

6/13 New outline

## **Workplace Wellness: Initial Steps for Implementation – 60 minutes**

There are several methods being used by employers to offset healthcare costs. The majority of these methods involve shifting the burden from the employer to the employee. The means by which this happens is by implementing higher co-pays, high deductible plans and some are considering defined contribution plans.

While employing the above strategies does shift burden from employer to employee it does not solve the underlying problem; people are consuming more care. They are doing so for two major reasons. First, urgent care and minute clinics, among others, have made services more readily available. Second, the population as a whole has a high percentage of chronic disease and the associated risk factors.

Health-care costs are on the rise with seemingly no end in sight. This presentation focuses on the ways companies can reduce those costs. Learn concepts such as how wellness programs elicit positive return on investment, the basic steps in the implementation of a wellness program within the workplace and the short and long-term benefits that wellness programs produce.

1. Describe how wellness programs elicit a positive ROI.
2. Define the basic steps in the implementation of a wellness program.
3. List the short and long term benefits that wellness programs produce.

### Timed Outline:

- Intro: 10 Minutes
  - Increases have stabilized after years of double digit increases
    - o 2017-2018 between 6-7%
    - o Review of statistics for chronic disease – utilization and cost of services/drugs impact health insurance premiums. Utilization is the largest driver of increases.
    - o Discussion of factors contributing to chronic disease – educating the employer and employees can help in controlling health insurance premiums.
    - o Facts on chronic disease impact on company
- Tangible and intangible benefits of corporate wellness plans: 10 Minutes
  - o ROI discussion
  - o Impact on absenteeism, productivity and morale
  - o Success rate discussion
- Example of how to successfully implement a plan: 20 Minutes
  - o Define 5-key steps
  - o In depth discussion of each step with examples
- Review results of a successfully implemented plan: 10 Minutes
  - o Define company/explain study
  - o Effect on insurance cost
  - o Effect on absenteeism
  - o Effect on productivity
  - o ROI

Speaker is Jerry Lynch