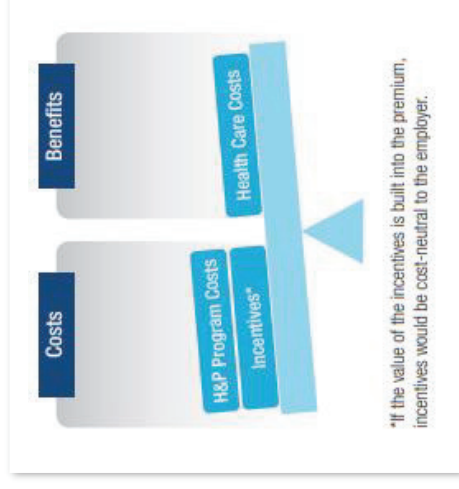
EVALUATION: RETURN ON INVESTMENT

Definition

- Return on investment calculations intend to capture all benefits and costs associated with a given investment

Well-being Program Metrics

- Health care costs
- Health outcomes



EVALUATION: VALUE ON INVESTMENT

Definition

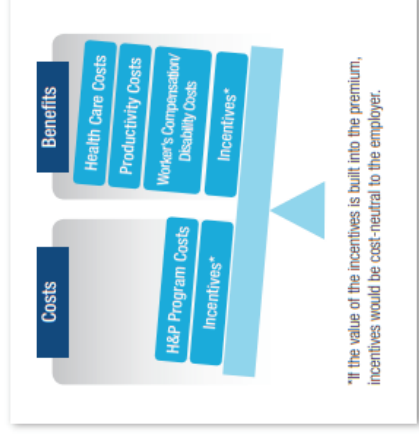
- The measure of an investment which includes the intangible benefits. VOI includes ROI.

Well-being Program Metrics

- Workforce health and safety: Health care costs, disability costs, worker's compensation costs
- Productivity and performance: absenteeism, presenteeism, performance
- Employer of choice: turnover, retention, engagement

Sources: National Business Group on Health

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industry trends



COLLECTIVE LEADERSHIP



Leadership accountability

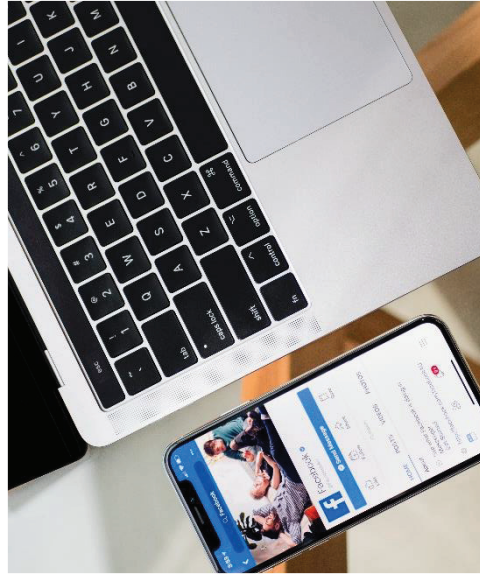


Mid-level management support



Champion networks

BEHAVIORAL ECONOMICS



Communications



Incentives



Environment

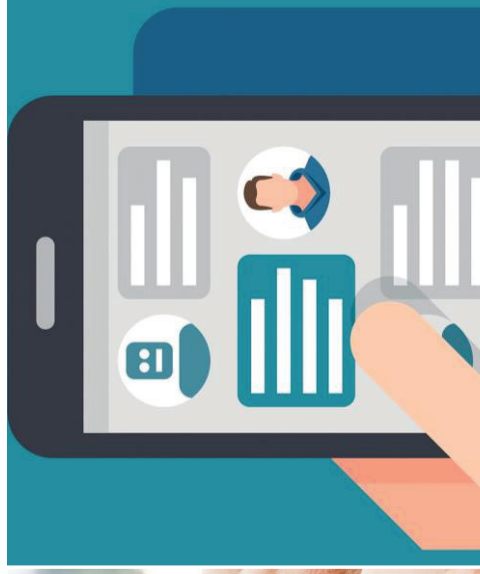
WELL-BEING ON-DEMAND



Onsite and concierge services

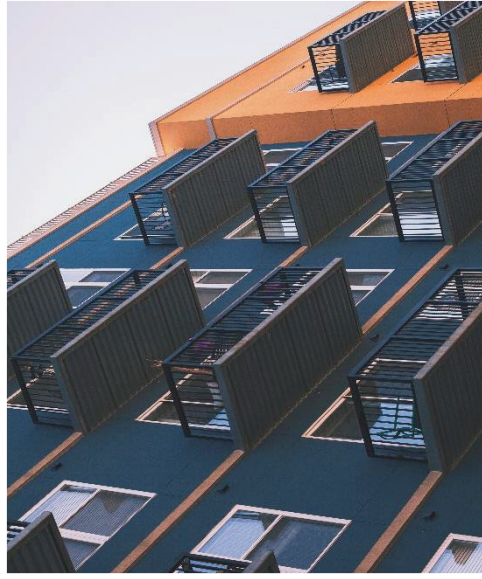


App-based products and services



Artificial intelligence

HOLISTIC WELL-BEING



Social determinants of health



Emotional well-being



Financial well-being

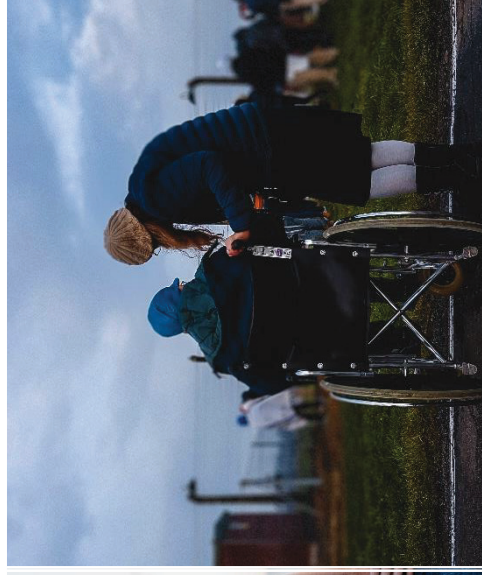
FAMILY WELL-BEING



Inclusive of all families



The entire parenthood journey



Navigating caregiving



questions



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