



**National
Business
Group on
Health**

Webinar:

**Using WISCORESM, the Wellness Impact Scorecard to
Evaluate Your Health Improvement Program**

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The Objective of the Scorecard

- As more and more employers have implemented wellness programs to improve employee health, it has been difficult for employers to answer the following questions:
 - ✓ Is the program having an impact?
 - ✓ Are we using the right measures?
 - ✓ How do we compare against other employers?
- Employers need **an objective and quantitative** way to assess the value of their wellness programs/initiatives
- Enter: **WISCORESM, the Wellness Impact Scorecard**: an online tool that allows employers to measure how effective their wellness efforts are

The 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

- **The Scorecard helps employers answer the questions:**
 - ✓ 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?

Measuring Performance to Improve Employee Health

Level 1: Improving Health

= 50 points

Level 2: Employee Engagement

= 50 points

Level 3: Outcomes and Analysis

= 100 points

Level 1: Improving Health

Strategy

Tactics

Communications

Level 2: Employee Engagement

Healthy Practices

Participation

Level 3: Outcomes and Analysis

Change in Risk

Utilization and Cost
Savings

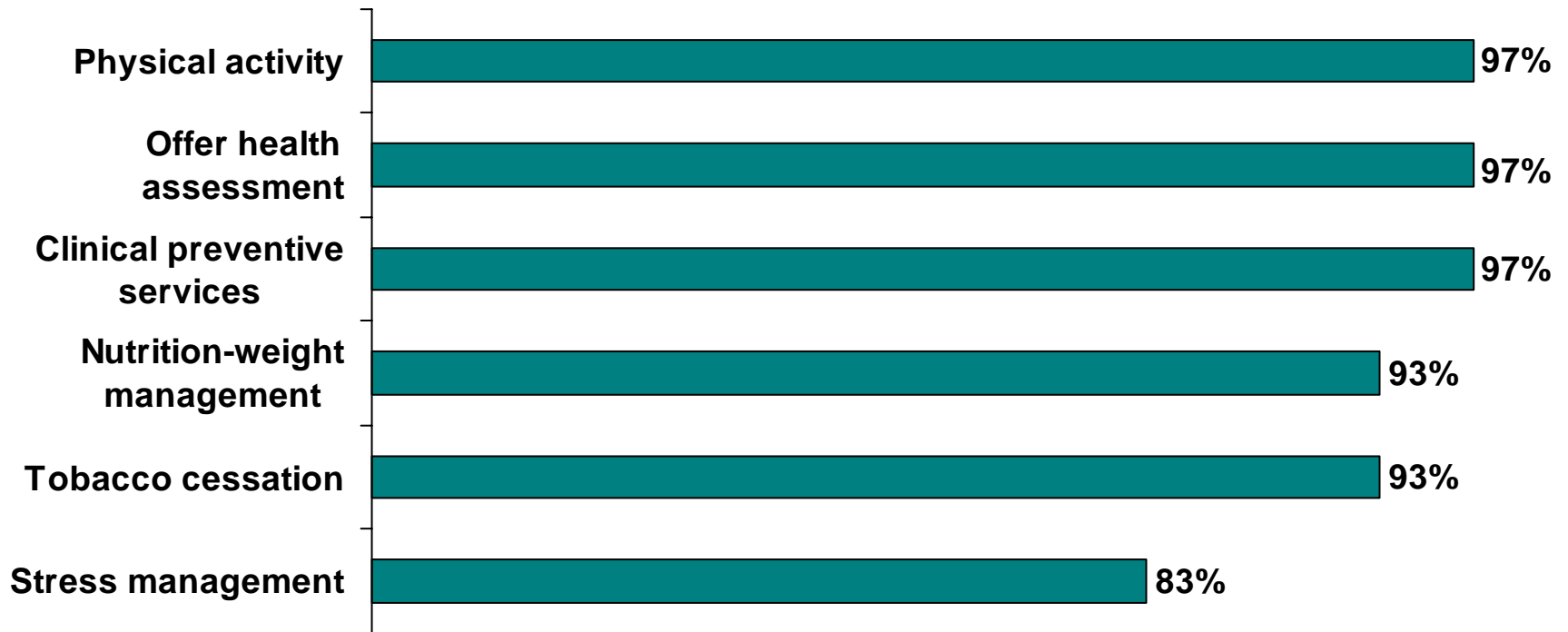
Findings from 2010 Users

Snapshot: 2010 WISCORESM Users

	Average
Level of implementation of company's health improvement programs (out of possible 5)	3.72
Number of eligible employees	28,007
Total medical plan costs PEPY	\$6,270
Total annual wellness program costs PEPY	\$285

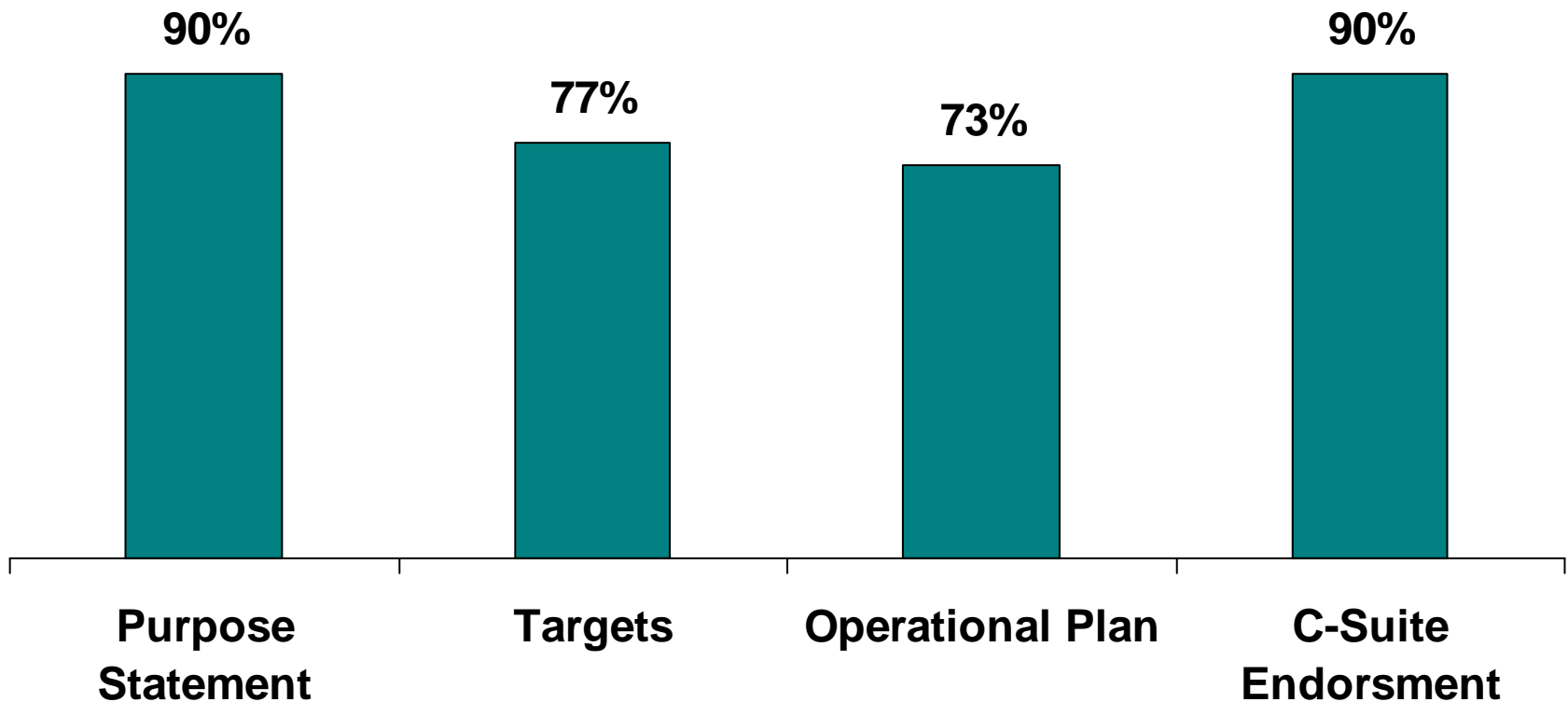
Program Offerings

Percentage of Companies Offering Specific Wellness Interventions

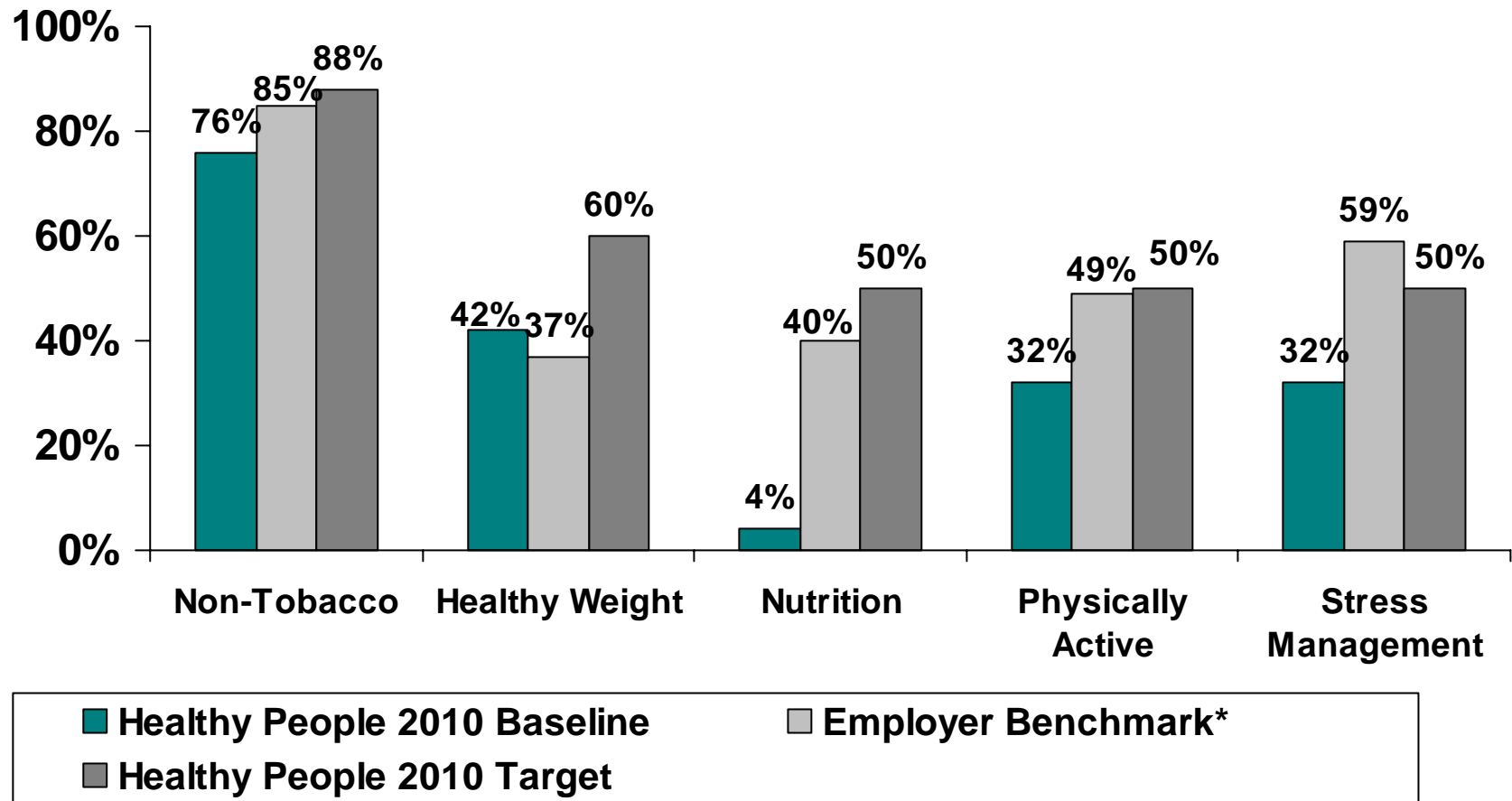


Importance of Strategy

Percentage of Companies Having:

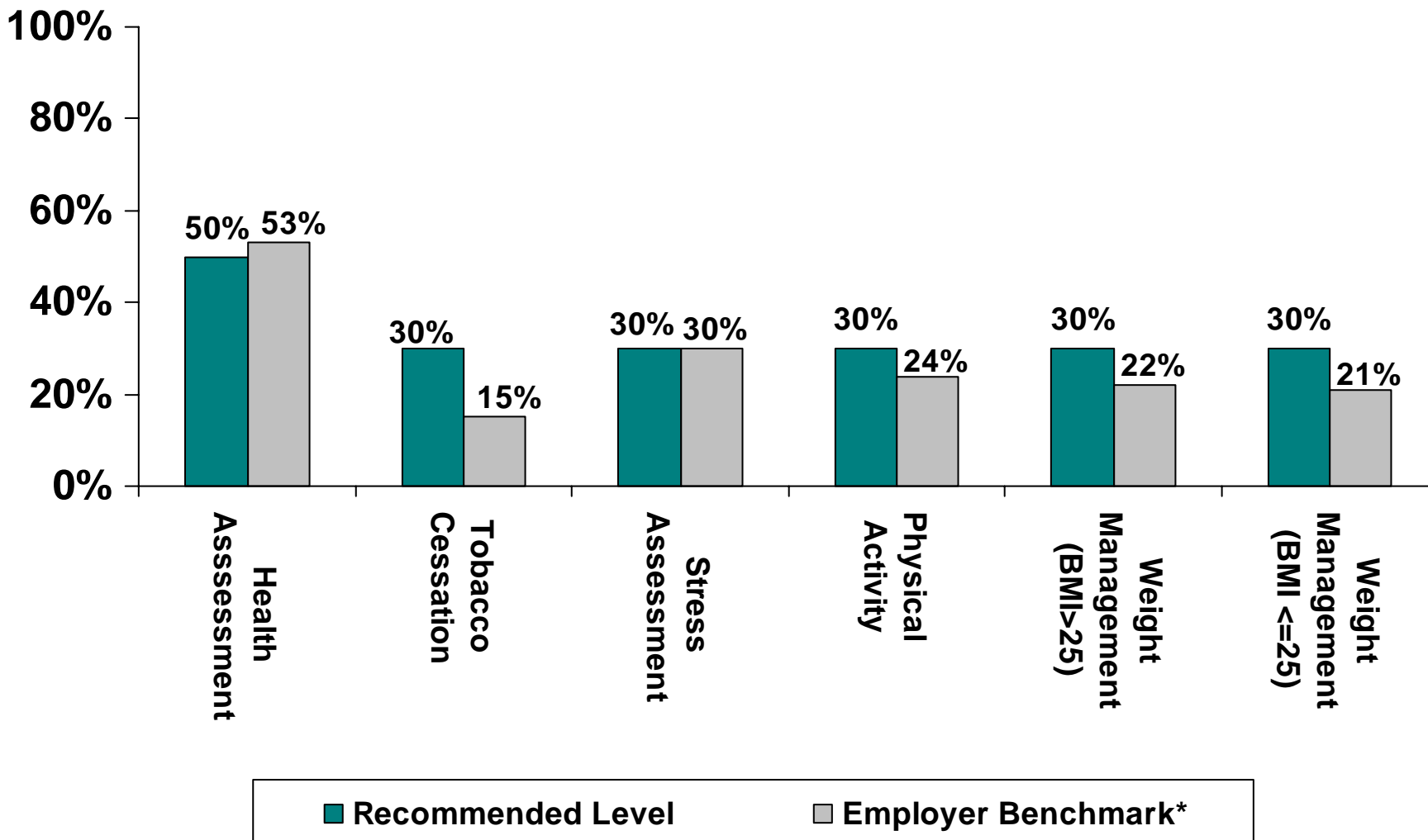


Healthy Practices



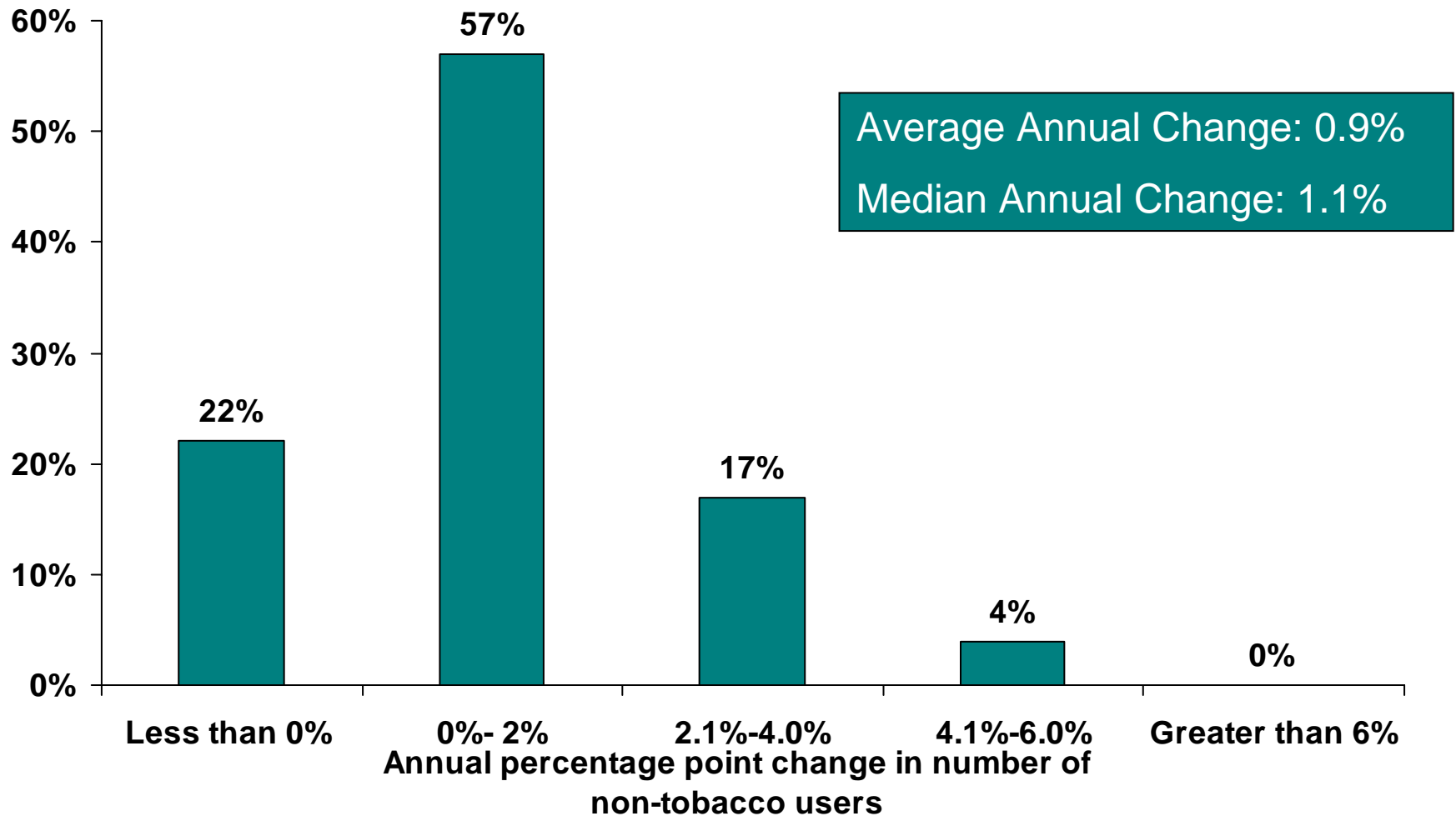
*Employer benchmark represents the average responses of 2010 WISCORESM users

Participation

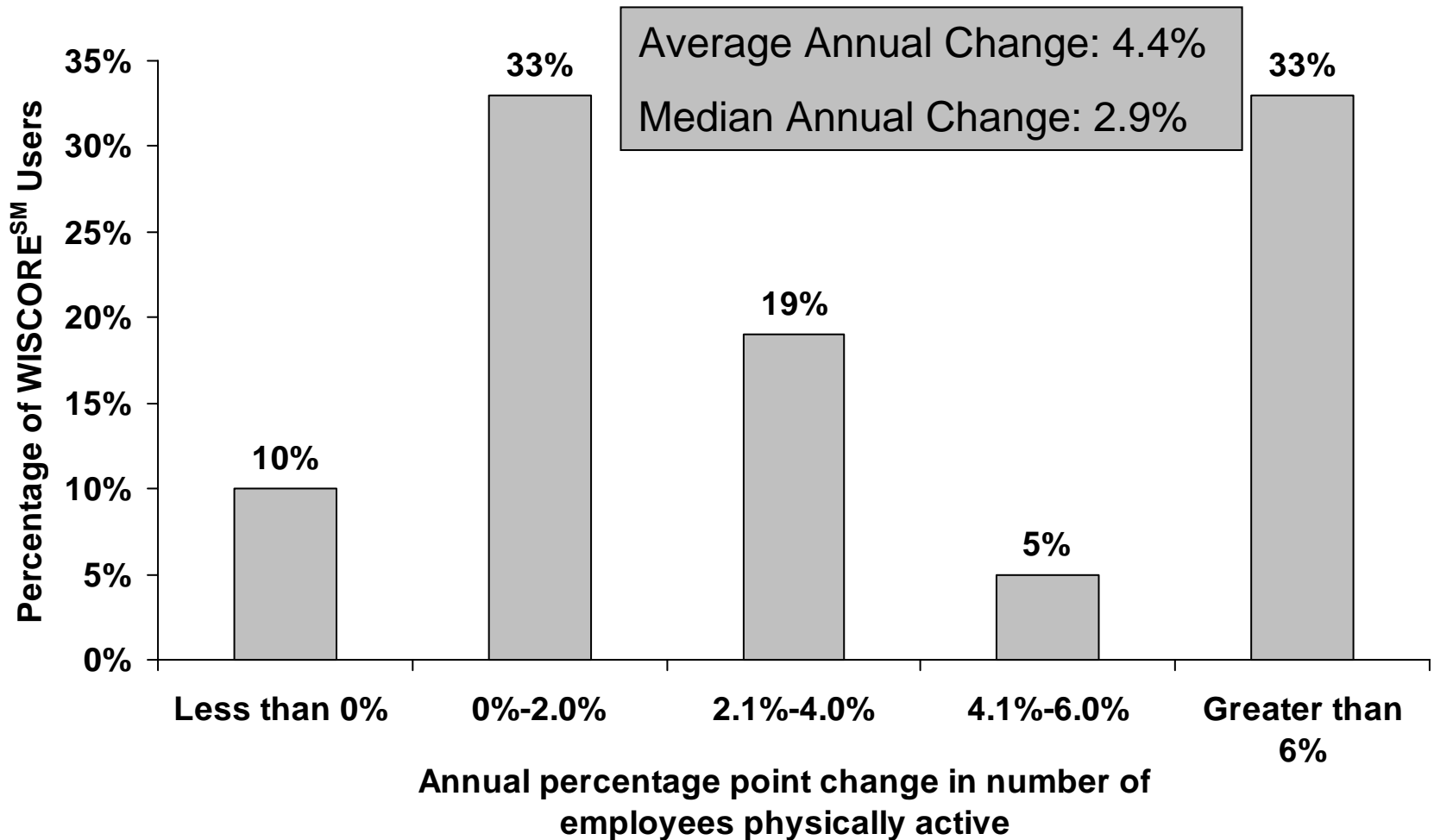


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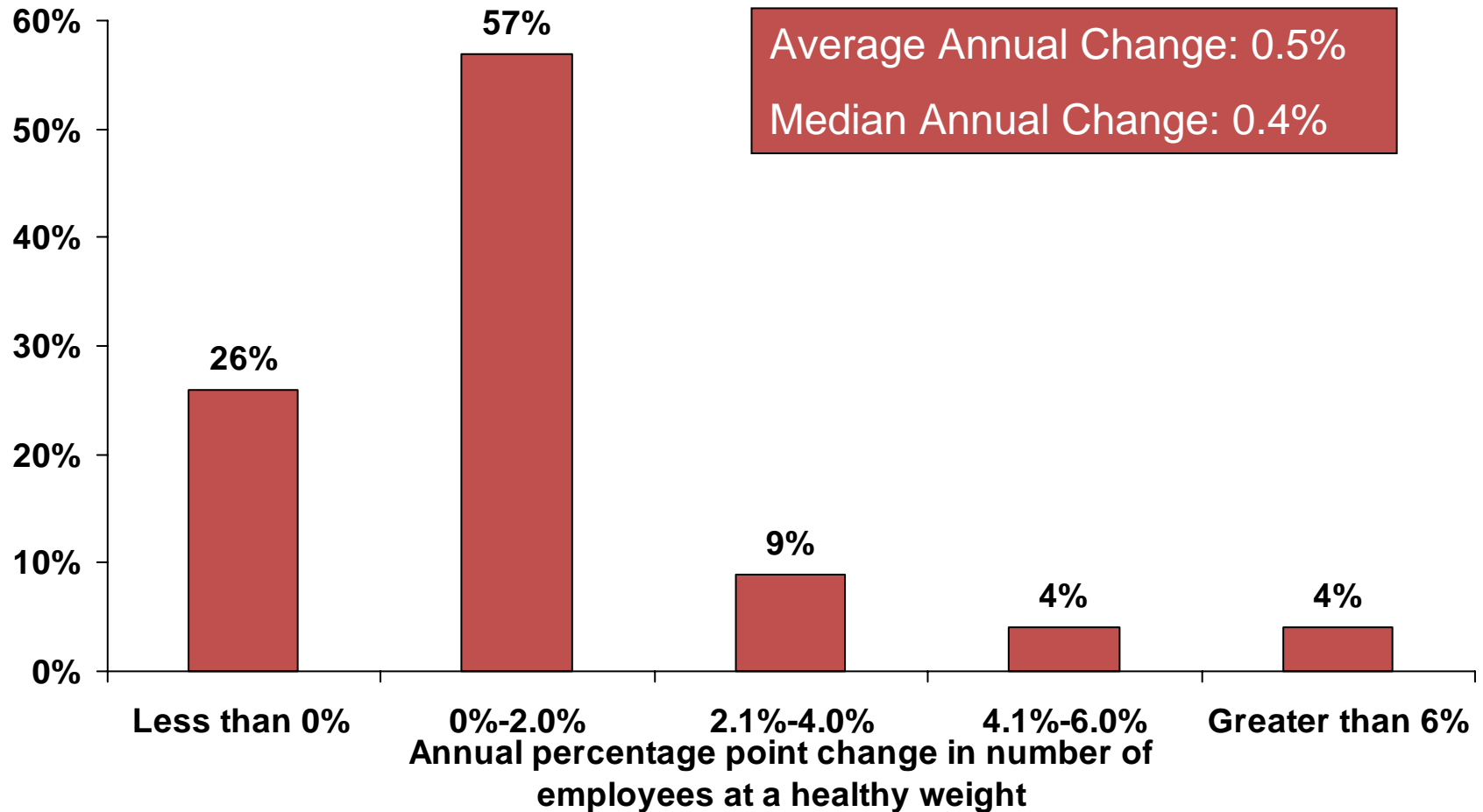
Outcomes: Change in Number of Non-Tobacco Users



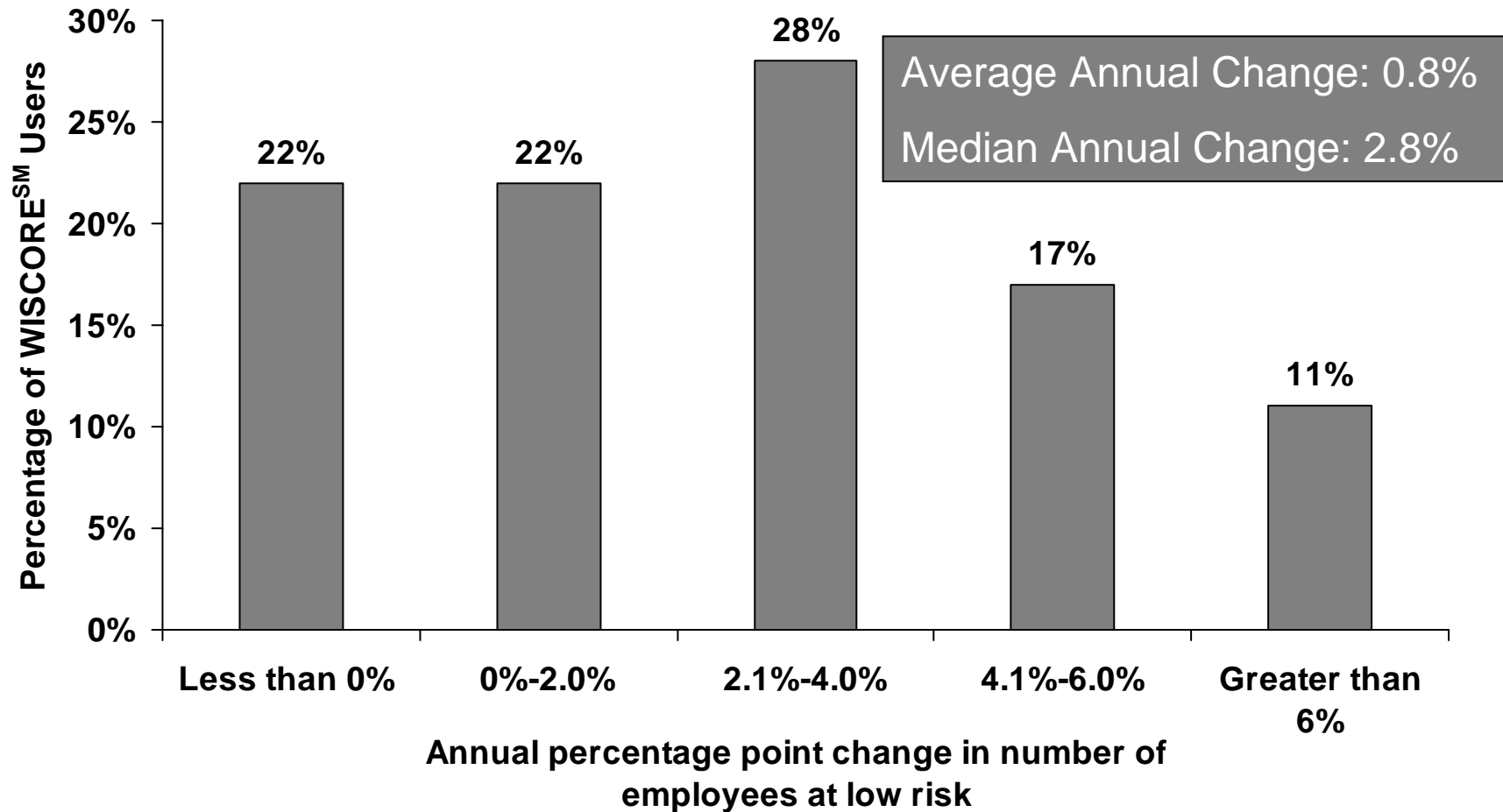
Outcomes: Change in Number of Employees Physically Active



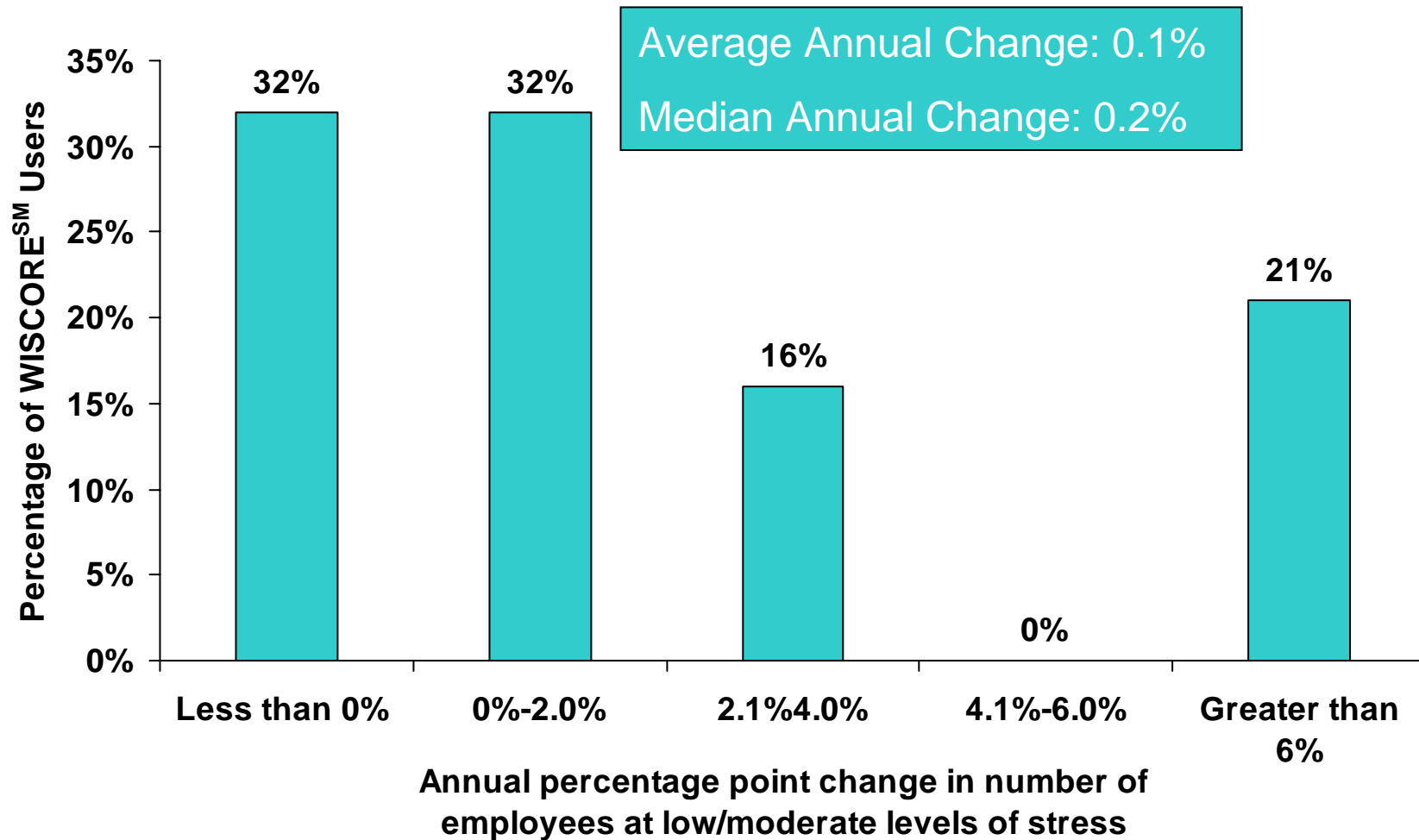
Outcomes: Change in Number of Employees at a Healthy Weight



Outcomes: Change in Number of Employees at Low Risk

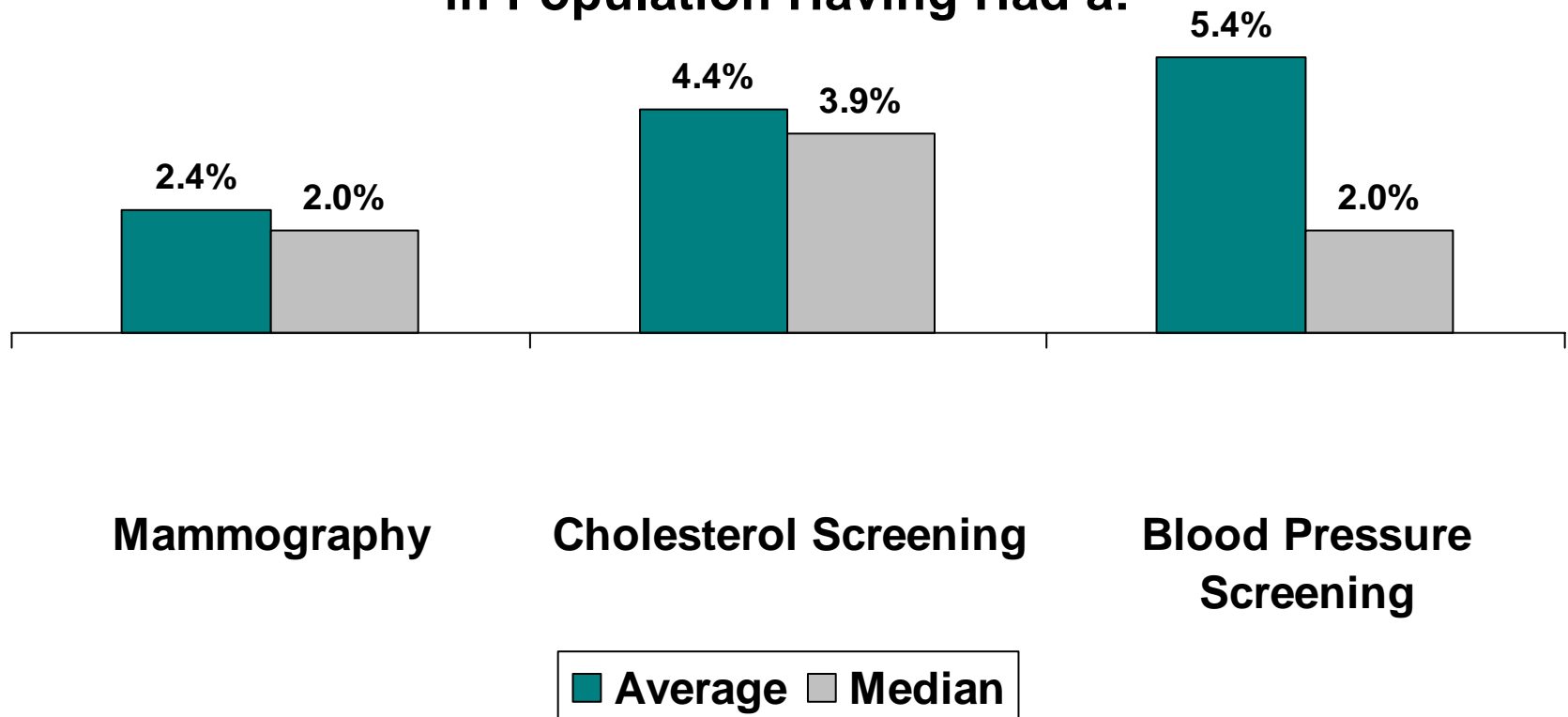


Outcomes: Change in Number of Employees at Low/Moderate Levels of Stress



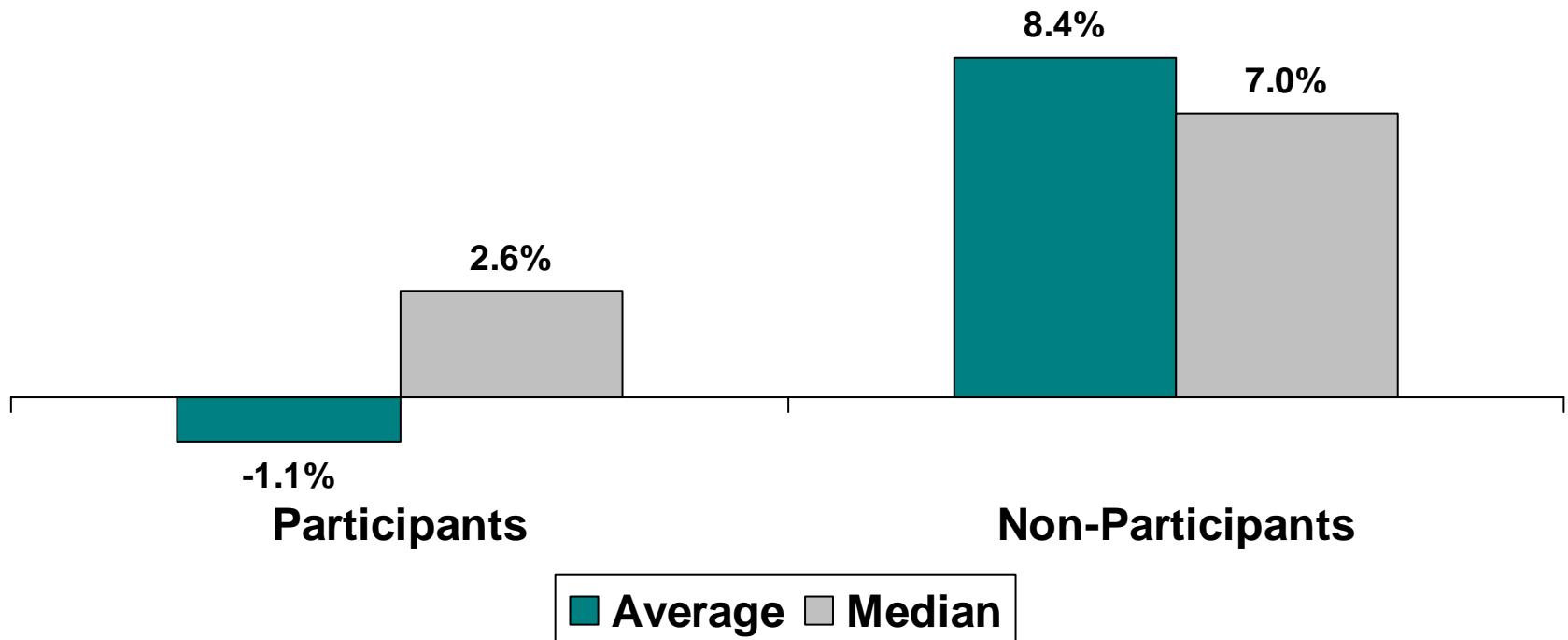
Changes in Utilization of Preventive Services

Percentage Point Change
in Population Having Had a:



Wellness Savings

Annual Medical Trend of Wellness Participants Compared to Non-Participants



2010 Users

Level	Potential Score	Average Score	Median Score
Level 1	50	38	42
Level 2	50	31	32
Level 3	100	40	47
Total	200	110	124

Web-based Technical Assistance

Small group web meetings where we will walk employers through the Scorecard in detail as well as answer any questions:

- July 26, 2010 (2 p.m. EDT)
- August 16, 2010 (2 p.m. EDT)
- August 30, 2010 (2 p.m. EDT)

You can register via the home page of the Scorecard:

www.businessgrouphealth.org/scorecard

Questions: benchmarking@businessgrouphealth.org