

Laying the Foundation for Worksite Wellness



**WE CHOOSE HEALTH ACTION INSTITUTE –
WORKSITE WELLNESS BREAKOUT
SEPTEMBER 21, 2012**

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What this presentation will cover:



- The Business Case of Wellness
- Typical barriers to implementation
- Changing the message & Building a Culture
- We Choose Health: the challenges and opportunities



Why Wellness?



- **Bend the Cost Curve**
 - Business level
 - Community level
 - System level
- **Workforce – Present and Future**
 - Productivity
 - Competition
- **Health Reform**
 - New pressure points
- **Unhealthy Illinois**
 - Nearly 2/3rds of adults overweight or obese



The Business Case



- The cost of an unhealthy workplace
 - Healthcare = 25% of bottom line costs
 - Absenteeism = 6% of bottom line costs
 - Workers' Comp = 9% of bottom line costs
 - Presenteeism = 60% of bottom line costs

Bottom line – Unhealthy workplace costs money & erodes productivity



Challenges & Concerns



The division in interest and action on worksite wellness between larger and smaller employers is not insignificant.

- Business Surveys – Less than a third of small/mid-size businesses (less than 250 employees) are engaged in worksite wellness.
- MBGH/Chamber Survey – Does the ACA increase the need to keep employees healthy?
 - ✦ 41% of IL employers said “no” (vs. 32% at national level)
 - ✦ 51% of IL employers said “yes” (vs. 57% at national level)
 - ✦ Just over half of small employers nationally said yes vs. 70% for larger employers



Barriers to Overcome – Micro Level



- Lack of resources – money & managers
- Patience – short term vs. long term ROI
- Leadership values
- Finding what fits
- Health insurance design



Changing the Culture



Changing the Culture & The Message



- “It takes a village” (or a community)
- It’s not just the policy that matters, it’s the culture
- The cost of doing nothing is much **GREATER** than doing something



We Choose Health – Challenges & Opportunities



- Corraling the vast array of worksite wellness tools and resources
- Sharing best practices
- Identifying effective partners
- Building an effective model that recognizes “one size doesn’t fit all”
- Assisting unfunded communities
- Bending the healthcare curve

