



# Workplace Wellness Programs

2022 Municipality  
250 employees  
Headquartered in Georgia





## BIOMETRIC & ROI CASE STUDY

### The Problem:

In 2016, a municipality in the Southeast approached TargetCare with a need of supporting their employees with health education and to help them mitigate claims costs. This client had employees with chronic diseases, including diabetes, hypertension, and stress related to their job.

### The Response:

TargetCare responded by implementing an onsite clinic with a nurse practitioner at a central location all employees could access. The clinic is open for anyone with acute care needs.

We also implemented a health coaching program, with a provider that visits multiple locations across the municipality for in-person coaching. This provider also conducts coaching appointment telephonically.

TargetCare conducts annual Clinical Health Assessments, or CHAs, with this client. These are health assessments that gather biometric data and help identify any pre-existing chronic health conditions. A cornerstone of the TargetCare program is preventative care and helping teach employees to monitor these conditions.

# 75%

Participation in  
TargetCare Health  
Coaching Program

# 3:1

Average ROI across a  
5-year cohort

# 750+

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.

We have successfully moved participants risk scores down in the extremely high, high, and borderline high risk categories. The TargetCare program completely moved all participants out of the extremely high risk category for chronic disease.

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 prevented the overall risk score from increasing.



50%

of employees with uncontrolled diabetes were able to control or manage their diabetes.



83%

of participants with hypertension eliminated their risk.



44%

of participants with pre-diabetes decreased their risk.



30%

of participants reduced their cholesterol levels.

TargetCare's partnership as our wellness provider has helped our employees to better understand their health. Their professional health coaches help employees find ways to set goals and make improvements to their overall well-being whether it be management of conditions, recommendations on doctors, or an acute visit at the TargetCare run onsite health clinic. TargetCare has helped provide valuable metrics to monitor our healthcare costs and has been a dedicated partner in helping to create a comprehensive, value-added wellness program that has brought benefits to both the organization as well as the employees.

– Client HR Representative

# 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:	34 occurrences
Avg. Cost per occurrence:	\$4,265
<b>TOTAL COSTS AVOIDED:</b>	<b>\$150,122</b>

## Office Visits:

Costs diverted from physician’s office or health counselor

Visits:	746 visits
<b>TOTAL COSTS AVOIDED:</b>	<b>\$51,119</b>

## Lab Fees:

Based on market lab rates

<b>TOTAL COSTS AVOIDED:</b>	<b>\$9,594</b>
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## Absenteeism:

Reduction in chronic disease absenteeism

<b>TOTAL COSTS AVOIDED:</b>	<b>\$17,098</b>
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## Presenteeism:

Reduction in chronic disease presenteeism

<b>TOTAL COSTS AVOIDED:</b>	<b>\$73,853</b>
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## Total Costs Avoided:

**\$346,215**

## Average ROI:

**\$3 : \$1**