



CareContinuum
A L L I A N C E

***Using Data to Study the Impact
of Workplace Wellness***

September 7, 2011

About the Presenters

- Project Director
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- Research Partner – RAND Health
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- Data Base Partner – Thomson Reuters
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Presentation Overview

- Overview of project – CCA
- Building the data base – Thomson Reuters
 - Content
 - Process
- Initial project – RAND
- Challenges

Project Overview

- The Care Continuum Alliance (CCA) has partnered with
 - Thomson Reuters and Emory University to develop a multi-employer, integrated database with comprehensive information on programs within the population health continuum
 - The RAND Corporation to lead the initial analytic use of this database

Why?

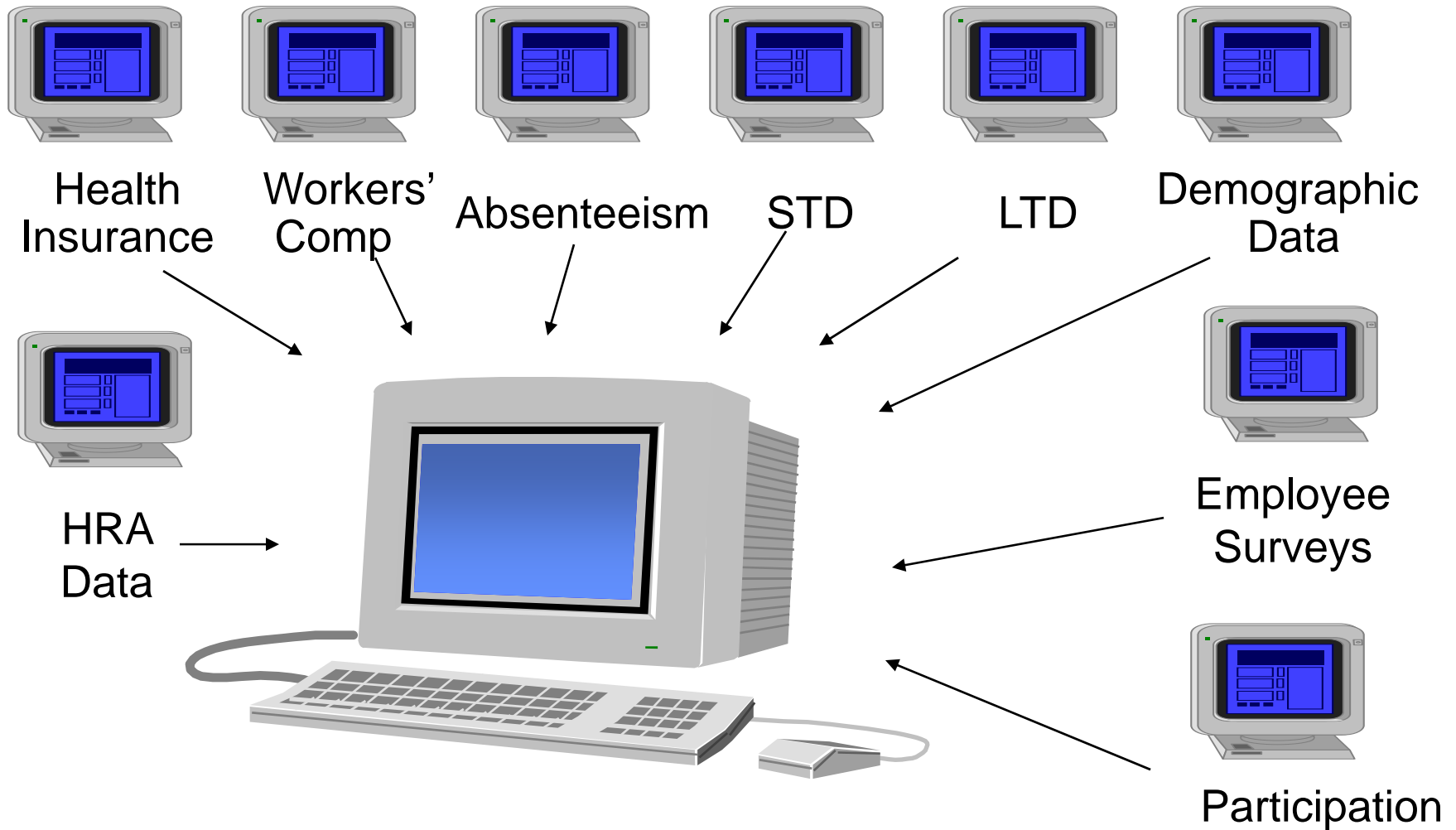
- To inform public policy on issues related to programs along the population health continuum (e.g., wellness, health promotion, disease management, etc.)
- To influence future health policy decisions
- To gain a deeper understanding of the programs/activities that constitute best or promising practices for employers
- To inform changes and improvements to employer programs

Building the Data Base

Data Variables

- We will develop a comprehensive, multi-employer database that will include de-identified and anonymous person-level data that will comprise:
 - medical claims (including pharmacy)
 - employee eligibility
 - health risk assessment (HRA)
 - wellness/disease management program participation data

The Value of Data Integration



Additional Data for Initial Study: RAND's Health & Wellness Survey

- **Employer background**
 - Industry
 - Employee population
- **Wellness program offerings**
- **Incentives**: program participation, program completion, achieving health outcomes
- **Leadership**: support, link to health and productivity, program evaluation

Eligibility for the Initial Project

- Current customer of one of the participating data suppliers
- At least two years of data for all data types
 - Data must occur in the timeframe 2005-2010

Data Acquisition for Initial Project

- Contribute Health Risk Appraisal (HRA), Eligibility, Medical Claims and Program Participation Data
 - For mutual customers of Thomson Reuters and data supplier, use data from the Thomson Reuters MarketScan[®] or Advantage Databases[®] and the data supplier's data warehouse
 - For non-mutual customers, provide data from data supplier's data warehouse using standard data layout for project

Database Build Process

- Data files will be aggregated across all employers into a uniform database suitable for analysis
- Results from Health and Wellness Survey will be linked to employer
- Thomson Reuters will utilize its established HIPAA-compliant data collection and storage procedures to maintain employee confidentiality
 - For data collected through the Advantage Suite® or MarketScan® databases
 - For new data

Database Build Process (continued)

- Individual-level or employer-level information will be de-identified and cannot be traced back to the individual or the organization
- RAND will have access only to the de-identified data set (de-identified for both individual and organization) to conduct the analyses
 - Results will be conducted in aggregate and will not identify any organizations by name

Using the Database for Significant Research: Initial Analytic Project

RAND Study

- Sponsored by the US Department of Labor and the Department of Health and Human Services
- To support a final report to the U.S. Congress on the effectiveness and impact of wellness programs, as specified in Section 1201 of the 2010 Patient Protection and Affordable Care Act (PPACA)

RAND Study

- Project goals
 - “Epidemiology” of program use (types, frequency, etc.)
 - Program impact on health behavior, outcomes, access to care and affordability of coverage
 - Impacts of wellness-program-related incentives
- Findings from this study will be submitted to the U.S. Congress in Fall of 2012

RAND Study

- Project includes both quantitative and qualitative components
 - Literature review
 - Employer survey
 - Case studies of four employers
 - Secondary data analysis of medical claims and wellness program data (CCA database)

RAND Study

- Research questions to be answered through analyzing the CCA database
 - What is the effectiveness of wellness programs in promoting health and preventing disease?
 - What is the impact of wellness programs on cost and utilization of care?
 - What impact do different types of employee rewards or incentives have on program participation and health behavior?

Going Forward

Challenges

- Many layers of participation
 - Multiple organizations
 - Multiple agreements
- No industry agreed standard format
 - Health Risk Appraisal
 - Participation data
- Resource/time commitments for participants

Building the Database

- Continue to add data from current participants
- Add new sources of data from participants
- Add new participants expanding
 - The type of program offerings represented
 - The range of participant characteristics
 - Organization size
 - Organization location
 - Industry and employee type

Opportunities for Future Research

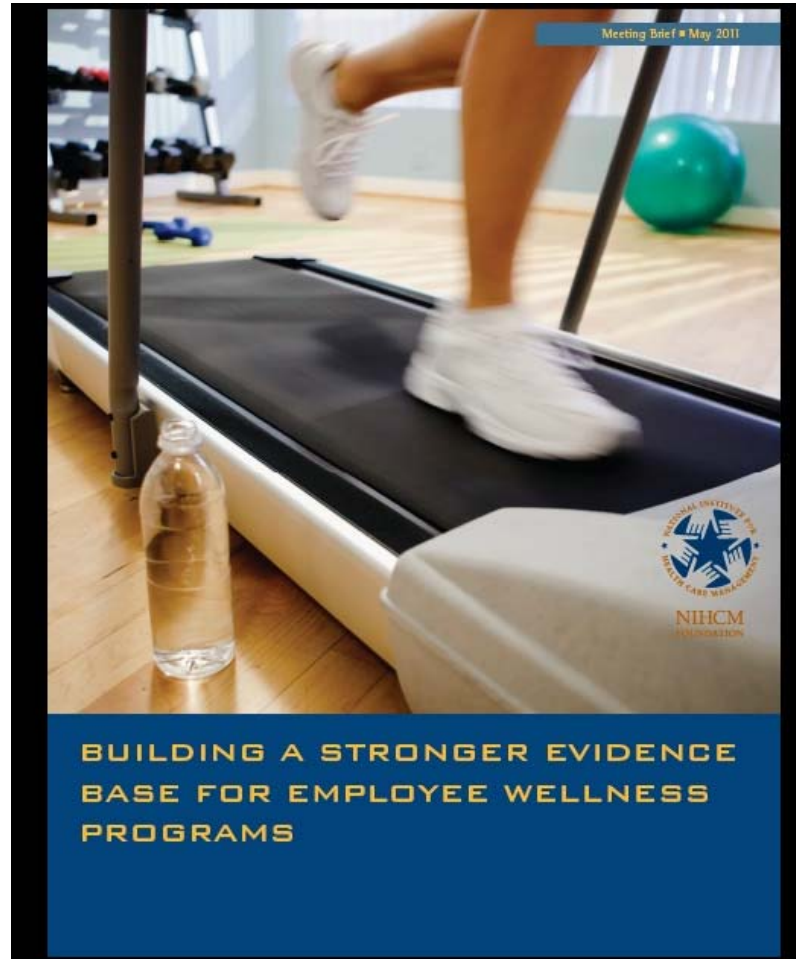
- Comparative evaluation of different non-experimental evaluation methods
 - What is an approach that gives reasonably valid results with realistic effort?
- Assessment of differential impact of wellness and disease management programs on different population groups
 - What works for whom in which context?

Opportunities for Future Research

- Development of Workforce Health Indices
- Collaboration with organizations on data standards
- Evaluation of program impacts
- Addressing a comprehensive research agenda developed by the National Institute for Health Care Management (NIHCM)

NATIONAL INSTITUTE FOR HEALTH CARE MANAGEMENT (NIHCM) REPORT:

http://www.nihcm.org/images/stories/Wellness_FINAL_electronic_version.pdf



Discussion

- What are viable strategies for encouraging continued participation of current contributors?
- What is the best way to attract new participants?

Questions?