For U.S. employers to thrive in an increasingly competitive global market, maintaining a healthy workforce is essential. By managing employee health with the same level of focus that is typically applied to the management of financial capital, employers can increase profitability and organizational effectiveness.

When it comes to supporting the health and productivity of their employees, employers are asking some straightforward but tough questions such as "What's working?", "What's not?", and "What should we do next?". To answer these questions, it's essential to turn data into actionable information. This requires a comprehensive, 360-degree view of population health and productivity.

Drive Best Practices for Improving Population Health and Business Performance

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Create a 360° View of Health and Productivity

By implementing comprehensive health promotion programs, our clients have shown ROI ranging from $2 to $4 for every $1 invested.
Solutions and Services
Truven Health AnalyticsSM offers Health and Productivity Management (HPM) solutions and services that facilitate the comprehensive analysis of health and productivity data — enabling you to direct corporate investment into intervention strategies that have the biggest impact on your employee population’s health and performance.

Powerful Decision-Making with Advantage Suite
Truven Health Advantage Suite™ offers a number of standard health and productivity management reports that provide the basic building blocks for understanding your absence, short- and long-term disability, and workers’ compensation experience as it relates to medical and prescription drug utilization. Beyond the presentation of informative standard reports, the robust flexibility of Advantage Suite enables you to create rich, integrated, cross-program analyses and reporting based on your population data.

Gold-standard MarketScan® Research Databases
With data from 1995 to 2010, our MarketScan Research databases include the group health experience of over of over 165 million unique patients, 3.3 million of which are HPM, and fully integrated medical and pharmacy claims at the patient level. Data are contributed by more than 280 employers, 350 unique carriers, 25 health plans, and 12 Medicaid states.

Evidence-based ROI Model
Truven Health, with support from Emory University, developed an ROI Model to help employer and health plan organizations evaluate health promotion and wellness programs.

The Model predicts financial return reflective of a population’s health risks, demographic characteristics, and the amount spent on risk reduction efforts. ROI forecasting answers questions like, “What are the most prevalent and costly health risks faced by our organization?”, “What level of risk reduction is needed to cost justify an investment in health promotion and wellness?”, and “What is my break-even point for risk reduction programs?”. Using the Model, organizations can design and implement high impact health and wellness programs likely to yield cost savings, productivity enhancements, and positive ROI.

Best-in-Class Consulting Services
In addition to data integration and analytic services, Truven Health is a trusted consulting partner. From the beginning, our experienced Client Services Directors and other team members dive into your corporate culture and work hand in hand with you to ensure success.

As a trusted partner, Truven Health helps you make informed strategic decisions that result in significant hard-dollar savings. Our research staff have cross-industry expertise in evolving trends, including comparative effectiveness, quality and cost of care, health information technology advances, clinical decision support, and prevention and wellness to help you make decisions related to people, processes, and programs that support profitability.

TRUVEN HEALTH HELPS
EMPLOYERS ANSWER THE
FOLLOWING QUESTIONS:

- What are the greatest opportunities to immediately reduce the direct and indirect costs of absence?
- What risks are shared between health, lifestyle, FML, short-term disability, and workers’ compensation?
- What opportunities exist for tighter integration of internal and external resources to improve performance?
- How can wellness initiatives be focused to support workforce and profitability — now and in the future?
Case Studies

American Specialty Health: Healthyroads® Weight Management Program ROI
American Specialty Health contracted with Truven Health to evaluate the ROI of the Healthyroads Weight Management Program, using a sample of 890 participants. The evaluation was conducted using an ROI econometric model developed by Truven Health that estimates financial benefits in healthcare costs, absenteeism, and presenteeism by comparing changes in employees’ health risks before and after the intervention program, and contrasting cost savings to program costs using a defined set of inputs. Researchers adjusted baseline costs to reflect differences in participants’ health risks and demographics, based on an analysis of Healthyroads HRA data over time. The goal of this project was to demonstrate how employers can utilize an ROI model to estimate cost savings from health promotion programs.

Novartis: Quantifying the Impact of Modifiable Health Risks
Truven Health worked with Novartis to quantify the impact of modifiable health risks on healthcare expenditures and productivity losses in an employed population. Health risk appraisals, medical care claims data, and productivity-related expenditures were aggregated for 5,875 Novartis employees in 2005-2006. Results demonstrated a significant and consistent association among health risk categories and increased healthcare costs, presenteeism, and lost work time, demonstrating that employers can reduce healthcare costs and improve worker productivity by providing health improvement programs.
Case Studies, Continued

Highmark Inc.: Employee Wellness ROI

The Truven Health team evaluated the ROI for Highmark Inc.’s employee wellness program. Growth-curve analyses compared medical claims for participants of wellness programs versus risk-matched nonparticipants for the years 2001-2005. The difference was used to define savings. ROI was determined by subtracting program costs from savings, and alternative discount rates were applied in a sensitivity analysis. Using sophisticated methodology, this study provided further support that a comprehensive health promotion program can lower the rate of healthcare cost increases and produce a positive ROI.3

Truven Health researchers are bolded in the citations provided for case studies.

