

# Data and Analytics Resources

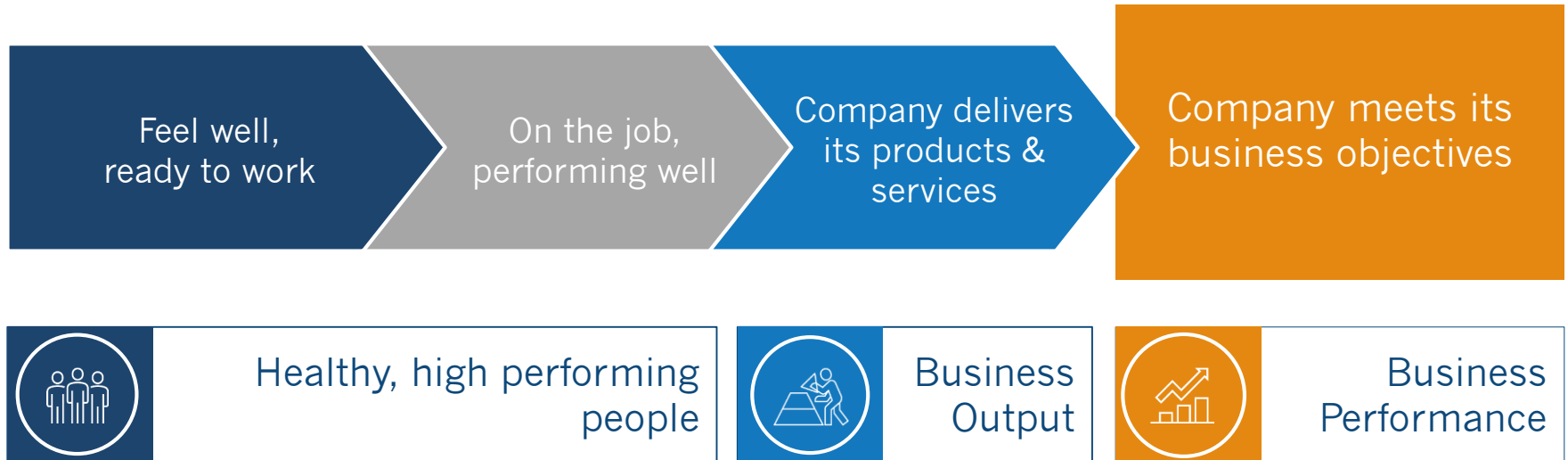
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# Agenda

- Getting from Health to the Top-Line
- IBI's Data and Analytics Resources
  - Disability and Leave Benchmarking Database
  - Full Cost Estimator (FCE)
  - Chronic Conditions Reporting
    - Snapshot
    - Health and Productivity Impact of Chronic Conditions

# Getting from Health to the Top-Line





# How do your company leaders measure...

- People's health and wellbeing?
- How well people are performing?
  - Human Capital Management
- Product and service delivery?
  - Business Output
- Whether the business is meeting its overall objectives?
  - Business Performance

# Some Measures that get Business Leaders Attention

*Link people's health and wellbeing to...*

<b>HUMAN CAPITAL MANAGEMENT</b>	<b>BUSINESS OUTPUT</b>	<b>BUSINESS PERFORMANCE</b>
Employee satisfaction/engagement	Store/unit sales	Revenues
Employee turnover	Billable hours	Profitability
HR costs per employee	Customer satisfaction	Shareholder value
Supervisor evaluations	Inventory turnover	
	Service errors	
	Product defects	
	Process/product throughput	

# How does Absence and Disability Leave Fit In?



- Important lagging indicators of **people's** health and their quality of care
- Critical driver of company's **productivity**
- Provides a bridge between the impact of high quality care and business **performance**



# IBI's Data and Analytics Resources

- Practical measurement tools and strategies for linking employee health, wellbeing and productivity
- Principal Resources
  - Disability and Leave Benchmarking Database—2016
  - Full Cost Estimator (FCE)
  - Snapshot of Chronic Conditions
  - Health and Productivity Impact of Chronic Conditions

# Disability and Leave Benchmarking Database 2016

Program	# of carriers/TPAs	# of industry reports	# of employer policies	# of claims
STD	12	351	19,000	1.9M
LTD	11	477	34,000	496,000
FMLA	10	117	2,000	1.6M
WC	4	374	2,000	1.7M

**Claim information:** age, sex, state, diagnosis, wage replacement costs, lost work time  
**Employer characteristics:** industry, disability plan design, covered lives



# Using Benchmarking with Clients/Prospects

Sample Benchmarking Reports  
Ibi.labs@ibiweb.org

## 1. Share reports from IBI's catalog

The screenshot displays the 'Benchmarking Reports' interface. On the left, a sidebar contains a 'Report Builder' section with the following options: '2016 Annual Reporting' (dropdown), 'Industry Summary' (radio button), 'Short-term Disability' (dropdown), and 'Select an area of interest...' (dropdown). The 'Select an area of interest...' dropdown is open, showing a list of categories: 'All employers', 'Agriculture/Forestry (A)', 'Mining (B)', 'Construction (C)', 'Manufacturing (D)', 'Transport./Comm. (E)', 'Wholesale Trade (F)', 'Retail Trade (G)', 'Finance/Insurance (H)', 'Services (I)', and 'Public Admin. (J)'. The 'Manufacturing (D)' option is highlighted in blue.

On the right, the 'Report Builder' section is titled 'STEP 1: Select report format' and has two radio buttons: 'PDF' (selected) and 'CSV / Excel'. Below this is 'STEP 2: Select industry sub group for reporting from the list below'. A 'Show 100 entries' dropdown is visible. The main content area is a table with the following structure:

INDUSTRY SUMMARY REPORT	ALL <input type="checkbox"/>
<b>Manufacturing (SIC code D)</b>	<input type="checkbox"/>
Food And Kindred Products (SIC code 20)	<input type="checkbox"/>
Meat Products (SIC code 201)	<input type="checkbox"/>
Meat Packing Plants (SIC code 2011)	<input type="checkbox"/>
Sausages and Other Prepared Meat Products (SIC code 2013)	<input type="checkbox"/>
Poultry Slaughtering and Processing (SIC code 2015)	<input type="checkbox"/>
Dairy Products (SIC code 202)	<input type="checkbox"/>
Natural, Processed, and Imitation Cheese (SIC code 2022)	<input type="checkbox"/>
Fluid Milk (SIC code 2026)	<input type="checkbox"/>
Canned, Frozen, And Preserved Fruits, Vegetables, (SIC code 203)	<input type="checkbox"/>
Canned Fruits, Vegetables, Preserves, Jams, and Jellies (SIC code 2033)	<input type="checkbox"/>
Grain Mill Products (SIC code 204)	<input type="checkbox"/>
Bakery Products (SIC code 205)	<input type="checkbox"/>
Bread and Other Bakery Products, Except Cookies and Crackers (SIC code 2051)	<input type="checkbox"/>
Sugar And Confectionery Products (SIC code 206)	<input type="checkbox"/>
Beverages (SIC code 208)	<input type="checkbox"/>
Bottled and Canned Soft Drinks and Carbonated Waters (SIC code 2086)	<input type="checkbox"/>

2. Build IBI data into your stewardship reporting
3. Integrate IBI disability claims with your book of healthcare claims

- Establish patterns of leave use, costs and lost work time by comorbidities, care quality
- Coordinate with disability carrier to identify common clients
- Link by employee ID using a crosswalk to IBI's blinded information



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Using Benchmarking  
with  
Clients/Prospects

# Full Cost Estimator (FCE)

Uses benchmarking and nationally representative data:



- Models lost work time, wage replacements, and opportunity costs of:
  - Sick days
  - STD
  - LTD
  - FMLA
  - WC
  - Presenteeism
- Basic model uses industry and headcount
- Produce targeted results by adding information about compensation, benefits eligibility, and wage replacement policies

# Using FCE with Clients/ Prospects

Sample FCE Report  
[ibi.labs@ibiweb.org](mailto:ibi.labs@ibiweb.org)

1. Compare to the competition using an industry average case
  - Great for companies with little access to productivity data
2. Adjust results for a company's own policies
  - Removes the influence of pay and plan generosity
3. Describe lost work time in terms that resonate
  - Total lost work time
  - PEPY
  - % of labor inputs lost
  - Missing FTEs

# Chronic Conditions Reporting

Sample Chronic Condition Reports: [ibi.labs@ibiweb.org](mailto:ibi.labs@ibiweb.org)



## Snapshot of Chronic Conditions

- WHO and Harvard Medical School's Health and Productivity Questionnaire
- Prevalence, sick day, and presenteeism impact modeled on 120,000 survey results from 64 workplaces



## Health & Productivity Impact of Chronic Conditions

- WHO and Harvard Medical School's Health and Productivity Questionnaire
- Prevalence, sick day, and presenteeism impact modeled on 120,000 survey results from 64 workplaces



## For more information

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