

Employer benefits offerings and the growing role of data analytics

OCTOBER 30, 2018

Welcome to Today's Web Seminar

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Kathryn Mayer



Kathryn Mayer is Editor-in-Chief of Employee Benefit News. She previously served as EBN's Executive Editor after joining SourceMedia in January 2016. She has been covering the benefits industry for the past six years, and is currently responsible for developing EBN's editorial strategy and overseeing the magazine's and website's day-to-day operations. An award-winning journalist, she has written for numerous national publications as well as managed a handful of print and online publications.

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Linda Cheung



Linda manages SourceMedia's full-service market research programs. She has 15 years of experience leading primary research studies and providing data-driven insights for business and consumer industries. Linda earned her Bachelor's degree from the University of Michigan and an MBA in Marketing and Finance from Fordham University.

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Emilie DeBaie



Emilie DeBaie received her Bachelor of Science Degree in Health Policy and Management from Providence College. She's since worked in a variety of healthcare industry roles for both providers and benefits vendors focused on healthcare data analytics. Emilie joined Artemis Health in 2017 as our Solutions Engineer. In this role, she works to design and implement benefit analytics strategies and best practices across multiple teams.

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Background

- Online survey conducted in August 2018 among *Employee Benefit News* audience to better understand the benefits program landscape, specifically the trends and practices in using data –driven solutions
- 212 HR and benefits professionals at large employers (5,000+) whose health plans are self-funded

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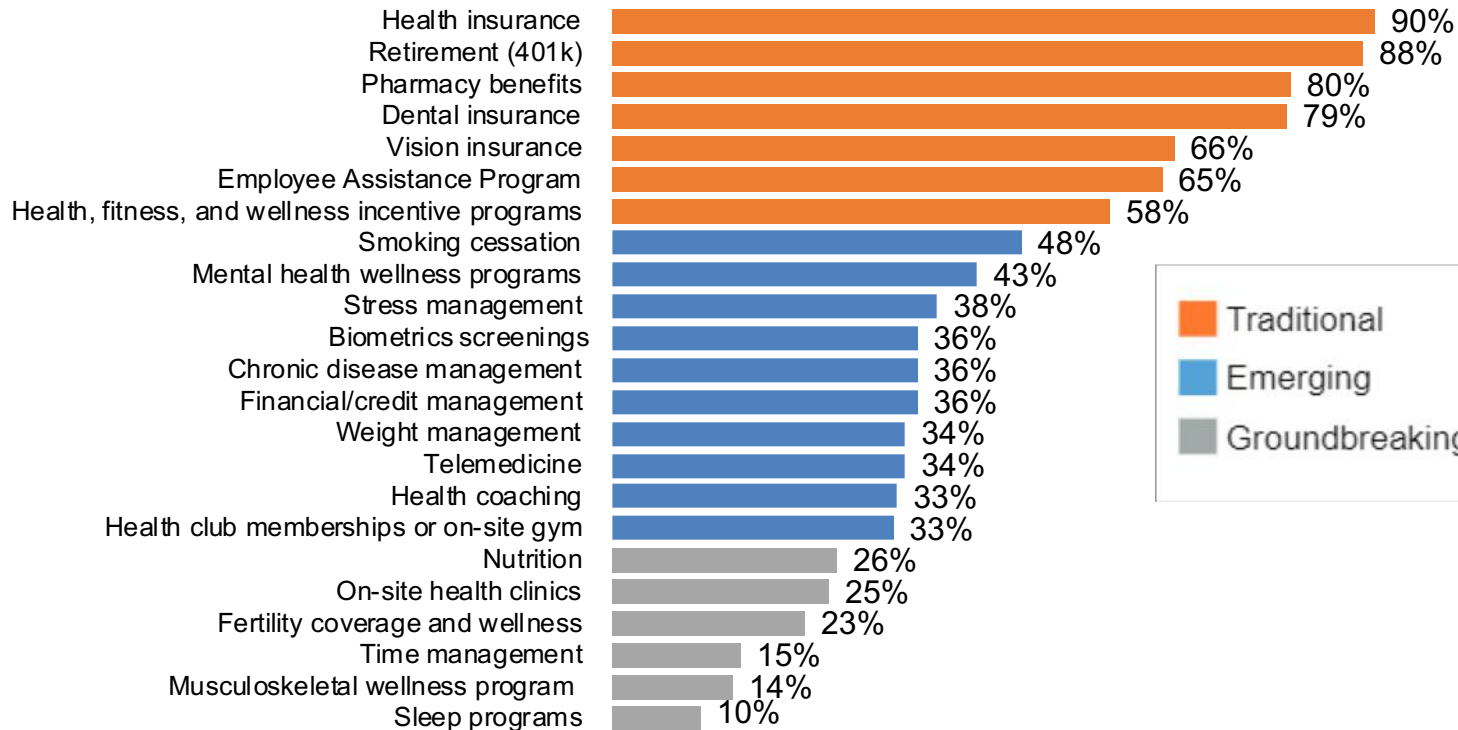
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Benefits Offered



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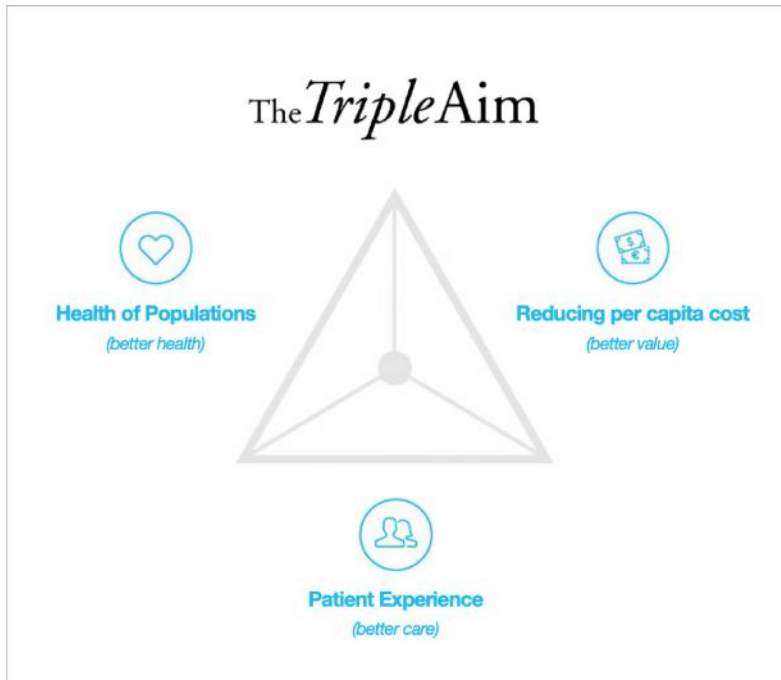
Q: Which of the following benefits does your organization offer to employees? Please select all that apply.
n=212

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A term coined by the Institute of Healthcare Improvement

The framework calls for:

- Improve the patient experience (better care)
- Improve the health of populations (better health)
- Reduce the cost of healthcare (better value)

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Top Objectives for Benefits



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Q: What are your organization's top objectives when considering which benefits packages to offer employees? Please select up to three.
n=212

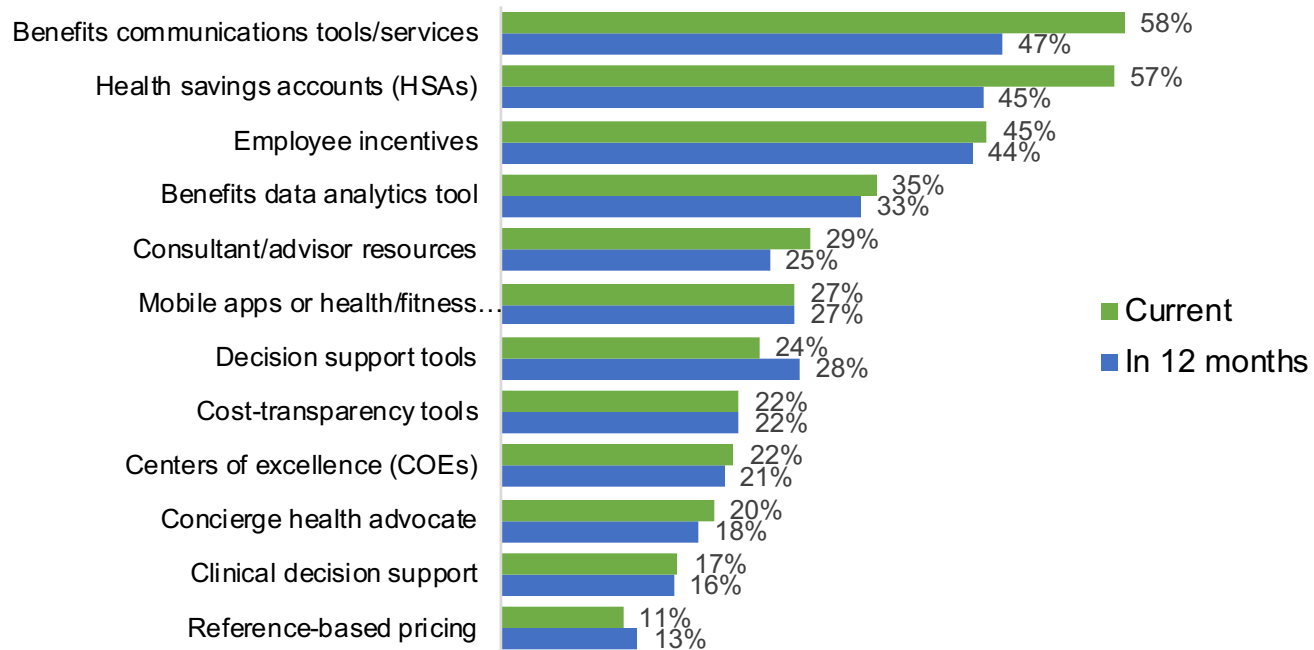
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How organizations are optimizing employee healthcare benefits programs



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Q: Which of the following does your organization currently use to optimize its employee healthcare benefits program? Please select all that apply for each time period.
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Your decisions affect your members' lives

- Changing your formulary
- Expanding your plan's network
- Knowing how to adjusting rates to make the plan more affordable and accessible

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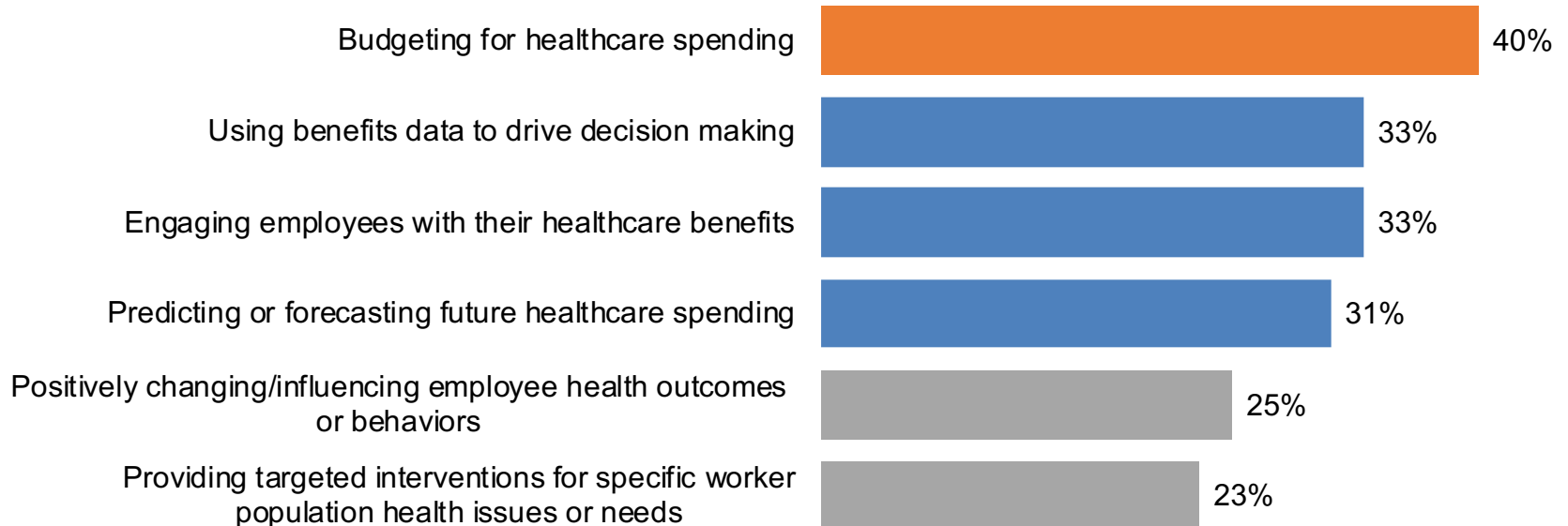
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Healthcare Benefit Program Effectiveness (Indicated “Extremely effective”)



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Q15 - Now, how effective is your organization in each of the following areas? Please select one for each.
n=212

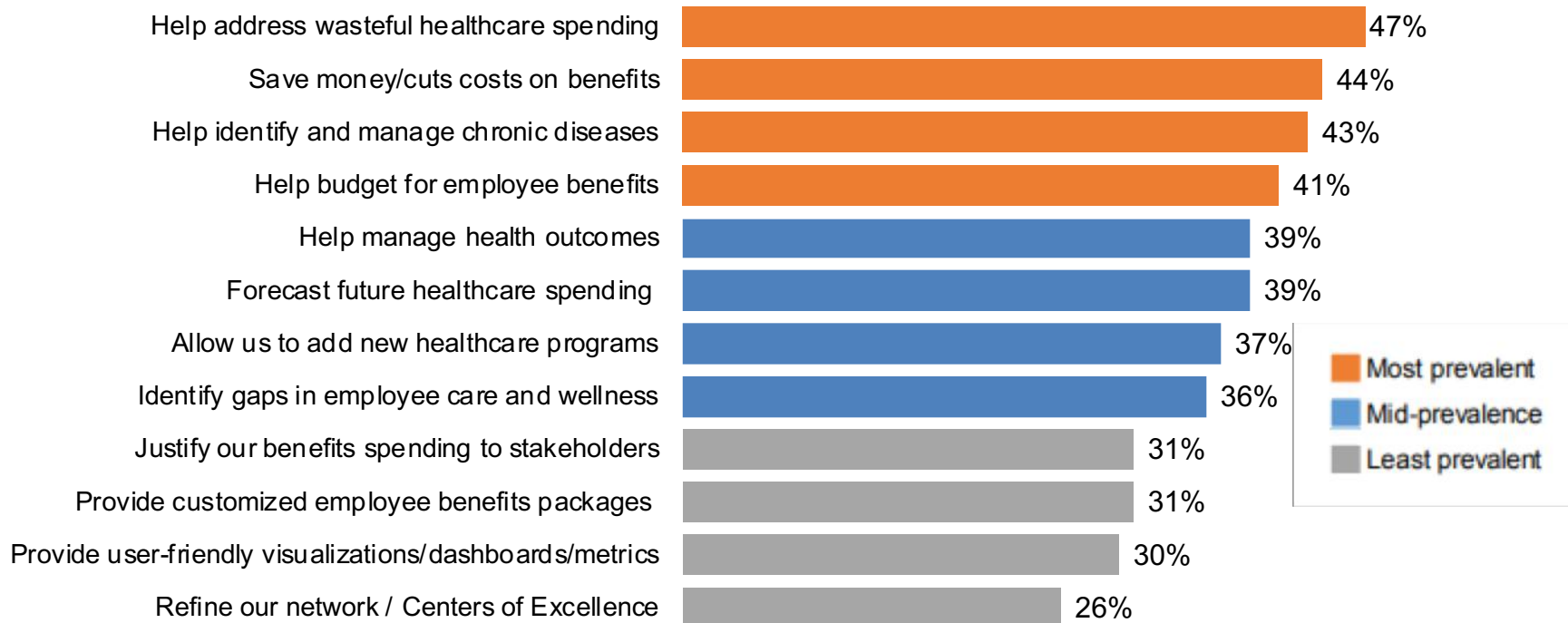
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Significance of Data Analytics Benefits (Indicated as “Very Significant”)



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Q19 - How significant do you think each of the following advantages of using benefits data analytics is, or could be, for your organization? Please select one for each.
n=212

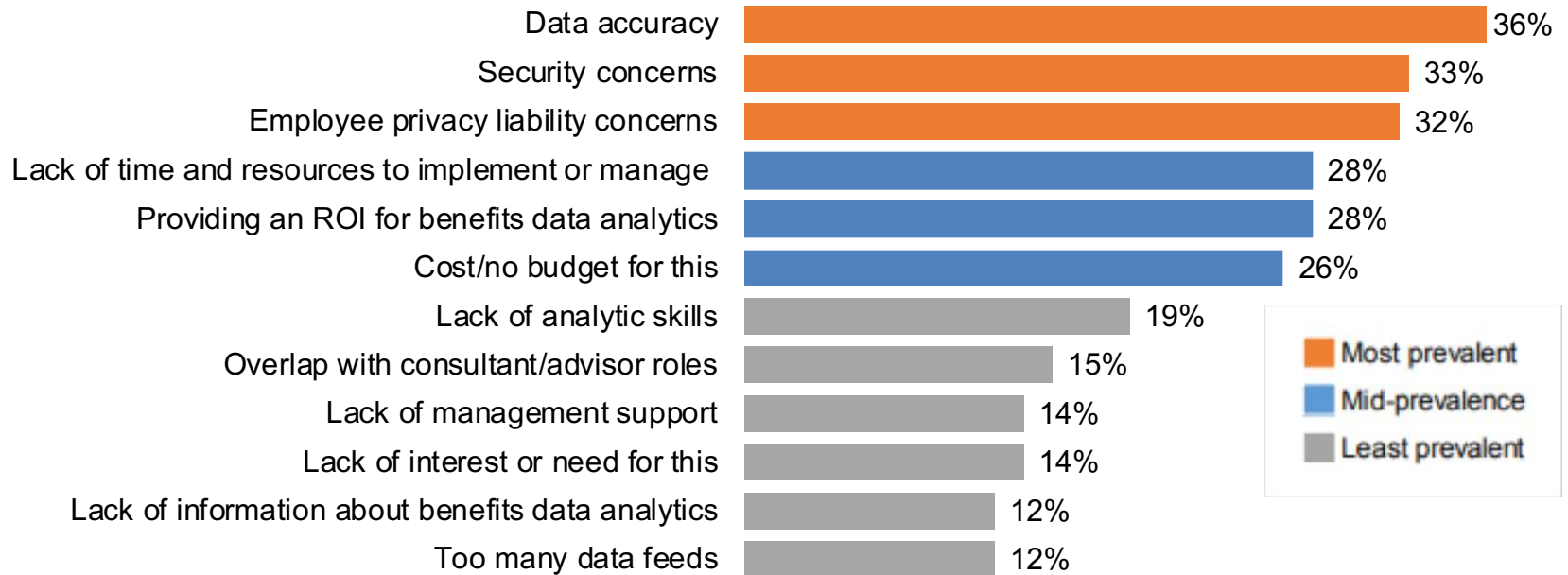
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Top Perceived Challenges in Implementing Benefits Data Analytics Solution



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Q20 - What do you see as the top challenges in implementing or using a benefits data analytics solution at your organization? Please select the top 3 challenges.
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Building a strong, sound data analytics strategy

Here's how an employer might measure the Triple Aim using a data analytics platform.



Cost

- Employer paid amount
- Per member per month cost
- Identifying high cost claimants
- Evaluating cost by service (i.e. inpatient, outpatient)
- Identifying top diagnoses by employer paid



Quality

- Measuring provider efficiency
- Quantifying network utilization (i.e. in-network variance, out of network spend)
- Measuring readmission rates
- Identifying members with chronic conditions who are at risk and have gaps in care



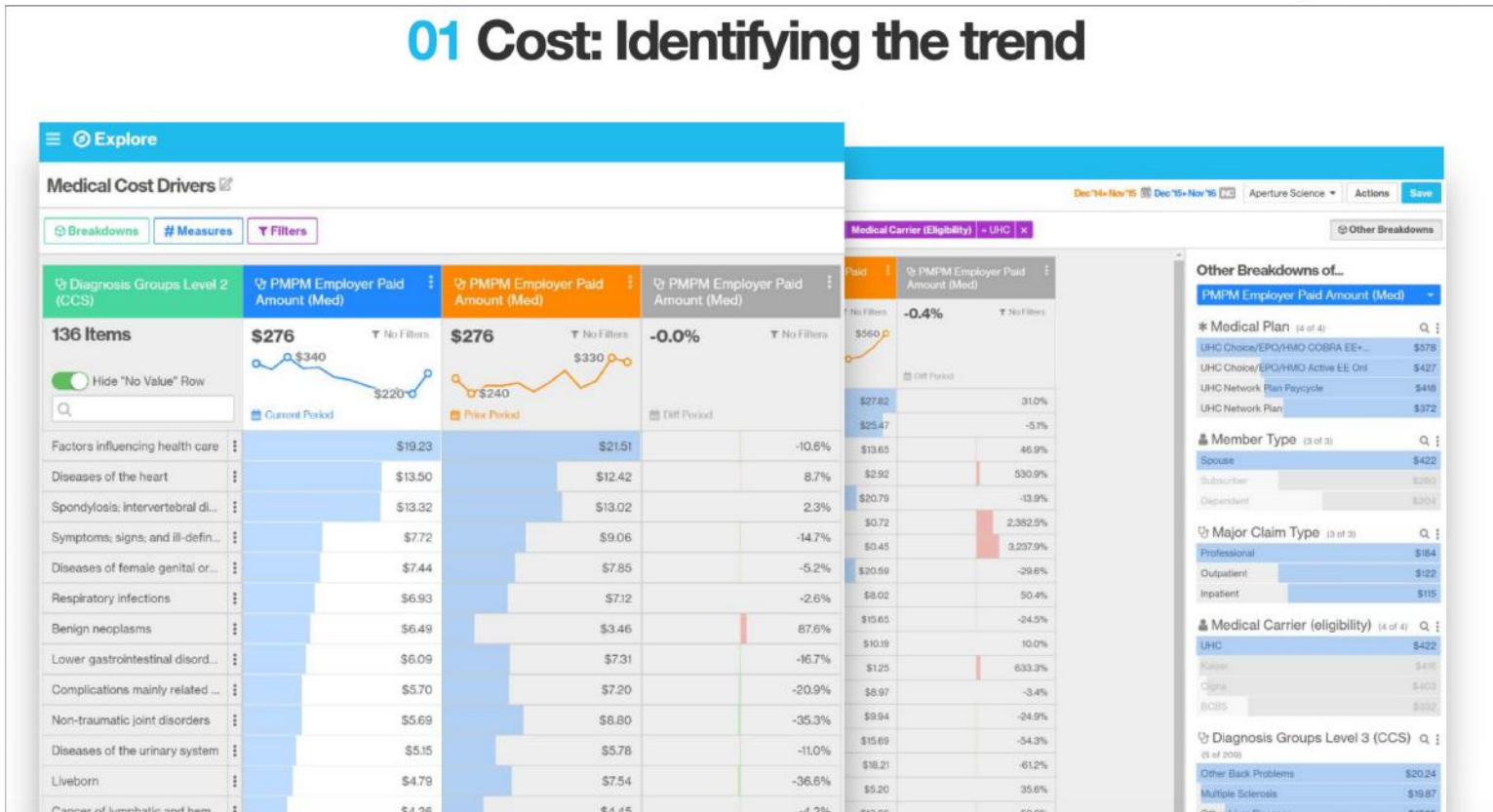
Health

- Identifying potential risk of your population
- Identifying members who have not received age & gender appropriate screenings
- Measuring plan utilization
- Identifying chronic condition prevalence

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01 Cost: Identifying the trend



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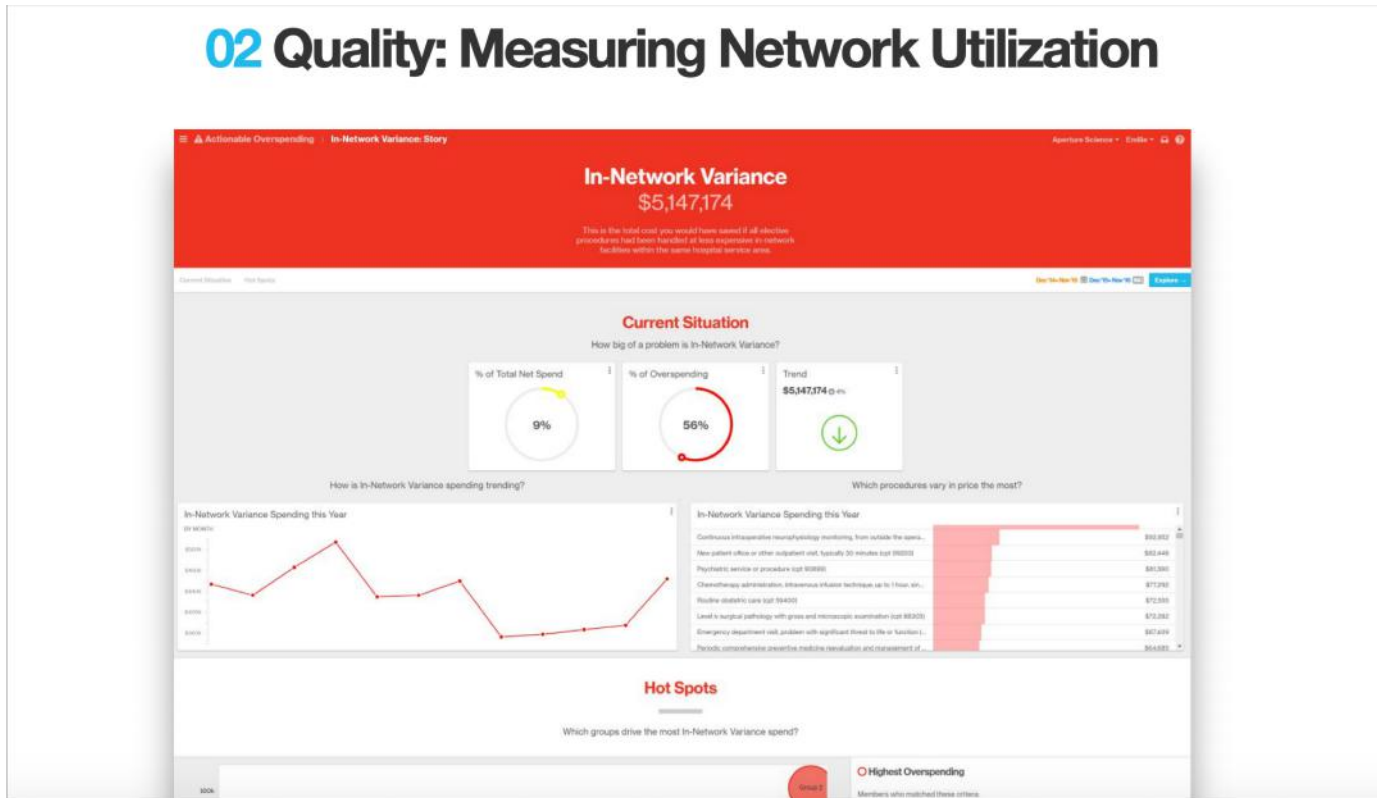
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02 Quality: Measuring Network Utilization



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03 Health: Predicting future risk



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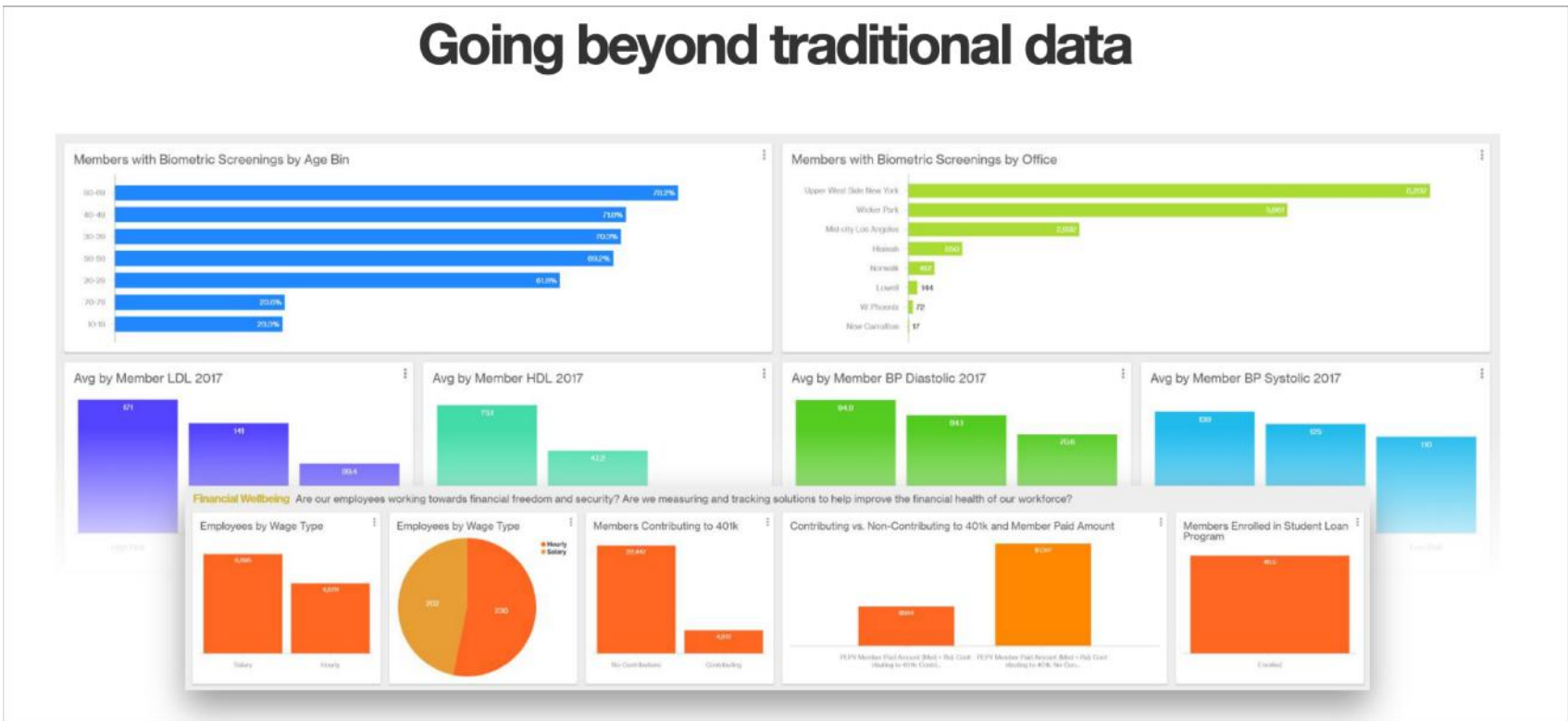
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Going beyond traditional data



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Thank you!

Practical tips:

- Choose a data partner built around the needs of employers
- Look for a tool that provides actionable next steps
- Consider the ease of sharing, collaboration, and building visualizations

Learn more: artemishealth.com/benefits-landscape

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