

AVERAGE COST OF WELLNESS PROGRAM PER EMPLOYEE

THE AVERAGE COST OF A WELLNESS PROGRAM PER EMPLOYEE: A COMPREHENSIVE GUIDE

ARE YOU CONSIDERING IMPLEMENTING A WELLNESS PROGRAM FOR YOUR EMPLOYEES BUT UNSURE ABOUT THE FINANCIAL COMMITMENT? UNDERSTANDING THE AVERAGE COST OF A WELLNESS PROGRAM PER EMPLOYEE IS CRUCIAL FOR BUDGETING AND JUSTIFYING THE INVESTMENT. THIS COMPREHENSIVE GUIDE WILL DELVE INTO THE FACTORS INFLUENCING THE COST, PROVIDE REALISTIC ESTIMATES, AND HELP YOU DETERMINE THE POTENTIAL ROI OF A WELLNESS INITIATIVE FOR YOUR COMPANY. WE'LL EXPLORE VARIOUS PROGRAM TYPES, DISCUSS COST-SAVING STRATEGIES, AND EQUIP YOU WITH THE KNOWLEDGE TO MAKE AN INFORMED DECISION.

UNDERSTANDING THE VARIABLES AFFECTING WELLNESS PROGRAM COSTS

THE "AVERAGE COST OF A WELLNESS PROGRAM PER EMPLOYEE" ISN'T A ONE-SIZE-FITS-ALL FIGURE. IT VARIES SIGNIFICANTLY DEPENDING ON SEVERAL FACTORS:

PROGRAM SCOPE AND FEATURES: A BASIC PROGRAM FOCUSING ON HEALTH SCREENINGS MIGHT COST SIGNIFICANTLY LESS THAN A COMPREHENSIVE PROGRAM ENCOMPASSING HEALTH COACHING, GYM MEMBERSHIPS, STRESS MANAGEMENT WORKSHOPS, AND ON-SITE FITNESS FACILITIES. MORE EXTENSIVE PROGRAMS NATURALLY COMMAND HIGHER COSTS.

EMPLOYEE PARTICIPATION RATE: A PROGRAM WITH HIGH EMPLOYEE PARTICIPATION WILL GENERALLY SPREAD THE COSTS MORE EFFECTIVELY, LOWERING THE PER-EMPLOYEE COST. CONVERSELY, LOW PARTICIPATION RATES MEAN A HIGHER PER-EMPLOYEE COST BECAUSE THE INVESTMENT ISN'T SHARED AS BROADLY.

COMPANY SIZE: LARGER COMPANIES OFTEN BENEFIT FROM ECONOMIES OF SCALE, POTENTIALLY LOWERING THE PER-EMPLOYEE COST. SMALLER COMPANIES MIGHT FIND IT CHALLENGING TO NEGOTIATE THE SAME FAVORABLE RATES WITH VENDORS.

VENDOR SELECTION: THE CHOICE OF WELLNESS VENDORS SIGNIFICANTLY IMPACTS THE PRICE. SOME VENDORS OFFER COMPREHENSIVE PACKAGES, WHILE OTHERS OFFER A LA CARTE SERVICES. NEGOTIATING CONTRACTS EFFECTIVELY IS ESSENTIAL TO SECURE THE BEST VALUE.

GEOGRAPHIC LOCATION: COSTS CAN VARY DEPENDING ON YOUR LOCATION. LABOR COSTS, FACILITY RENTAL RATES, AND VENDOR PRICING CAN ALL DIFFER REGIONALLY.

ESTIMATING THE AVERAGE COST: A REALISTIC LOOK

WHILE A PRECISE AVERAGE IS IMPOSSIBLE TO STATE DEFINITELY, INDUSTRY BENCHMARKS SUGGEST A RANGE. YOU CAN EXPECT TO PAY ANYWHERE FROM \$300 TO \$1,500 PER EMPLOYEE PER YEAR. HOWEVER, THIS IS A BROAD SPECTRUM.

BASIC PROGRAMS: THESE PROGRAMS OFTEN FOCUS ON HEALTH SCREENINGS, BIOMETRIC DATA COLLECTION, AND EDUCATIONAL MATERIALS. THEY TYPICALLY FALL WITHIN THE \$300-\$600 PER EMPLOYEE PER YEAR RANGE.

MID-RANGE PROGRAMS: MID-RANGE PROGRAMS INTEGRATE MORE ELEMENTS, SUCH AS HEALTH COACHING, WELLNESS CHALLENGES, AND DISCOUNTS ON GYM MEMBERSHIPS. EXPECT COSTS IN THE \$600-\$1000 PER EMPLOYEE PER YEAR RANGE.

COMPREHENSIVE PROGRAMS: THESE PROGRAMS ARE THE MOST EXTENSIVE, INCORPORATING ON-SITE FITNESS FACILITIES, NUTRITION COUNSELING, STRESS REDUCTION INITIATIVES, AND POTENTIALLY MENTAL HEALTH SUPPORT. THESE PROGRAMS CAN EASILY EXCEED \$1000 PER EMPLOYEE PER YEAR, SOMETIMES REACHING \$1500 OR MORE.

COST BREAKDOWN: WHERE DOES YOUR MONEY GO?

LET'S DISSECT THE TYPICAL COST BREAKDOWN TO GAIN A CLEARER UNDERSTANDING:

VENDOR FEES: THIS IS OFTEN THE LARGEST COMPONENT, ENCOMPASSING PROGRAM DESIGN, IMPLEMENTATION, AND ONGOING SUPPORT.

PROGRAM MATERIALS: THIS INCLUDES MATERIALS LIKE EDUCATIONAL BROCHURES, WORKBOOKS, AND ONLINE RESOURCES.

INCENTIVES AND REWARDS: MANY PROGRAMS OFFER INCENTIVES FOR PARTICIPATION AND ACHIEVING HEALTH GOALS.

FACILITY COSTS (IF APPLICABLE): IF YOUR PROGRAM INVOLVES ON-SITE FACILITIES, THIS WILL BE A SIGNIFICANT EXPENSE.

STAFFING (IF APPLICABLE): IF YOU EMPLOY DEDICATED WELLNESS STAFF, SALARIES AND BENEFITS WILL ADD TO THE OVERALL COST.

STRATEGIES FOR REDUCING WELLNESS PROGRAM COSTS

SEVERAL STRATEGIES CAN HELP YOU KEEP COSTS MANAGEABLE WITHOUT SACRIFICING PROGRAM EFFECTIVENESS:

PHASED IMPLEMENTATION: INSTEAD OF LAUNCHING A FULLY COMPREHENSIVE PROGRAM AT ONCE, START WITH A SMALLER, MORE FOCUSED PROGRAM AND GRADUALLY EXPAND ITS SCOPE AS YOU SEE POSITIVE RESULTS AND GAUGE EMPLOYEE ENGAGEMENT.

LEVERAGE EXISTING RESOURCES: EXPLORE OPPORTUNITIES TO PARTNER WITH LOCAL ORGANIZATIONS OR COMMUNITY CENTERS TO ACCESS FACILITIES OR SERVICES AT REDUCED RATES.

NEGOTIATE WITH VENDORS: DON'T HESITATE TO NEGOTIATE CONTRACTS WITH VENDORS TO SECURE THE BEST POSSIBLE PRICING. SHOP AROUND AND COMPARE OFFERS FROM MULTIPLE PROVIDERS.

INCENTIVIZE PARTICIPATION: OFFERING REWARDS AND INCENTIVES FOR PARTICIPATION CAN SIGNIFICANTLY BOOST ENGAGEMENT AND REDUCE THE PER-EMPLOYEE COST BY MAXIMIZING THE BENEFIT FROM THE INVESTMENT.

FOCUS ON PREVENTION: PRIORITIZING PREVENTIVE MEASURES, SUCH AS HEALTH SCREENINGS AND EDUCATIONAL PROGRAMS, CAN HELP REDUCE HEALTHCARE COSTS IN THE LONG RUN.

MEASURING THE RETURN ON INVESTMENT (ROI) OF YOUR WELLNESS PROGRAM

THE ROI OF A WELLNESS PROGRAM IS MULTIFACETED AND GOES BEYOND JUST FINANCIAL METRICS. WHILE YOU MIGHT NOT SEE IMMEDIATE COST SAVINGS, CONSIDER THESE POTENTIAL RETURNS:

REDUCED HEALTHCARE COSTS: HEALTHY EMPLOYEES ARE LESS LIKELY TO REQUIRE EXTENSIVE MEDICAL CARE, POTENTIALLY LOWERING INSURANCE PREMIUMS AND CLAIMS.

INCREASED PRODUCTIVITY AND ENGAGEMENT: HAPPIER, HEALTHIER EMPLOYEES TEND TO BE MORE PRODUCTIVE AND ENGAGED IN THEIR WORK.

IMPROVED EMPLOYEE RETENTION: A STRONG WELLNESS PROGRAM CAN ENHANCE EMPLOYEE MORALE AND LOYALTY, REDUCING TURNOVER COSTS.

ENHANCED COMPANY REPUTATION: OFFERING A COMPREHENSIVE WELLNESS PROGRAM CAN ATTRACT AND RETAIN TOP TALENT, IMPROVING YOUR COMPANY'S REPUTATION.

REDUCED ABSENTEEISM AND PRESENTEEISM: HEALTHIER EMPLOYEES ARE LESS LIKELY TO MISS WORK DUE TO ILLNESS OR BE UNPRODUCTIVE DUE TO HEALTH ISSUES.

CONCLUSION

DETERMINING THE AVERAGE COST OF A WELLNESS PROGRAM PER EMPLOYEE REQUIRES CONSIDERING VARIOUS FACTORS, FROM PROGRAM SCOPE TO VENDOR SELECTION. WHILE COSTS CAN VARY SIGNIFICANTLY, A WELL-STRUCTURED PROGRAM CAN DELIVER

SUBSTANTIAL RETURNS IN TERMS OF EMPLOYEE HEALTH, PRODUCTIVITY, AND OVERALL COMPANY PERFORMANCE. BY CAREFULLY PLANNING, SELECTING THE RIGHT VENDORS, AND STRATEGICALLY MANAGING COSTS, YOU CAN IMPLEMENT A SUCCESSFUL WELLNESS PROGRAM THAT ALIGNS WITH YOUR BUDGET AND ACHIEVES YOUR OBJECTIVES. REMEMBER TO TRACK YOUR ROI TO DEMONSTRATE THE VALUE OF YOUR INVESTMENT AND INFORM FUTURE PROGRAM DEVELOPMENT.

FAQs

1. CAN I GET TAX CREDITS FOR OFFERING A WELLNESS PROGRAM? YES, DEPENDING ON YOUR LOCATION AND THE SPECIFIC FEATURES OF YOUR PROGRAM, YOU MIGHT BE ELIGIBLE FOR TAX CREDITS OR DEDUCTIONS. CONSULT A TAX PROFESSIONAL FOR MORE INFORMATION.
1. WHAT IF MY EMPLOYEES DON'T PARTICIPATE IN THE WELLNESS PROGRAM? LOW PARTICIPATION RATES CAN INCREASE THE PER-EMPLOYEE COST. FOCUS ON PROMOTING THE PROGRAM EFFECTIVELY, OFFERING INCENTIVES, AND MAKING IT EASILY ACCESSIBLE. REGULAR COMMUNICATION IS KEY.
1. HOW DO I CHOOSE THE RIGHT WELLNESS VENDOR? LOOK FOR VENDORS WITH EXPERIENCE, A PROVEN TRACK RECORD, AND A PROGRAM THAT ALIGNS WITH YOUR COMPANY CULTURE AND EMPLOYEE NEEDS. REQUEST REFERENCES AND COMPARE MULTIPLE OPTIONS BEFORE MAKING A DECISION.
1. HOW OFTEN SHOULD I REVIEW AND ADJUST MY WELLNESS PROGRAM? REGULARLY REVIEW YOUR PROGRAM'S EFFECTIVENESS, EMPLOYEE FEEDBACK, AND COST-EFFECTIVENESS. ADJUST YOUR STRATEGY AS NEEDED TO ENSURE IT REMAINS RELEVANT AND IMPACTFUL.
1. ARE THERE ANY FREE OR LOW-COST WELLNESS PROGRAM OPTIONS? YES, THERE ARE MANY RESOURCES AVAILABLE ONLINE OFFERING FREE OR LOW-COST WELLNESS MATERIALS AND PROGRAMS. HOWEVER, THESE MIGHT NOT OFFER THE SAME LEVEL OF SUPPORT AND PERSONALIZATION AS PAID PROGRAMS.

📖 **average cost of wellness program per employee:** Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

average cost of wellness program per employee: A Review of the U.S. Workplace Wellness Market Soeren Mattke, Christopher Schnyer, Kristin R Van Busum, 2012-11-28 This paper describes the current state of workplace wellness programs in the United States, including typical program components; assesses current uptake among U.S. employers; reviews the evidence for program impact; and evaluates the current use and the impact of incentives to promote employee engagement.

average cost of wellness program per employee: *Young Adults in the Workplace* Jeremy W. Bray, Deborah M. Galvin, Laurie A. Cluff, 2011-02-28 The Substance Abuse and Mental Health Services Administration funded the multisite Young Adults in the Workplace (YIW) initiative to study the effectiveness of diverse approaches to workplace-based prevention of substance abuse. Six teams adapted evidence-based programs to target young employees and then implemented the programs in retail, restaurant, health care, construction, skilled trade, and transportation industry workplaces. This book describes the programs, the adaptation and implementation processes, and the YIW cross-site evaluation.

average cost of wellness program per employee: *Workplace Wellness that Works* Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs *Workplace Wellness That Works* provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? *Workplace Wellness That Works* shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, *Workplace Wellness That Works* skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

average cost of wellness program per employee: *Management Lessons from the Mayo Clinic (PB)* Leonard L. Berry, Kent D. Seltman, 2008-05-31 *Management Lessons from Mayo Clinic* reveals for the first time how this complex service organization fosters a culture that exceeds customer expectations and earns deep loyalty from both customers and employees. Service business authority Leonard Berry and Mayo Clinic marketing administrator Kent Seltman explain how the Clinic implements and maintains its strategy, adheres to its management system, executes its care model, and embraces new knowledge - invaluable lessons for managers and service providers of all industries. Drs. Berry and Seltman had the rare opportunity to study Mayo Clinic's service culture and systems from the inside by conducting personal interviews with leaders, clinicians, staff, and patients, as well as observing hundreds of clinician-patient interactions. The result is a book about how the Clinic's business concept produces stellar clinical results, organizational efficiency, and interpersonal service. By examining the operating principles that guide every management decision at this legendary healthcare institution, the authors Demonstrate how a great service brand evolves from the core values that nourish and protect it Extrapolate instructive business lessons that apply outside healthcare Illustrate the benefits of pooling talent and encouraging teamwork Relate historical events and perspectives to the present-day Mayo Clinic Share inspiring stories from staff and patients An innovative analysis of this exemplary institution, *Management Lessons from Mayo Clinic* presents a proven prescription for creating sustainable service excellence in any organization.

average cost of wellness program per employee: *ACSM's Worksite Health Handbook* American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related

productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of ACSM's Worksite Health Handbook includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and practice makes it a definitive and comprehensive resource on worksite health promotion, productivity management, disease prevention, and chronic disease management. ACSM's Worksite Health Handbook, Second Edition, has the following features:

- An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs
- A review of the effectiveness of strategies in worksite settings, including economic impact, best practices, and the health-productivity relationship
- Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning
- A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs
- An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety

The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings. Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

average cost of wellness program per employee: Cracking Health Costs Tom Emerick, Al Lewis, 2013-06-07 Cracking Health Costs reveals the best ways for companies and small businesses

to fight back, right now, against rising health care costs. This book proposes multiple, practical steps that you can take to control costs and increase the effectiveness of the health benefit. The book is all about rolling back health care costs to save companies and employees money. Working hand-in-hand with their employees, businesses need to ensure that, whenever feasible, employees with the most expensive diagnoses get optimal treatment at hospitals not practicing “volume-driven” medicine for higher profits. Less than 10% of employees incur 80% of costs. About 20% of patients have been completely misdiagnosed, while many others are simply the victims of surgeons who are either practicing bad medicine or overtreating for profit. For example, some companies, such as Walmart and Lowe’s, are turning to the “Centers of Excellence” approach author Tom Emerick helped to pioneer while running benefits for Walmart. By determining which hospitals are adopting the highest standards of care, benefits managers can reduce the number of unnecessary high-cost surgeries and improve employees’ overall health. The solution-based approach offered by the book is unique, because it can be implemented by businesses today.

average cost of wellness program per employee: Integrating Employee Health Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

average cost of wellness program per employee: The Designing for Growth Field Book Jeanne Liedtka, Tim Ogilvie, 2019-04-30 Designing for Growth: A Design Thinking Tool Kit for Managers (D4G) showed how organizations can use design thinking to boost innovation and drive growth. This updated and expanded companion guide is a stand-alone project workbook that provides a step-by-step framework for applying the D4G tool kit and process to a particular project, systematically explaining how to address the four key questions of the design thinking approach. In the field book, Jeanne Liedtka, Tim Ogilvie, and Rachel Brozenske guide readers through the design process with reminders of key D4G takeaways as they progress. Readers learn to identify an opportunity, draft a design brief, conduct research, establish design criteria, brainstorm, develop concepts, create napkin pitches, make prototypes, solicit feedback from stakeholders, and run learning launches. This second edition is suitable for projects in business, nonprofit, and government contexts, with all-new tools, practical advice, and facilitation tips. A new introduction discusses the relationship between strategy and design thinking.

average cost of wellness program per employee: The Healthy Workplace Nudge Rex Miller, Phillip Williams, Michael O'Neill, 2018-04-11 Discover how healthy buildings, culture, and people lead to high profits Organizations and employees now spend an average of \$18,000 per year per employee for health costs, a 61% increase in 10 years. Every indicator projects these costs will double before 2030. This is an unsustainable path. These costs are the tip to an even bigger iceberg, the hidden costs of time out of the office, distraction, disengagement, and turnover. The Healthy Workplace Nudge explains the findings of research on 100 large organizations that have tackled the problems of employee health costs and disengagement in five fresh ways: Well-being leads to health and high performance Wake up to the fact that 95% of traditional wellness programs fail to improve health or lower costs Behavioral economics has become a new powerful tool to nudge healthy behavior Healthy buildings are now cost effective and produce your strongest ROI to improving

health Leaders who develop healthy cultures achieve sustainable high performance and employee wellbeing In addition to proving highly effective, these approaches represent a fraction of the cost sunk into traditional wellness and engagement programs. The book explains how to create a workplace that is good for people, releases them to what they do best and enjoy most, and produces great and profitable work. • Find actionable strategies and tactics you can put into use today • Retain happy, productive talent • Cut unnecessary spending and boost your bottom line • Benefit from real-world research and proven practice If you're a leader who cares about the health and happiness of your employees, a human resource professional, or a professional who develops, designs, builds, or outfits workplace environments to improve employee health and wellbeing, this is one book you'll want to have on hand.

average cost of wellness program per employee: Why Nobody Believes the Numbers Al Lewis, 2012-06-11 Why Nobody Believes the Numbers introduces a unique viewpoint to population health outcomes measurement: Results/ROIs should be presented as they are, not as we wish they would be. This viewpoint contrasts sharply with vendor/promoter/consultant claims along two very important dimensions: (1) Why Nobody Believes presents outcomes/ROIs achievable right here on this very planet... (2) ...calculated using actual data rather than controlled substances. Indeed, nowhere in healthcare is it possible to find such sharply contrasting worldviews, methodologies, and grips on reality. Why Nobody Believes the Numbers includes 12 case studies of vendors, carriers, and consultants who were apparently playing hooky the day their teacher covered fifth-grade math, as told by an author whose argument style can be so persuasive that he was once able to convince a resort to sell him a timeshare. The book's lesson: no need to believe what your vendor tells you -- instead you can estimate your own savings using "ingredients you already have in your kitchen." Don't be intimidated just because you lack a PhD in biostatistics, or even a Masters, Bachelor's, high-school equivalency diploma or up-to-date inspection sticker. Why Nobody Believes the Numbers explains how to determine if the ROIs are real...and why they usually aren't. You'll learn how to: Figure out whether you are moving the needle or just crediting a program with changes that would have happened anyway Judge whether the ROIs your vendors report are plausible or even arithmetically possible Synthesize all these insights into RFPs and contracts that truly hold vendors accountable for results

average cost of wellness program per employee: Presenteeism at Work Cary L. Cooper, Luo Lu, 2018-08-23 Coming to work sick may do more harm than staying home - for the employee, the team, and the firm. Whilst the cost of absenteeism in organizations has been widely acknowledged and extensively examined, the counter-issue of 'presenteeism' has only recently attracted scholarly attention as a phenomenon that harms employee wellbeing, disrupts team dynamism, and damages productivity. This volume brings together leading international scholars from diverse scientific backgrounds, including occupational psychology, health, and medicine, to provide a pioneering review of the subject. International in scope, the collection incorporates both Western and East Asian perspectives, making it an informative resource for multinational companies seeking to formulate human resource strategies and better manage their culturally diverse workforce. It will also appeal to scholars and graduate students researching human resource management, organization studies, organizational health, and organizational psychology.

average cost of wellness program per employee: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing —

career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

average cost of wellness program per employee: On Great Service Leonard L. Berry, 1995-04-01 Improving service quality has finally become a top priority of management today, yet according to service quality expert Leonard Berry only a handful of companies have managed to determine exactly what to improve and how to improve it. For the past two years, Berry studied dozens of companies of all sizes renowned for their capacity to deliver what they promise and more. From his on-site observation of the strategies and practices of such companies as Mary Kay Cosmetics, Tattered Cover Book Store, Longo Toyota & Lexus, Lakeland Regional Medical Center, and Hard Rock Cafe, Berry has constructed a dynamic new framework for improving service. This framework provides a roadmap for implementation found nowhere else in the service quality literature. In every chapter Berry draws on his twelve years of research in service quality to explain each part of the framework in detail. He provides rich insights and inspiring examples of great service -- including numerous examples unique to this book as well as the classic success stories of USAA, Taco Bell, and many more. Berry shows that a company must (1) develop service leadership skills and values -- a concept substantially different from developing general leadership; (2) build a service quality information system; and (3) create a comprehensive service strategy based on the four principles of great service: reliability, surprise, recovery, and fairness. He demonstrates how these four principles, when adopted by the leadership and infused into the systems of a service company, are the building blocks of the framework and form the anchor for implementation. Berry shows how the artistry of great service can be systematically created from this foundation through a company's organizational structure, technology, and often under utilized human resources assets. He challenges service managers to set their service quality aspirations higher, and his innovative, practical ideas will help them achieve those higher standards. Linking service excellence to value creation, Berry provides solid financial reasons for the necessity of great service. Here, at last, is the book for which managers in every service industry have waited: Leonard Berry's operating manual for turning plans for great service into action.

average cost of wellness program per employee: The Stop & Go Fast Food Nutrition Guide Steven G. Aldana, 2007 The Stop & Go Fast Food Nutrition Guide shows you how to navigate the fast food maze and choose foods that are actually good for you. The guide uses the colors of the stop light (red, yellow, and green) to help individuals choose foods that lead toward or away from good health. The Stop & Go Fast Food Nutrition Guide is the only guide that shows you how to navigate the fast food maze and identify fast foods that are actually good for you. With the help of a nationally recognized panel of nutrition experts, Dr. Aldana has color coded almost 3,500 fast foods from 68 different restaurants. Now you can sort through the fast food maze and select the healthy foods and avoid the unhealthy ones. Keep the guide in your glove box for easy access.

average cost of wellness program per employee: Overdiagnosed H. Gilbert Welch, Lisa Schwartz, Steve Woloshin, 2011-01-18 An exposé on Big Pharma and the American healthcare system's zeal for excessive medical testing, from a nationally recognized expert More screening doesn't lead to better health—but can turn healthy people into patients. Going against the conventional wisdom reinforced by the medical establishment and Big Pharma that more screening is the best preventative medicine, Dr. Gilbert Welch builds a compelling counterargument that what we need are fewer, not more, diagnoses. Documenting the excesses of American medical practice that labels far too many of us as sick, Welch examines the social, ethical, and economic ramifications

of a health-care system that unnecessarily diagnoses and treats patients, most of whom will not benefit from treatment, might be harmed by it, and would arguably be better off without screening. Drawing on 25 years of medical practice and research on the effects of medical testing, Welch explains in a straightforward, jargon-free style how the cutoffs for treating a person with “abnormal” test results have been drastically lowered just when technological advances have allowed us to see more and more “abnormalities,” many of which will pose fewer health complications than the procedures that ostensibly cure them. Citing studies that show that 10% of 2,000 healthy people were found to have had silent strokes, and that well over half of men over age sixty have traces of prostate cancer but no impairment, Welch reveals overdiagnosis to be rampant for numerous conditions and diseases, including diabetes, high cholesterol, osteoporosis, gallstones, abdominal aortic aneurysms, blood clots, as well as skin, prostate, breast, and lung cancers. With genetic and prenatal screening now common, patients are being diagnosed not with disease but with “pre-disease” or for being at “high risk” of developing disease. Revealing the economic and medical forces that contribute to overdiagnosis, Welch makes a reasoned call for change that would save us from countless unneeded surgeries, excessive worry, and exorbitant costs, all while maintaining a balanced view of both the potential benefits and harms of diagnosis. Drawing on data, clinical studies, and anecdotes from his own practice, Welch builds a solid, accessible case against the belief that more screening always improves health care.

average cost of wellness program per employee: The Healthy Workplace Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company’s bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they’ll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees’ well-being.

average cost of wellness program per employee: Wellbeing: The Five Essential Elements Tom Rath, James K. Harter, 2010-05-04 Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

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uncertainty, a premium placed on knowledge, and the threat of future talent scarcity. Key to an organization's success under these conditions is its ability to strengthen the links between people and performance. *Creating Healthy Organizations* provides executives, managers, human resource professionals, and employees an action-oriented approach to forging these connections by creating and sustaining vibrant and productive workplaces. A healthy organization operates in ways that benefits all stakeholders, including employees, customers, shareholders, and communities. Using a wide range of examples from a variety of internationally based industries, Graham Lowe integrates leading practices with research on workplace health and wellness, quality work environments, employee engagement, organizational performance, and corporate social responsibility to make a compelling business case for creating healthy, resilient, and sustainable organizations. *Creating Healthy Organizations* offers readers, whether CEOs or front-line workers, an innovative framework and practical tools for planning, implementing, and measuring healthy change in their workplaces.

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average cost of wellness program per employee: Commercial Motor Vehicle Driver Fatigue, Long-Term Health, and Highway Safety National Academies of Sciences, Engineering, and Medicine, Transportation Research Board, Division of Behavioral and Social Sciences and Education, Board on Human-Systems Integration, Committee on National Statistics, Panel on Research Methodologies and Statistical Approaches to Understanding Driver Fatigue Factors in Motor Carrier Safety and Driver Health, 2016-09-12 There are approximately 4,000 fatalities in crashes involving trucks and buses in the United States each year. Though estimates are wide-ranging, possibly 10 to 20 percent of these crashes might have involved fatigued drivers. The stresses associated with their particular jobs (irregular schedules, etc.) and the lifestyle that many truck and bus drivers lead, puts them at substantial risk for insufficient sleep and for developing short- and long-term health problems. *Commercial Motor Vehicle Driver Fatigue, Long-Term Health and Highway Safety* assesses the state of knowledge about the relationship of such factors as hours of driving, hours on duty, and periods of rest to the fatigue experienced by truck and bus drivers while driving and the implications for the safe operation of their vehicles. This report evaluates the relationship of these factors to drivers' health over the longer term, and identifies improvements in data and research methods that can lead to better understanding in both areas.

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culture, our thinking, our workplace, and our lives.

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Dave Ramsey explains those scriptural guidelines for handling money.

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the access, value, and equity problems associated with current employer, insurer, and government policies and practices. Health insurance terminology is often perplexing, and this volume defines essential concepts clearly and carefully. Using an array of primary sources, it provides a store of information on who is covered for what services at what costs, on how programs vary by employer size and industry, and on what governments do—and do not do—to oversee employment-based health programs. A case study adapted from real organizations' experiences illustrates some of the practical challenges in designing, managing, and revising benefit programs. The sometimes unintended and unwanted consequences of employer practices for workers and health care providers are explored. Understanding the concepts of risk, biased risk selection, and risk segmentation is fundamental to sound health care reform. This volume thoroughly examines these key concepts and how they complicate efforts to achieve efficiency and equity in health coverage and health care. With health care reform at the forefront of public attention, this volume will be important to policymakers and regulators, employee benefit managers and other executives, trade associations, and decisionmakers in the health insurance industry, as well as analysts, researchers, and students of health policy.

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elements that appear to work effectively.

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