

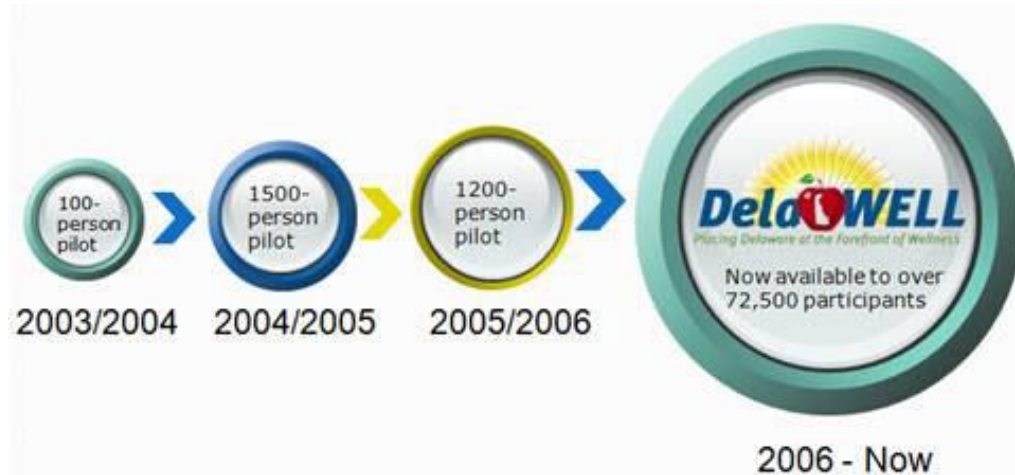
**STATE EMPLOYEE BENEFITS COMMITTEE  
APRIL 13, 2015 MEETING**

**FY2016 DELAWELL HEALTH  
MANAGEMENT PROGRAM STRATEGY**

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# DELAWELL HEALTH MANAGEMENT PROGRAM – THE JOURNEY



## Issue We Have Continued To Face: **Low participation and engagement in DelaWELL programming**

Example: 2013-2014 Program Year (Only 15.7% of eligible employees completed an online Wellness Assessment; 12.7% completed a DelaWELL Health Screening)

- Throughout this journey, we have offered various program designs, incentive structures and requirements, cash incentives (\$100 and \$200), health resources and tools, based on the feedback received from vendors and members.
- We have seen positive results over the years (i.e. reduction in medical and lifestyle risk factors, disease management program savings, reduction in hospital admissions, etc.). These results are good, but not enough as they are only for a small subset of the population.
- **Roughly \$16 million in savings since FY2011 through the Disease Management Program. In FY2014 alone, the Disease Management Program savings was \$6.0M. We need more members' to participate in the Health Management Program, in order for the State of Delaware to see better health outcomes and health care cost savings.**



# FY2016 DELAWELL HEALTH MANAGEMENT PROGRAM STRATEGY

## Program requirements:

1. Annual Physical Examination
  2. Online Wellness Assessment
- *Focus on Preventive Care at No Cost*
  - *Opportunity to focus on your health and save money*



# WHY DOES THIS PROGRAM STRATEGY MAKE SENSE?

- **Annual Physical Exam**

- Preventive care will be covered at 100%
- During a routine physical, your health care provider will measure things like your height, weight and blood pressure
- Ensures you are up to date with your age-appropriate screenings

**\*\* Preventive screening rates for State of Delaware members (including retirees) based on 2014 Highmark Reporting**

- Colorectal – 42%
- Influenza – 18%
- Mammography – 67%
- PAP – 71%
- **Physical Exam – 34%**
- Prostate – 37%



# WHY DOES THIS PROGRAM STRATEGY MAKE SENSE?

- **Annual Physical Exam:**
  - Encourages you to develop and maintain a relationship with your health care provider
  - Identifies signs and symptoms that could lead to serious illness
  - Increases your chances for early diagnosis and treatment when illness may be easiest to treat
- **Decreases Hidden Risks: Non-users of the health care system**
  - Non-users represent a hidden risk within the population as these members are not utilizing the health care system
  - Total number of non-users: 9,134
    - 15.5% (ages 18-34)
    - 9.8% (ages 35-44)
    - 8.8% (ages 45-54)
    - About 1 in 15 employees are not seeking medical care
    - About 1 in 11 members are not seeking medical care



## WHY DOES THIS PROGRAM STRATEGY MAKE SENSE?

- **Online Wellness Assessment:**

- Raises health awareness by surveying key health areas: Demographics, medical history, lifestyle, readiness to change and biometric information
- Identifies modifiable health risks (i.e., nutrition, stress, weight, exercise and safety)
- The Wellness Assessment Summary prioritizes the importance of each risk to an individual's health. Interactive tools show which lifestyle behaviors can be modified to have the greatest impact on improving their health. Completion triggers outreach from health coaches based on risks.



## REWARDS STRATEGY

- **Rewards Strategy - Avoiding Increased Out-of-Pocket Expenses:**
  - Cash incentive amounts (\$100 and \$200) offered have not been successful in producing high participation and engagement in Dela *WELL*;
  - The current budget situation does not permit the continuation of offering cash incentives, especially an increase in the annual payout amount
  - As we continue to work through the final benefit plan design for FY16, the method to engage employees to participate must be factored into the plan



# QUESTIONS?

