



Data Strategies for Managing Health and Productivity

LESSONS FROM THREE EMPLOYERS:

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Employers know that the impact of workforce health goes far beyond expenses for medical care. At the same time, employers often don't know what to ask for, are inundated with health-related benefits program data they don't need, or can't get the data they *do* need to make good decisions. In such circumstances, how should employers proceed?

Relying on case studies from three very different employers, IBI's newest research, *Data Strategies for Managing Health and Productivity*, provides guidance for employers by addressing several key questions:

- What concerns prompted each employer to adopt a broad strategy to manage population health?
- How does a defined set of metrics contribute to each company's understanding and management of population health?
- How has each employer integrated its various sources of data?
- How have employers used metrics to guide their population health management approaches?
- What are the essential outcomes that have resulted from the use of this broad measurement approach?
- What kinds of external partners are assisting in this endeavor, and how are efforts coordinated across partners?
- What are the key challenges, opportunities and solutions for actionable data and metrics?

The three case studies provide guidance for employers embarking on measuring and managing the health of their workforces, including the following:

- A limited set of population health metrics can be effectively used to highlight leading indicators of health, indicators of care and lagging health indicators.
- Senior management buy-in is key to adopting a comprehensive approach to population health and productivity management.
- Integrating data at the employee level supports tailored health interventions and can be undertaken while protecting employee confidentiality.
- External benefits partners with expertise in data warehousing and data analysis are important to successful program implementation and evaluation.
- Benefits supplier partners need to work together to provide data to the employer at a level of aggregation supporting population health management.
- Even smaller employers can successfully pursue a data aggregation and population health management strategy.

Members can access the full report at www.ibiweb.org/datastrategies.

Visit www.ibiweb.org for more IBI evidence-based resources to demonstrate the business value of health.

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