



Elevating Employee Wellness to a Strategic Business Initiative

May 9, 2019



Benefits of NAEM Community

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Actionable Strategies that Empower Corporate
EHS&S Leaders to Make an Impact



A diverse community for EHS&S leaders



Today's Speakers



Jamie Aslin, Team Leader – Institutional Employee Wellbeing; Los Alamos National Laboratory



Andrew Cheung, Product Marketing Specialist; Cority

Have a question?

Type it into the chat box in the lower right-hand corner.





Elevating Employee Wellness as a Strategic Business Initiative

Jamie Aslin

Team Leader – Institutional Employee Wellbeing
Los Alamos National Laboratory

Andrew Cheung

Product Marketing Specialist
Cority Software Inc.



Agenda



1

Impact & Cost
of Unwell Employees

2

How to Use Wellness Programs
to Fight Health Issues

3

Augmenting Your Programs
with Technology

4

Wellness Program Case Study:
Los Alamos National Laboratory

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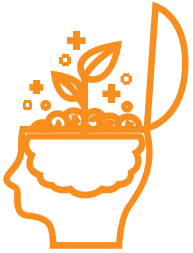
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Wellness Program Case Study:
Los Alamos National Laboratory

What are traditional hazards?



Expanding the Definition of Health



Mental Health



Sleep



Weight & CVD



Smoking & Drinking



Work / Life Balance



Workers are Increasingly Becoming Unwell



What is the cost of being unwell?

\$2.2 trillion annual loss in the United States (12% of GDP)

Source: Milken Institute, UC-Davis, EU-OSHA, Gallup



\$1,100b

Costs of chronic
disease



\$250b

Costs of
work-related injuries
& illnesses



\$300b

Costs of work-related
stress



\$550b

Costs of
disengagement
at work

Promoting Health with Wellness

Integrated Approach:



A Growing Market:

\$40.7B
Global
Market

Proven Results:

↓ 25-50%
Obesity, Hypertension,
Diabetes

↑ 78%
Productivity

↓ 61%
Healthcare
Costs

3-1
Outperforms
Stock Market

How Companies Take Advantage of Wellness



Mental Health



Work Lifestyle and Balance



Substance Abuse and Smoking



Nutrition, Fitness, and Weight



Research and Technology



Mentorship, Coaching, and Engagement

A photograph of a person's hands holding a tablet computer. The person is in a warehouse or industrial setting, with orange shelving units visible in the background. The image is partially obscured by a white curved graphic element that separates it from the text on the right.

Transform Your Wellness with Technology

- Understand Your Employees' Risks
- Create and Promote Program
- Training and Communication
- Managing Employee Absences
- Program Results: Reporting & Analytics



Enterprise-Level Benefits

- All your data in one place
- Access anytime, anywhere, on any device
- Embedded regulations and guidelines
- Keep your data safe
- Contextualize data across EHSQ spectrum



Elevate Wellness to be a Strategic Initiative

- Change starts from the top
- Break down siloes!
- Show me the money!
- “What gets measured, gets managed”
- Not just policy, but culture too

Case Study: Los Alamos National Laboratories





WHERE OUR JOURNEY STARTED

Los Alamos National Laboratory

To begin the journey toward a sustainable “culture of health and well-being” we had to define wellness



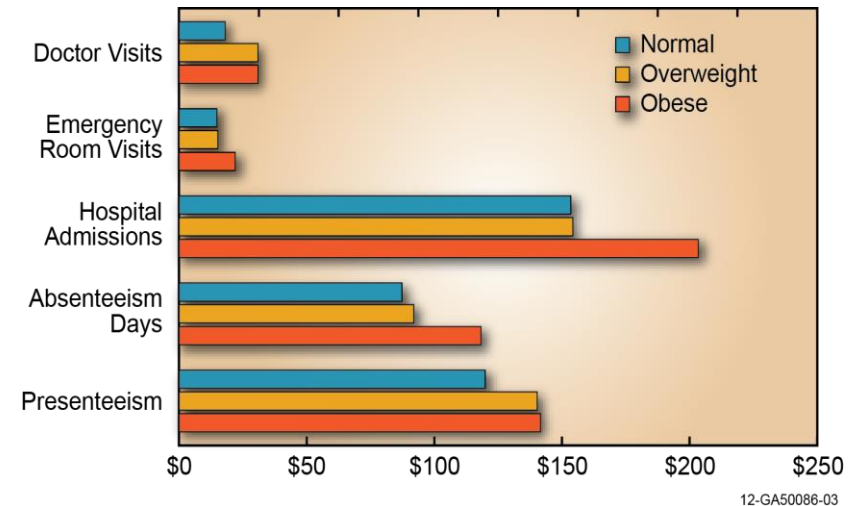
We also needed to understand the LANL workforce

LANL workforce demographics suggested opportunities for change

- Average Age: 49.6
- Rising Health Care Costs
 - 7.6% annual increase 2008-2011 (national average 6%)
- Emerging Health Issues
 - Hypertension, hyperlipidemia, asthma, diabetes, obesity
 - Obesity: low level 65%; high level 10%



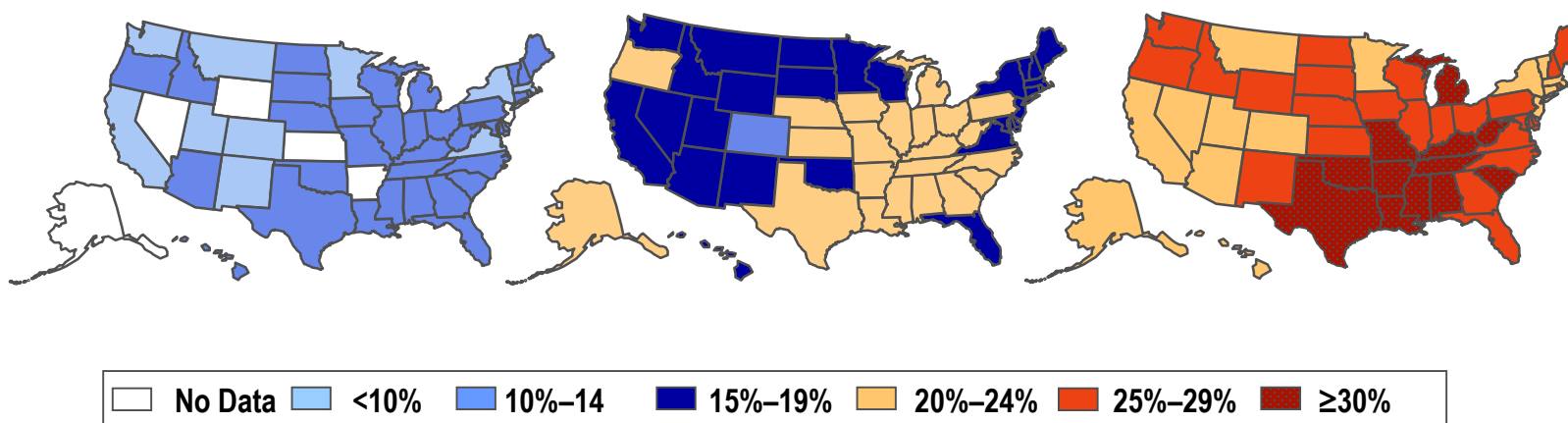
*BMI costs by healthcare utilization, absenteeism, and presentism
Goetzel et al. (2010)*



Health plan design changes alone aren't enough

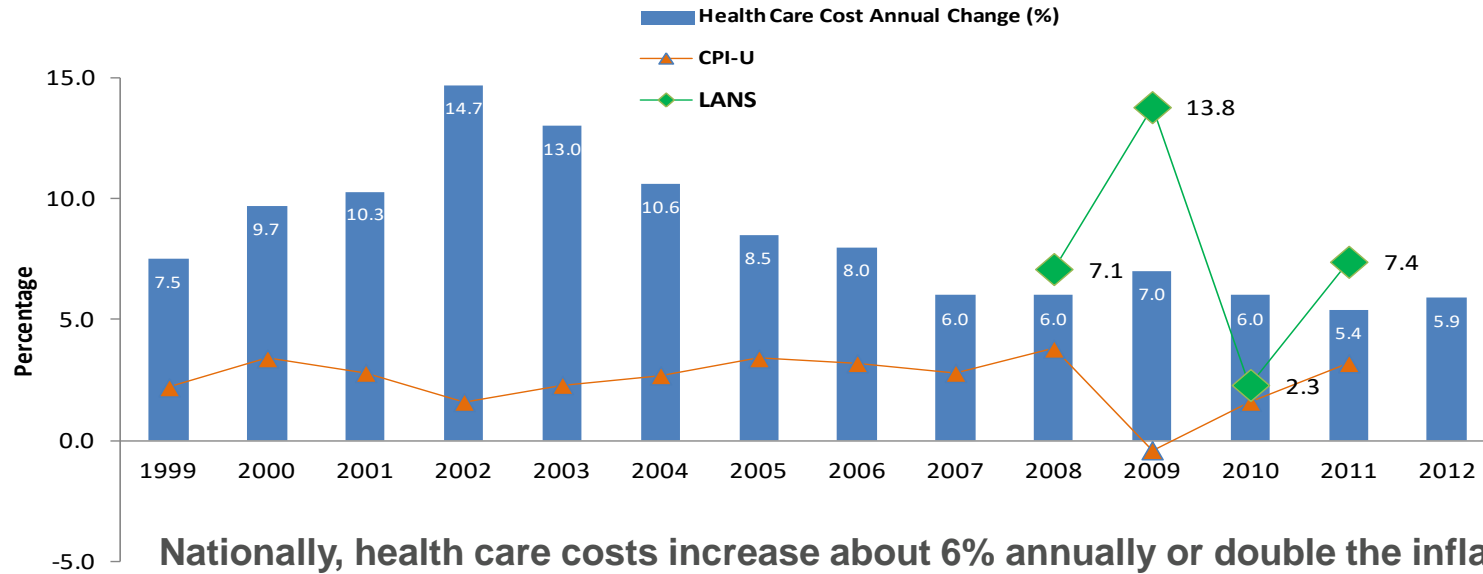
Obesity trends* among U.S. adults have steadily increased over the past three decades

(*BMI ≥ 30 , or about 30 lbs overweight for 5'4" person)



Behavioral Risk Factor Surveillance System data collection during these decades warned rising health care costs were imminent

LANL health care costs were above national rates



Sources: Towers Watson and National Business Group on Health, TW-NA-2011-22853, 2012; AD-BS.

LANL four-year rate was 7.6% vs 6% national rate



HOW WE BUILT OUR BUSINESS CASE

Los Alamos National Laboratory

The business case analysis prompted a change in our Wellness Program

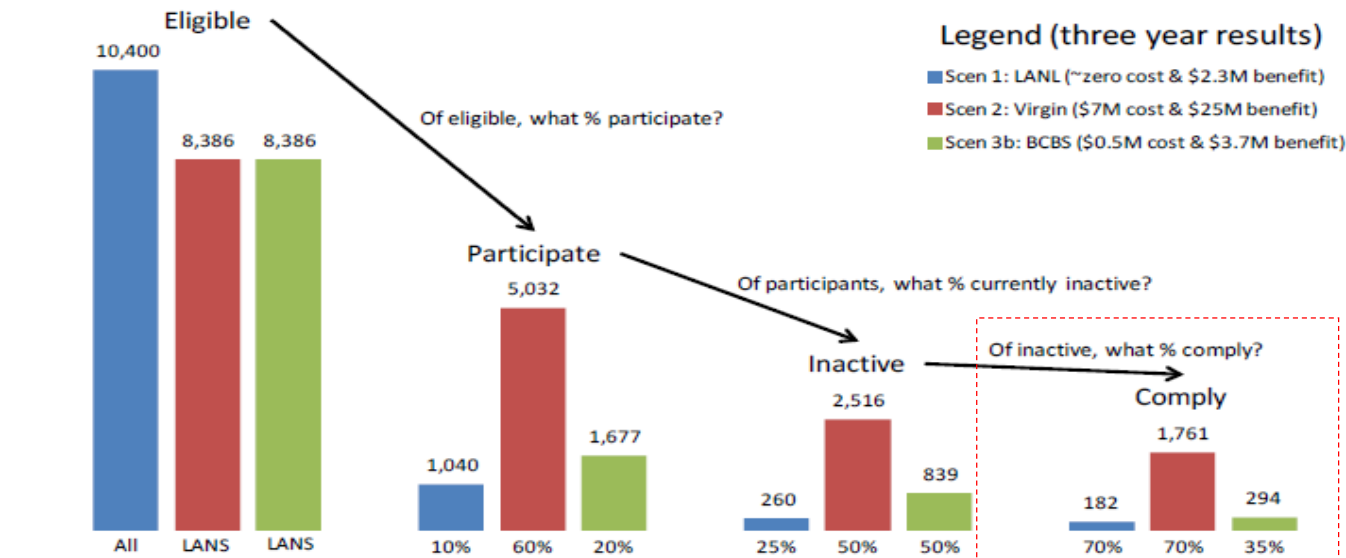
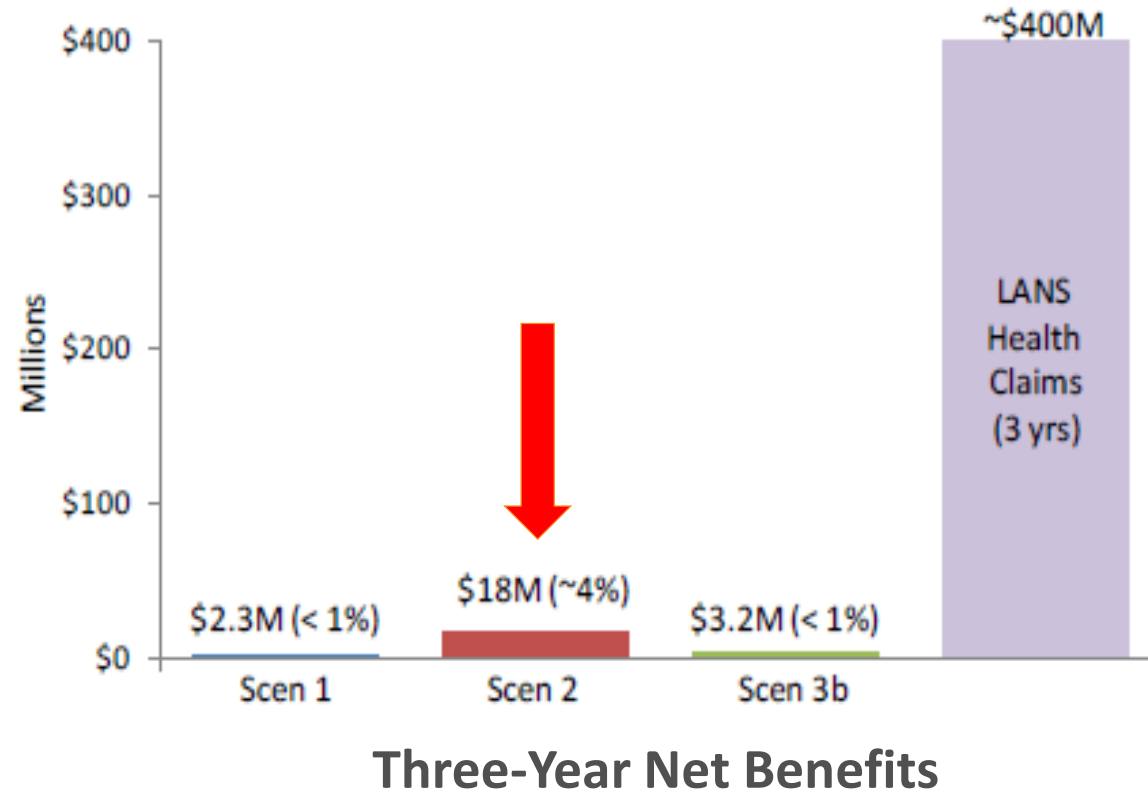


Figure 2: Business case model logic and scenario definition show a cascading effect of sequential parameters applied to the originally eligible population. Colors are tied to different scenarios.

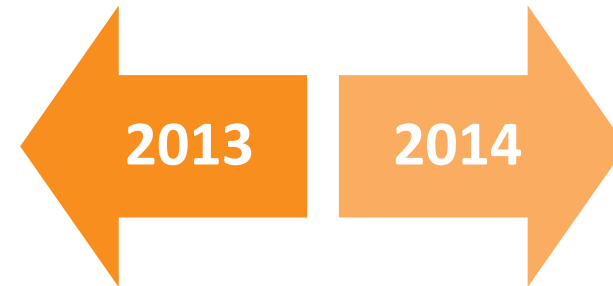
We had an opportunity to make changes

In fact, it predicted that Virgin Pulse could have a significant impact on reducing costs, by \$18 million in 3 years



In 2013, LANL implemented a significant change

- Strategic planning – establish goals and objectives for new program
- Invest in a comprehensive integrated wellness program
- Establish a communications strategy
- Metrics /evaluation



The integration of Health Promotion and Health Protection is the key to success



HOW WE DESIGNED OUR PROGRAM

Los Alamos National Laboratory

We established an integrated comprehensive wellness program

- Establish cross functional team (HR, Occ Safety, Health, CFO) and early communication
- Instituted a champion's program
- Position the program as a fun and engaging platform
- Coordinate a site-wide launch event to increase awareness and enrollment



LEARN
CHOOSE
ACT

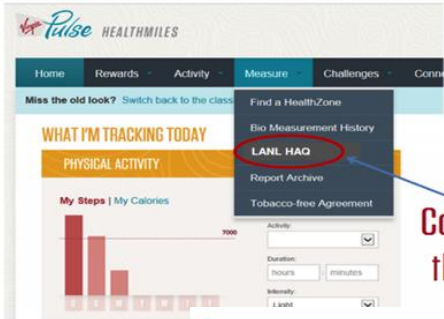


The Lab Director personally engaged in this rollout

Step 1: Complete the health assessment questionnaire and get rewards

MEMBER EXPERIENCE

ENGAGE: STEP 1- HEALTH ASSESSMENT QUESTIONNAIRE



Complete the HAQ

PPO		HDHP	
Primary Insured in LANL Health Plan	Eligible Spouse or Same-Sex Domestic Partner	Primary Insured in LANL Health Plan	Eligible Spouse or Same-Sex Domestic Partner
\$100	\$100	\$250	\$250
Deposited into a Health Care Account (HCA) with BCBSNM		Deposited into Primary Insured's Health Savings Account	

Integration with our medical plan provider was essential

Step 2: Complete program activities and get rewards



Your GoZone measures your daily activity in steps. Wear it clipped to your waistband or pocket for the most accurate results. It's easy, quick and helps you earn rewards.



Participate in healthy activities – competitions, challenges, promotions, contests, health and safety classes, nutrition, lifestyle management programs, etc... – and log it into your **Member Site** online tracking center.



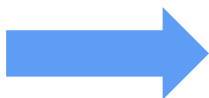
Monitor your progress and watch your **HealthMiles (points)** and **Rewards** add up.

PPO		HDHP	
Primary Insured in LANL Health Plan	Eligible Spouse or Same-Sex Domestic Partner	Primary Insured in LANL Health Plan	Eligible Spouse or Same-Sex Domestic Partner
up to \$100	up to \$100	up to \$250	up to \$250
Deposited into a Health Care Account (HCA) with BCBSNM		Deposited in January 2016 to Primary Insured Health Savings Account	

Additional incentives to offset medical costs

Virgin Pulse is customizable, and we needed that capability

How to Earn HealthMiles Points	
Make healthy decisions every day! The more you make, the more you earn. Check out just some of the ways you can earn:	
PHYSICAL ACTIVITY (GoZone) The more you move, the more you earn! You can earn up to 100 HealthMiles (points) daily with steps or Active Minutes, whichever you have more of.	20 HM daily for up to 7,000 steps or less than 15 Active Minutes 60 HM daily for 7,000-11,999 steps or 15-29 Active Minutes 80 HM daily for 12,000-19,999 steps or 30-44 Active Minutes 100 HM daily for greater than 20,000 steps or 45+ Active Minutes
Know Your Numbers Track your BMI & blood pressure at a Healthy Heart Station and self-enter on your Member Site.	100 HM a month self-entry
Know Your Number - Results Earn HealthMiles (points) for each ideal/improved measurement (BMI & blood pressure).	50 HM for optimal/improved measurements (BMI & blood pressure) a month
Non- Smoking Declaration Complete an online non-smoking agreement on your Virgin Pulse Member Site.	1000 HM once a year
Create a Personal Challenges Use the Virgin Pulse Personal Challenge feature to keep you and others motivated.	500 HM per year
Get in the Know Participate in the <i>Know and Go Tracking Challenges</i> offered throughout the upcoming year	250 HM for participating and completing each Know and Go Tracking Challenge
Get Social Use the social connections platform to create your healthy community and earn up to 650 HealthMiles (points).	100 HM by creating/joining 1st group 200 HM by uploading a photo 50 HM each by sending a friend request (up to 5) 100 HM for your 1st status update
Take Action Join/complete a Lifestyle Management Program and earn 1,000 HealthMiles (points).	1000 HM per program
Annual Wellness Checkup - Complete your annual physical with your primary care provider and Virgin Pulse will be notified by BCBS when you complete this activity.	1000 HM per year
Bonus (Employee Only): Health & Safety Activities <ul style="list-style-type: none"> Health and Safety Education Classes Health and Safety Fairs Health and Safety Behavior Reward Behavior Based Safety (BBS) Entry in Atomics Annual Wellness Checkup WSST Rep or BBS Active Coach WSST Chair Healthy Eating at the Aramark Cafeteria 	100 HM per class (maximum of 5/month) 250 HM each fair (maximum 1000/year or 250/fair) 100 HM per quarter 25 HM per week for an entry 1000 HM once a year 1000 HM once a year 1500 HM once a year 500 HM per month
Nutrition Track your healthy eating habits through MyFitnessPal and earn more HealthMiles!	100 HM by signing up for MyFitnessPal 100 HM for tracking 5 out of 7 days 40 HM for daily calorie tracking



Integrate health and safety programs to create a culture of health and well-being

Rewards provide motivation for wellness



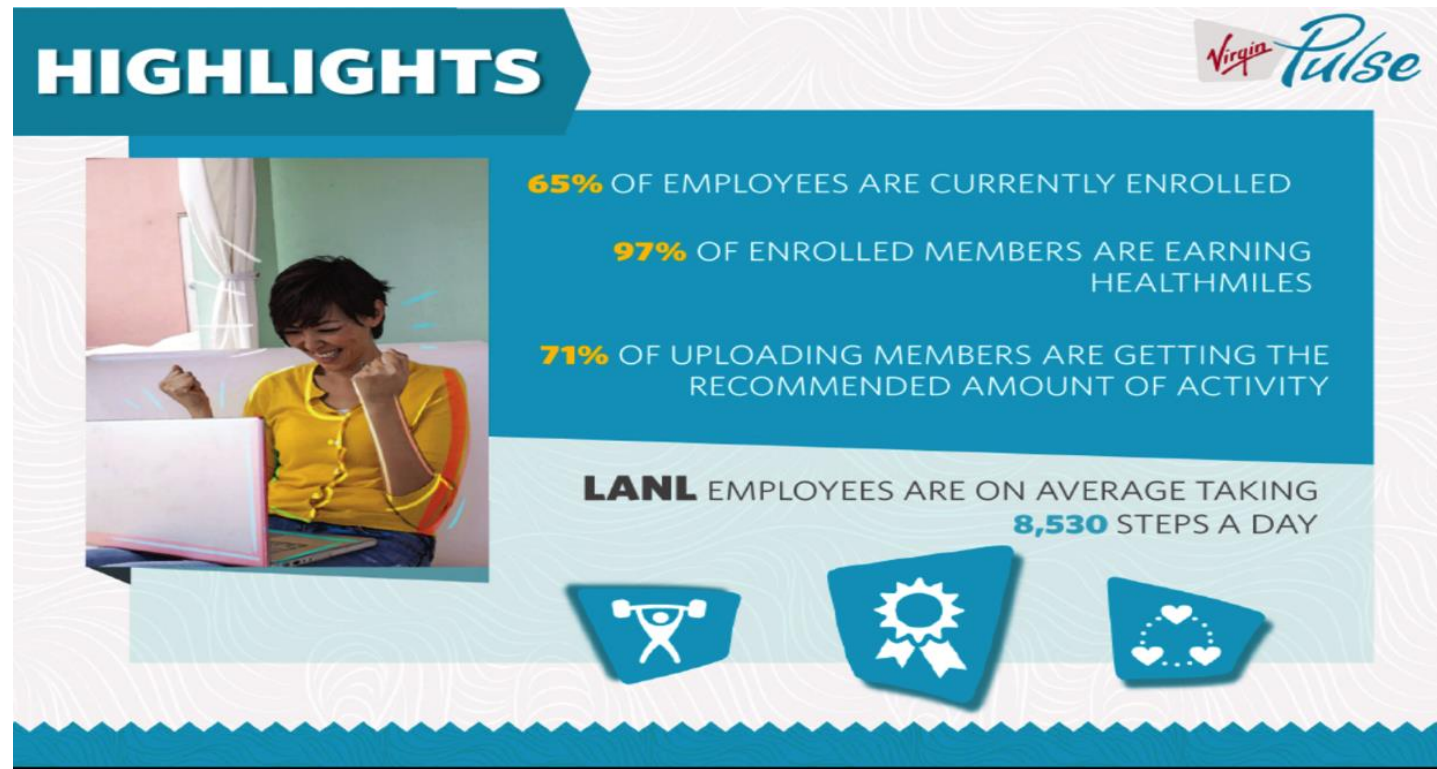
Offering increments allows participants to achieve a goal



OUR OVERALL RESULTS

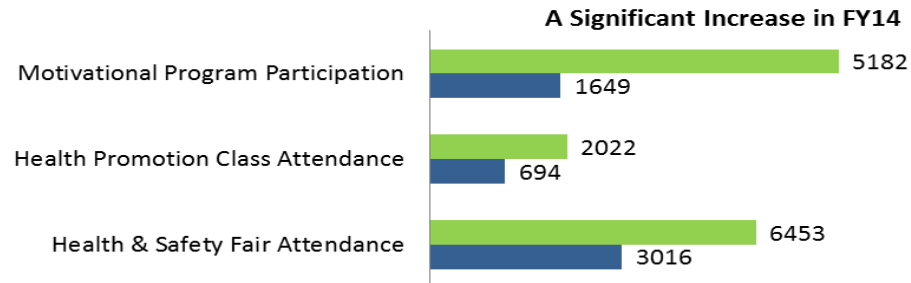
Los Alamos National Laboratory

Los Alamos asked: Are employees engaged in Virgin Pulse?



Customization led to significant participation in our services and programs

- Program participants are becoming more active (7.4 billion as a workforce)
- Attendance at health promotion classes and health & safety fairs has skyrocketed



The motto: "Changing Lives for Good"

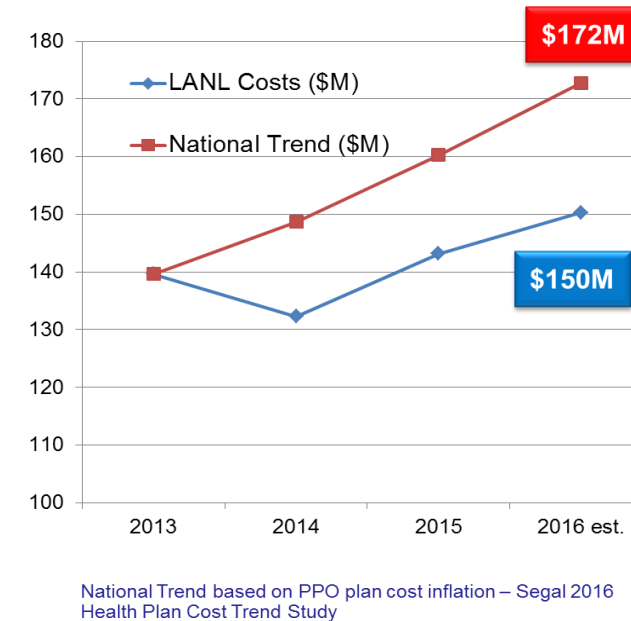
Steps in the Right Direction



LANL employee Cordell Meyer wears the t-shirt he earned by reaching the 1 Million Step milestone. Said Meyer, "I feel better than I have in years." Since joining the program, Meyer has lost 47 pounds, 10 pants sizes, has normal blood glucose and blood pressure levels and is walking 20,000 steps/day (about 10 miles).

Today, LANL's medical plans show cost performance better than the national trend

- LANL medical plans have performed better than expected based on national averages. Los Alamos costs actually decreased in 2014.
- This performance saves money for plan participants, which pays 20% of premium costs AND the government, which pays 80% of premium costs.
- 2016-17: no premium increase; one month premium holiday for employees and the government; cost performance ~\$20M better than expected



**Changes at LANL resulted in lower medical plan costs
(2.5% increase annually vs. 7.6% annually before)**

Our healthier workforce requires fewer medical services, and our health care costs/usage is under control

- **13.5% decrease in per member per month (PEPM)**
 - Overall cost decreased for inpatient, outpatient, and professional service categories
 - 4.5% decrease in high claims (> \$50,000)
 - Estimated cost avoidance of \$11.28 PEPM due to wellness compliance (preventive care)
- **To date, LANL medical costs continue to trend below national average**



Our workforce is health conscious and motivated to be active

Key takeaways – The 3 e's

- ESTABLISH
 - Understand the “Health” of your company
 - Build a business case
- ENGAGE
 - Gain Management Support
 - Integration with multiple departments/programs
- EVALUATE
 - Review Participation in Program
 - Annual Claims and Outcomes

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