



aetna

Health Education & Workplace Wellness

Hillary Saputski, MPH, CHES

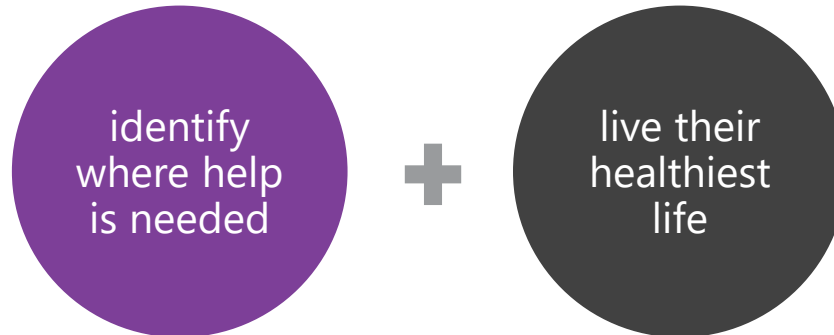
Director of Wellness

December 2017

Building happier, healthier lives

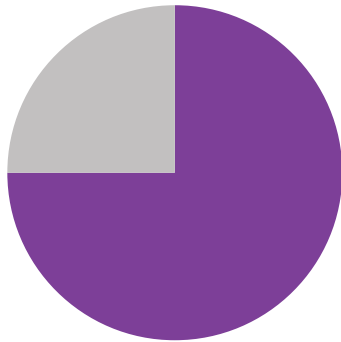
Better health can mean better quality of life.
And that's something everyone deserves.

That's why our wellness programs guide members to:



On the rise – health care costs and the prevalence of chronic disease

Chronic disease accounts for more than **75%** of these costs.¹



The Affordable Care Act has expanded and requires health care coverage for many employees.

Modifiable risk factors contribute to illness and early death associated with chronic disease.

Poor nutrition

Tobacco use

Lack of physical activity

Excessive alcohol consumption

Source: ¹Centers for Disease Control and Prevention, Chronic Disease Overview, May 19, 2009.

You can manage preventable health costs through health promotion programs

Wellness is an individualized and lifelong goal. You can give your employees the tools and resources to help make healthy living a reality.

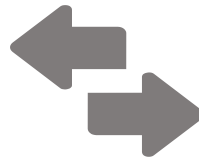
Health promotion programs

Offered by **74%** of employers¹



Screenings

- Health assessments
- Biometric screenings



Interventions

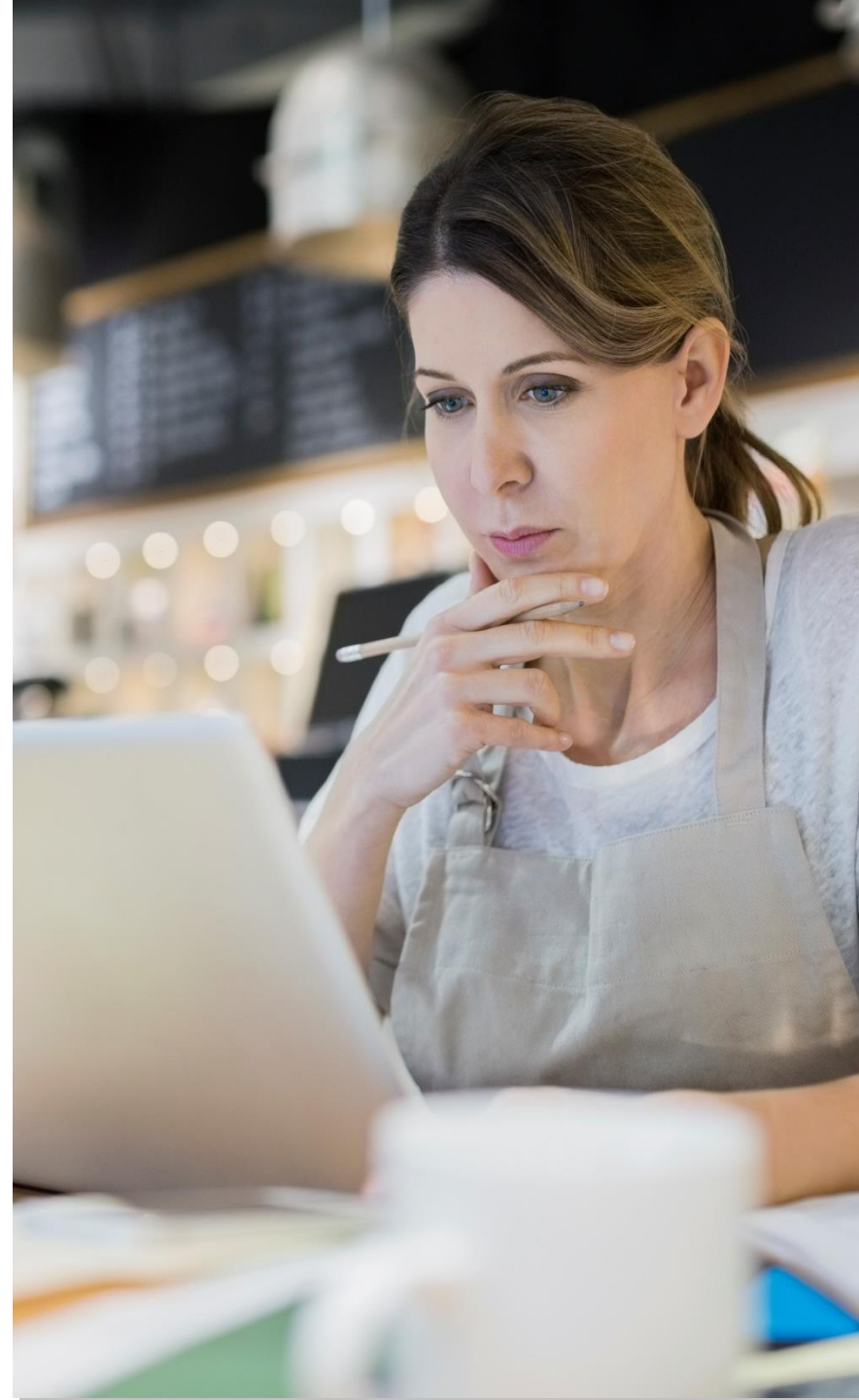
- Smoking cessation programs
- Physical activity programs
- Employee assistance programs

Source: 8th annual Survey on corporate Health and Well-being._Fidelity and National Business Group on Health, April 11, 2017

Creating a health promotion strategy that works for you

Best practices for successful health promotion programs

- Comprehensive communication strategy
- Population-based awareness-building activities
- Assessment of risk
- Integrated incentives
- Full program design
- Strong senior management support



The value of health promotion programs

Decrease health costs



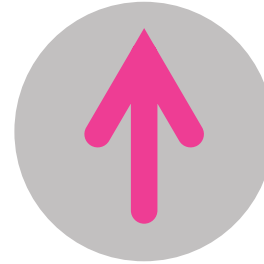
- A review of 42 published studies found that health programs reduced costs by an average of **26 percent**.¹
- A meta-analysis found that for every dollar spent on health programs, medical costs decreased by **\$3.27**.¹

Reduce absenteeism



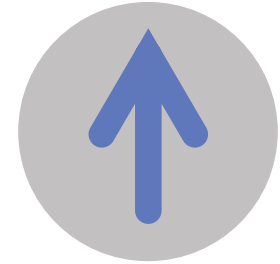
- One review found that health promotion programs reduced absenteeism by **28 percent**.¹
- An analysis found that for every dollar spent on health programs, absenteeism costs dropped by **\$2.73**.¹

Increase productivity



- Employers spend **\$1,685** per employee per year on productivity loss due to health conditions.²

Improve morale and retention



- **73 percent** of employees who were offered and took part in a health program agreed that they believed their company took care of them.²
- Voluntary attrition rates were **6 percent** lower for employers with effective health promotion programs.³

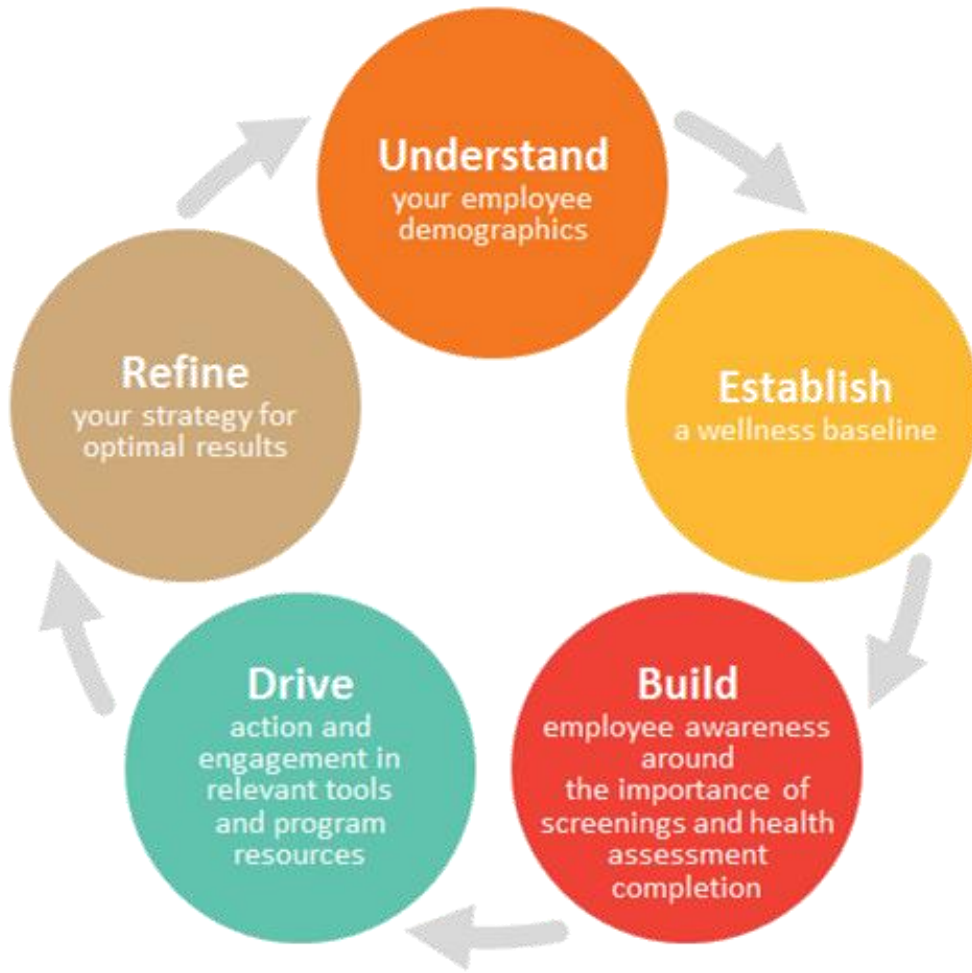
Sources:

¹Wellness and Beyond: Examine Ways to Improve Employee Health and Productivity and Reduce Costs, Aon Hewitt, August 2008.

²Bringing Benefits to Bear for Business: Performance and Profitability, Aflac Executive Summary, 2012.

³Berry, LL, Mirabito AM, Baun WB. What's the Hard Return on Employee Wellness Programs? Harvard Business Review, December 2010.

Key Components of Wellness Program



- Develop Wellness program brand & committee
- Leadership support
- Determine population needs & interests
- Determine core programs to promote
- Introduce multi-year wellness strategy
- Build environmental supports

Workplace Wellness Resources

- National Wellness Institute: www.nationalwellness.org
- Larry Chapman Institute: www.chapmaninstitute.com
- Health Education Partners: www.healthedpartners.org
- Art & Science of Health Promotion Conference
<https://www.healthpromotionconference.com/>
- Wellness Council of America (WELCOA): www.welcoa.org
- Northeast Business Group on Health (NEBGH): <http://www.annualconference-nebgh.org/agenda6/>

Wellness Vendors:

- Fitbit
- Preventure
- Virgin Pulse

Thank you

aetna[®]