



## Employee Health by the Numbers

To find the best employee wellness plan for your company, use **a tried-and-true health gauge: your calculator**. Four simple numbers will guide you to programs that fit your people. And the data is already on your desk.

### Calculation #1 Average Tenure

How long do employees stay with your company? Your health programs have that many years to make an impact.

The longer employees stay, the more your health costs are driven by chronic diseases, such as diabetes. The shorter employees stay, the more your health costs are affected by acute illness.

- ✓ **Don't use a long-term strategy on a short-term work force.**

### Calculation #2 Health Plan Members

Count how many employees and family members are in your health plan. If most of your plan members are single employees, health programs at your work site will have a large impact.

- ✓ **If family members outnumber employees, then programs have to go home with the employee.**

### Calculation #3 Health Plan Drop Outs

Estimate how many families are not covered by your health plan.

If less than 50 percent of your employees' families are in your plan, then some families may have no insurance. Drop-outs tend to be healthier than average. Your remaining members have higher than average health needs.

- ✓ **The more drop-outs you have, the more your wellness programs needs to serve people who use care more often and more intensively.**

#### Calculation #4 Gender Mix

Calculate what percentage of your work force is male and female. Make sure your programs not only meet their needs, but also meet them where they live.

- ✓ **For example, if your workforce is 80% males, then bringing weight loss support groups onsite won't be helpful.**

#### **Adding It All Up . . .**

Just a few minutes with a calculator can steer you and your employees to the best programs for health.

by Linda K. Riddell, M.S.  
Health Economy LLC  
[www.HealthEconomy.net](http://www.HealthEconomy.net)