Data and Analytics Resources
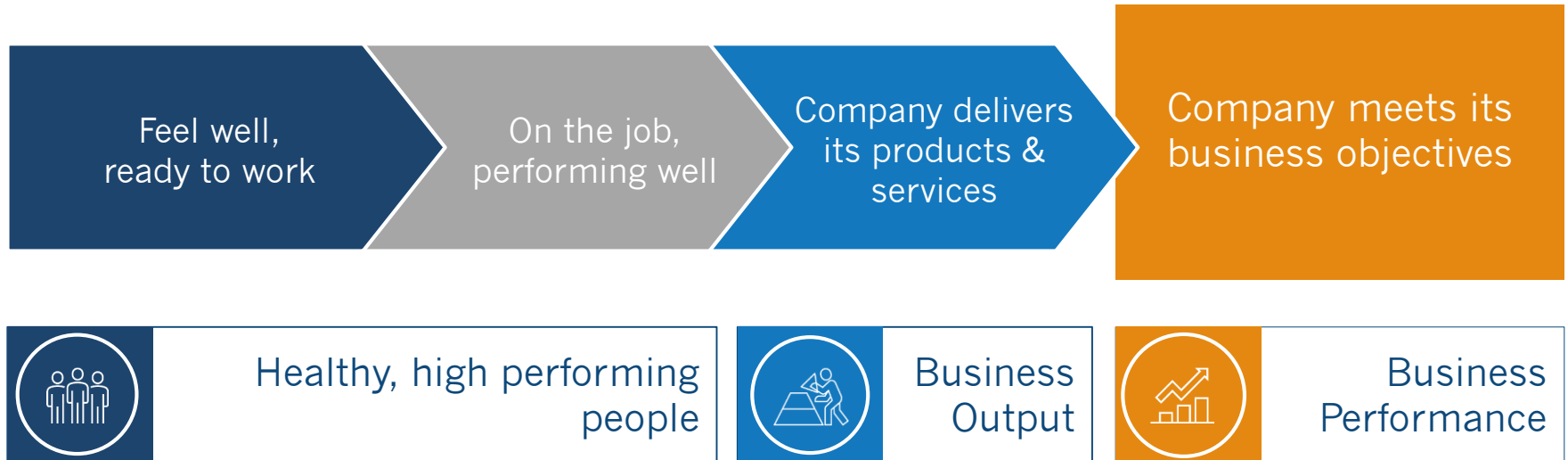
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Agenda

- 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

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Getting from Health to the Top-Line

Feel well, ready to work → On the job, performing well → Company delivers its products & services → Company meets its business objectives

Healthy, high performing people

Business Output

Business Performance

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...

HUMAN CAPITAL MANAGEMENT	BUSINESS OUTPUT	BUSINESS PERFORMANCE
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?

PEOPLE

People, productivity and **performance** are *interconnected*

PERFORMANCE

PRODUCTIVITY

- 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

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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

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Using Benchmarking with Clients/ Prospects

Sample Benchmarking Reports
lbi.labs@ibiweb.org

1. Share reports from IBI's catalog

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

Using Benchmarking with Clients/Prospects

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

Using Benchmarking with Clients/Prospects

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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
lbi.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

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Chronic Conditions Reporting

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

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For more information

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