



Webinar: Using WISCORESM, the Wellness Impact Scorecard to Evaluate & Benchmark Your Health Improvement Programs

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Scorecard Objective

- **The Need:** An **objective and quantitative** way to assess the value of your wellness programs:
 - Is the program having an impact?
 - Are we measuring the right things?
 - How do we compare against other employers?
- **The Solution:** An online tool that allows employers to measure the effectiveness of their wellness efforts.

Value of the Scorecard

The Scorecard is unique in that it advances wellness program evaluation from counting health risks to measuring healthy behaviors that increase the level of health status among the entire employee population.

Employers need to be asking:

- Are these “at risk” groups improving their health behaviors?
- Are the healthy behaviors already in place being maintained?
- Is the employee population moving toward overall better health status?

WISCORESM: Measuring Performance to Improve Employee Health

- **Level 1: Improving Health:**
 - What are you doing in regards to strategy, tactics and communications?
- **Level 2: Employee Engagement**
 - What are the healthy practices of your workforce?
 - What level of participation do you have in your wellness programs?
- **Level 3: Outcomes**
 - What type of impact are you having on healthy/unhealthy practices?
 - How has the wellness program impacted utilization of health care services and the overall cost?

Level 1: Improving Health

Strategy

- ✓ Purpose Statement
- ✓ Targets
- ✓ Operational Plan
- ✓ Support of C-Suite
- ✓ Incentives

Tactics

- ✓ Health Status
- ✓ Nutrition & Weight Management
- ✓ Physical Activity
- ✓ Stress Management
- ✓ Tobacco Use
- ✓ Clinical Prevention

Communication

- ✓ Staff
- ✓ Web-Based
- ✓ Email
- ✓ Print
- ✓ Special Populations

Level 2: Employee Engagement

Healthy Practices

- ✓ Non-Tobacco Users
- ✓ Healthy Weight
- ✓ Eating Healthy
- ✓ Physically Active
- ✓ Practice Stress Management

Participation

- ✓ Health Risk Assessment
- ✓ Tobacco Cessation
- ✓ Weight Management
- ✓ Physical Activity
- ✓ Stress Management
- ✓ Employee Satisfaction

Level 3: Outcomes

Change in Risk

- ✓ Change in Percent Non-Tobacco Users
- ✓ Change in Percent with Healthy Weight
 - ✓ No weight change also taken into account
- ✓ Change in Percent Physically Active
- ✓ Change in Risk Factors
- ✓ Change in Stress
- ✓ Change in Productivity

Utilization and Cost Savings

- ✓ Change in Use of Clinical Preventive Services:
 - ✓ Mammography
 - ✓ Cholesterol screenings
 - ✓ Blood pressure screenings
- ✓ Annual Increase in Health Costs: Participants vs. Non Participants

We will be providing follow-up small group web meetings where we will walk interested members through the Scorecard in detail as well as answer any questions you might have.

Meetings are currently scheduled for:

- December 20th, 2-3 pm ET
- January 3rd, 2-3 pm ET
- January 18th, 2-3 pm ET
- January 27th, 2-3 pm ET

To register, click on the following link:

<https://www118.livemeeting.com/lrs/1100001126/Registration.aspx?pageName=mwrm7pw0n32mwzzl>

You can also assess this link at the home page of the Scorecard:

www.businessgrouphealth.org/scorecard