



Business Case Development Tools Overview

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Evaluation Overview Agenda

- Basic Framework
- RBA (Friendman)
- PSA – randomization alternative
- Culture and presenteeism
- VOI
- Scorecard
- Economic framework (Martin Wolf)

EMPLOYER COST OF POOR HEALTH

1 Impaired Work

Performance

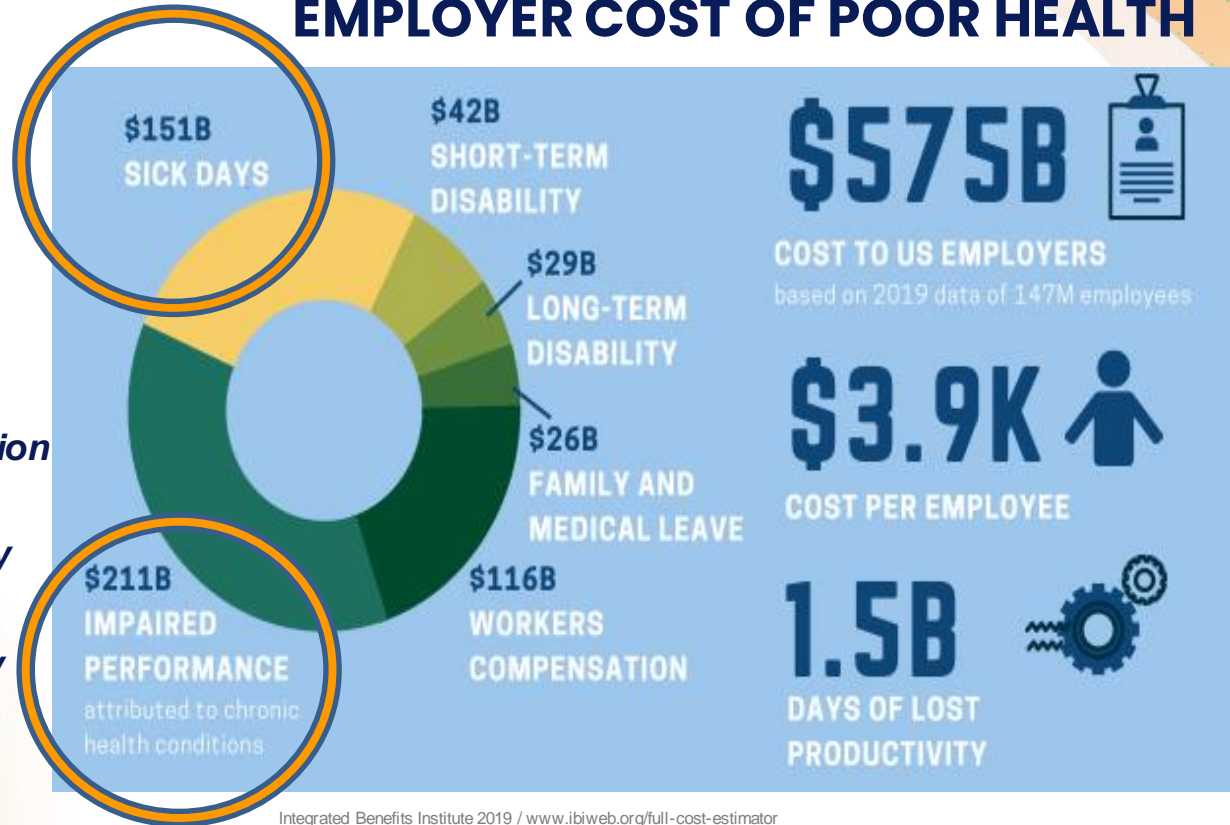
#2 Absenteeism

#3 Workers Compensation

#4 Short-Term Disability

#5 Long-Term Disability

#6 Medical Leave



Integrated Benefits Institute 2019 / www.ibiweb.org/full-cost-estimator

Evaluation Overview

- Standard Framework
- Process (i.e. participation, satisfaction)
- Impact (Behavior Change)
- Outcome (i.e. productivity, absence, VOI)

Evaluation Overview

- Result Based Accounting (Friendman, 2005)
- Answers three questions:
 - How much did we do?
 - How well did we do it?
 - Is anyone better off?

Evaluation Overview

- Propensity Score Analysis (PSA)
- Times when experimental study is not feasible or ethical (workplace setting).
- PSA can be a good scientific rigor alternative
 - Decide on covariates to include
 - Use logistic regression to obtain a PS for each subject
 - Match exposed and unexposed subjects on the PS
 - Check the balance of covariates in both groups after matching on PS
 - Calculate the effect and standard error for matched population.



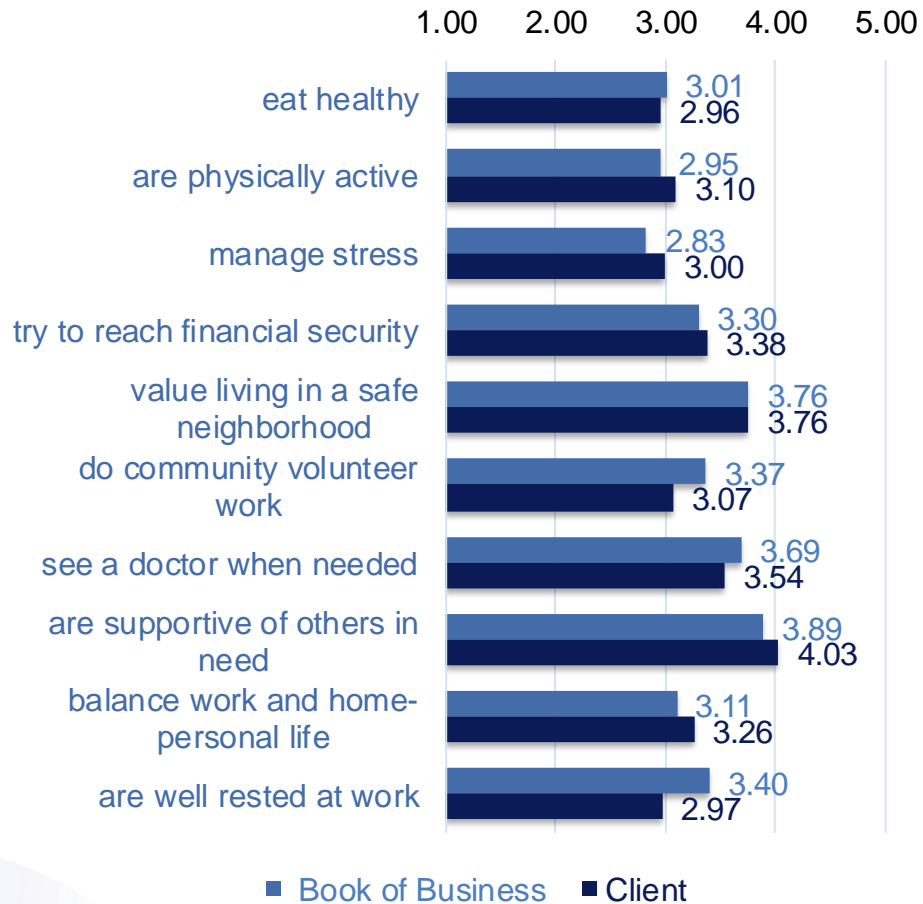
HIS-HE3

Health Improvement Solutions Health-Enhancing Environmental Evaluation

It is important FOR ME to:




I believe MY COWORKERS:



HIS-HE₃ Results

- Nearly all participants (97%) indicated they have attempted a positive behavior change in the last year, indicating overwhelmingly that employees are trying to adopt healthy lifestyles.



Productivity **Plus** Survey (PPS)

PRODUCTIVITY

— Exploring the Health and Productivity Link —

Total Health-Related Productivity Cost

	2019
Cost of absenteeism due to health problems	\$544,896
Cost of presenteeism due to health problems	\$347,028
	\$891,924

- Another item - “additional work impairment due to health problems”
 - \$397,804 annually
- Other productivity instruments factor in additional work impairment. To maintain a conservative approach we do not included in the total above.
- Book of Business comparisons on following slides

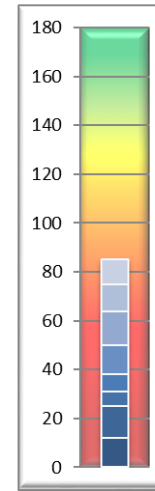
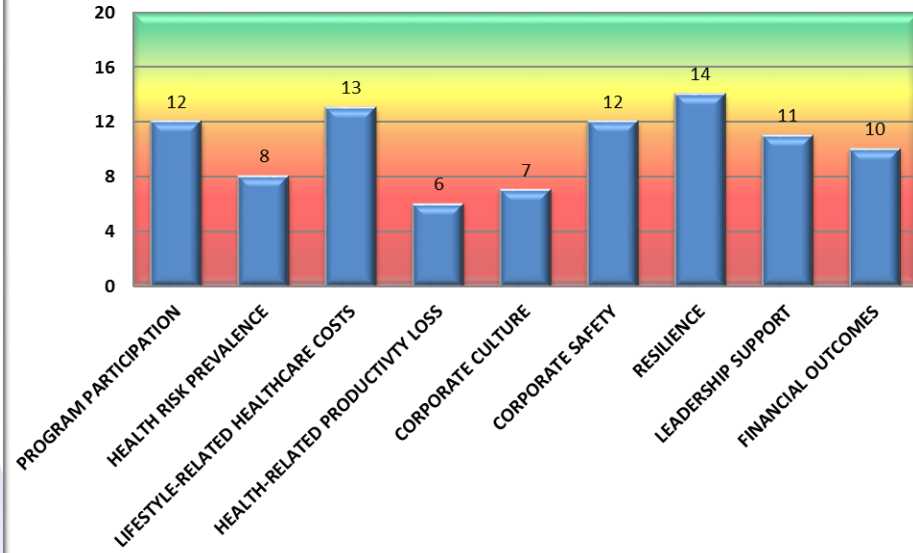
Evaluation Overview

VOI Variables

- Participation
- Satisfaction
- Health Impact
- Organizational Culture
- Productivity and Performance
- Financial Outcomes
- Value-on-Investment (VOI)

Organizational Scorecard

One Year Scorecard



- PROGRAM PARTICIPATION
- HEALTH RISK PREVALENCE
- LIFESTYLE-RELATED HEALTHCARE COSTS
- HEALTH-RELATED PRODUCTIVITY LOSS
- CORPORATE CULTURE
- RESILIENCE
- LEADERSHIP SUPPORT
- FINANCIAL OUTCOMES

	Score	Max
PROGRAM PARTICIPATION	12	20
HEALTH RISK PREVALENCE	8	20
LIFESTYLE-RELATED HEALTHCARE COSTS	13	20
HEALTH-RELATED PRODUCTIVITY LOSS	6	20
CORPORATE CULTURE	7	20
CORPORATE SAFETY	12	20
RESILIENCE	14	20
LEADERSHIP SUPPORT	11	20
FINANCIAL OUTCOMES	10	20
TOTAL SCORE	93	180

Evaluation Overview

Economic Framework (Martin Wolf)

- Shifts (i.e. demographics, technology)
- Shakes (i.e. COVID, climate change)
- Fragility (i.e. recession, layoffs)

Thank you!

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