

National Alliance of Healthcare Purchaser Coalitions Data Platform Benchmarking

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A Pragmatic Approach for Employers to Improve Measurement in Workforce Health and Productivity

Thomas Parry, PhD, and Bruce Sherman, MD, FCCP, FACOEM
POPULATION HEALTH MANAGEMENT Volume 15, Number 2, 2012

Health Dimension	Key Metric
Financial	Total health-related program cost per employee
Program participation	Participating employees as a percent of eligible employees
Biometric screening	Employees meeting clinical targets as a percent of all employees
Health risks	Number of health risks per employee
Utilization	Employees receiving medical care by type as a percent of all employees
Preventive care	Employees receiving appropriate screening as a percent of all employees
Chronic conditions	Employees with chronic conditions as a percent of all employees
Lost time from work	Number of lost workday equivalent per employee due to health issues
Employee engagement	Average health engagement survey score per employee

National Alliance DAG Survey
51 Coalitions representing 45 million lives
31 Coalitions participated in the survey
Coalitions with & without data platforms



Questions Asked

- Coalition or Contract Platform
 - Data Sets Collected
 - Ability to Integrate
- How Information is Used
- Barriers to Platform Use

Data Sets Collected

- **DEMOGRAPHICS:** Enrollment Individual, Enrollment Job, Employment Status, NAICS Code, Business Unit, Location, Sublocations
- **HEALTH CLAIMS:** Employees, Dependents, Medical Claims, Pharmacy Claims, behavioral Health Claims, Vision Claims, Dental Claims, Employer Health Clinics
- **WELLNESS/HEALTH PROMOTION:** Employees, Dependents, HRAs, Biometric Data, Wellness Participation, Disease Management.
- **PRODUCTIVITY DATA:** Health Absence, Long & Short-term Disability, Workers' Compensation, Presenteeism, Performance Review

Demographic

Contract Platforms

Data File	Capability	Currently
Enrollment-Individual		
Enrollment-Job		
Employment Status		
NAICS Code		
Business Unit		
Location		
Sublocations		

Health Claims

Contract Platforms

Data File	Capability	Currently	I. Wellness	I. Productivity
Employees	Yellow	Green	Yellow	Yellow
Dependents	Yellow	Green	Yellow	Yellow
Medical	Yellow	Green	Yellow	Yellow
Pharmacy	Yellow	Yellow	Yellow	Yellow
Behavioral	Red	Yellow	Yellow	Yellow
Vision	Red	Red	Red	Red
Dental	Red	Red	Red	Red
Health Clinics	Red	Yellow	Yellow	Yellow

Wellness / Health Improvement

Contract Platforms

Data File	Capability	Currently	I. Medical	I. Productivity
Employees				
Dependents				
HRAs				
Biometric				
Participation				
Disease Mgmt.				

Productivity

Contract Platforms

Data File	Capability	Currently	I. Medical	I. Wellness
Health Absences	Yellow	Red	Green	Green
Short-term Disability	Red	Red	Yellow	Yellow
Long-term Disability	Red	Red	Yellow	Yellow
WC Medical	Red	Red	Green	Yellow
WC Disability	Red	Red	Yellow	Yellow
Presenteeism	Red	Red	Yellow	Yellow
Performance Review	Red	Red	Yellow	Yellow

How IS DATA USED

Health Plan Monitoring / Selection	Regional Coalition Influence
Health System Monitoring / Selection	Predictive Modeling
Pharmacy Plan Monitoring / Selection	Alternative Delivery & Payment Decision-Making
Wellness Provider Monitoring / Selection	Carve-In, Carve-Out Decision-Making
Disease Management Monitoring / Selection	Chronic Condition Mgmt. Report
Other Provider Monitoring / Selection	Preventative Care Utilization Report
Demonstrate Value of Integrated HPM	Gaps in Care Report
Identify Cost & Quality Improvement Opportunities	Utilization of Services Report
Coalition Cost & Quality Monitoring	Biometric Trend
Cohort Tracking (HRA, Intervention)	

Barriers to Data Analytics

Time, priority, financial resources of coalition	Cyber Security
Time, priority, financial resources of members	Contract management
Perceived value by coalition members	Common definitions
Health plan cooperation	Platform limitations
Paid amounts not provided	Legal concerns, e.g., NDAs, ownership
Data aggregator cooperation	HIPAA

Path Forward

- Coalition Knowledge
- Facilitate Coalition Collaboration
- Employer Support
- Recommended Guidelines

You Cannot Manage What You Cannot Measure

What Do We Want To Manage?

Benefits Design

Population Health