

Evaluating Employer Wellbeing Programs

As health systems partner with employers for wellbeing initiatives, it's important that they have the right tools to ensure these strategies are successful. **When evaluating an employer's existing wellbeing program, it's necessary to assess the following aspects:**



1

Employee Retention

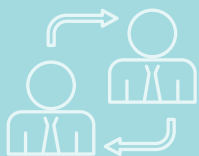
Forty-six percent of employees reported suffering from mental health issues during the pandemic,¹ and as a result, 41% are considering leaving their jobs this year.² A good wellbeing program shouldn't just focus on physical health; there should also be support for mental, emotional and financial health.



2

Absenteeism

High absenteeism could indicate that employees are suffering from poor health. Programs that reduce, prevent or control disease have shown to improve productivity and reduce absenteeism. Aside from being an indicator of poor health, absenteeism costs employers an average of \$1,685 per employee/per year.³



3

Wellbeing Program Participation

A wellbeing program with low employee participation and poor engagement is indicative that a change is needed. By looking at participation in activities such as health risk assessments, biometric screenings and incentive programs, and employer should get a good idea of the quality of their program.



4

Healthcare Claims and Benefit Costs

If healthcare claims and benefit costs are rising, it's usually a sign that the wellbeing program is in need of an overhaul. A good wellbeing program should offer programs for high-risk populations, including those with chronic conditions. An effective disease management program is one that will help lower costs.

Health systems should work with employers to create effective wellbeing programs that go beyond just physical health and address other areas of wellbeing, including mental and financial health. With Applied Health Analytics' biQ™ Population Health Management platform, health systems can help employers build programs that focus on overall wellbeing and include proven tactics such as biometric screening, health coaching and metrics-based incentive design. By partnering with Applied Health Analytics, health systems will have access to technology solutions that provide robust wellbeing data that can be easily accessed and provided in customized employer health portals. [Visit **appliedhealth.net/biq/** to learn more.](https://appliedhealth.net/biq/)

Sources:

- ¹ The Standard, COVID-19 Pandemic Impact on Behavioral Health in the Workplace, November 2020
- ² Employee Benefit News, Bosses are clueless that workers are miserable and looking to leave, March 22, 2021
- ³ Centers for Disease Control and Prevention, Worker Productivity Measures, April 1, 2016