



Workplace Wellness Programs

2022 Manufacturing Client
500 employees
Headquartered in North Carolina





BIOMETRIC & ROI CASE STUDY

The Problem:

In 2008, a commercial electrical company with multiple locations across the state of North Carolina approached TargetCare to help manage the escalating cost of their healthcare claims. Their population is male-dominated and most employees had no connection with primary care physicians.

The Response:

TargetCare responded by implementing a hybrid health coaching program, free for all employees. We employed two registered nurses who have now served the employees since the program start date in 2008, for 14 years.

Our health coaching program is available for employees either in-person or telephonically. TargetCare also does annual biometric screenings to gather health data per each employee, and then schedules a review season for health coaches to individually review employees risk number for certain chronic diseases.

TargetCare also implemented an engagement program with weekly wellness emails, monthly lunch & learns, and quarterly health-related presentations called Health Break Stations.

75%

Participation in
TargetCare Health
Coaching Program

4:1

Average ROI across a
5-year cohort

800+

Health Coaching
Appointments made since
program implementation

The Results:

Our employee-sponsored wellness program serve as a strategy to educate these employees on their health, reduce healthcare spending, and monitor and manage acute and chronic care conditions.

TargetCare biometric screenings are conducted annually, and provide employees with an individual "Know Your Number", or KYN, risk score which serves as a base measure to compare against a variety of chronic conditions. The KYN risk score is a measure for how at risk the individual is for developing various chronic conditions. **This client's average KYN score has consistently stayed 2-3 points beneath the national average KYN score since implementing the TargetCare program.**

Each participants risk score places them in a risk category ranging from extremely high to optimal. Each year's biometric screening hopes to move employees in and out of certain ranges and towards the optimal category.

Across the five-year cohort, we successfully moved half of these employees out of a higher category and into a lower one.



50%

of employees decreased their risk for chronic disease.



80%

of participants with hypertension eliminated their risk.




53%

of participants decreased their blood pressure.



38%

of participants decreased their weight.



I'm so glad this program is offered. After I received my TargetCare results, I was very concerned about my health and what might happen if I didn't change some things in my life. I immediately changed how I was eating, I quit drinking alcohol and started going to the gym. Since the assessment in March, I have lost 15 pounds and I had an appointment with a new primary care physician. My labs are already showing improvement.

- TargetCare Program Participant



The Results:

Each occurrence of a chronic condition, an office visit, lab fee, absenteeism, and presenteeism contribute to the overall costs an employer will pay for healthcare related expenses. Introducing a wellness program helped this client with their high claims costs.

The following figures are averaged over a 5-year cohort of this client's wellness program.

Risk Reduction:		
Per occurrence of preventable chronic disease		
	Number of occurrences:	78 occurrences
	Avg. Cost per occurrence:	\$4,483
	TOTAL COSTS AVOIDED:	\$336,494
Office Visits:		
Costs diverted from physician's office or health counselor		
	Visits:	1,134 visits
	TOTAL COSTS AVOIDED:	\$81,142
Lab Fees:		
Based on market lab rates		
	TOTAL COSTS AVOIDED:	\$22,297
Absenteeism:		
Reduction in chronic disease absenteeism		
	TOTAL COSTS AVOIDED:	\$33,300
Presenteeism:		
Reduction in chronic disease presenteeism		
	TOTAL COSTS AVOIDED:	\$136,578
Total Costs Avoided:		\$609,811
Average ROI:		\$4 : \$1