



Improving Employee Health and Reducing Costs

INNOVATION

Franciscan Missionaries of Our Lady (FMOL) Health System, headquartered in Baton Rouge, La. provides care to 40% of Louisiana's population and includes six hospitals, over 10,000 team members and 2,000 physicians. FMOL Health System established a strategic imperative to serve as a leader in healthcare reform. A new arm of the organization, Franciscan Health and Wellness Services, was created to explore innovative models of care in the area of population health management.

Franciscan Health and Wellness Services developed and implemented the *Healthy Lives™* program in the 2011 benefit year for its team members and dependents to build a healthier workforce and improve the value of healthcare delivery.

VALUE

Healthy Lives™ is a comprehensive health and wellness™ program based on a best-practice, holistic model of care rooted in evidence-based medicine.

Healthy Lives™ has four components that provide a cost-effective program for employers:

- 1 Creation and analysis of a comprehensive workplace profile using a robust analytics program pulling from several data sources, including medical and pharmacy claims, in order to develop a understand a company's health profile.
- 2 Biometric screenings and health risk assessments of employees are used with the other data sources to model the risk and create a health report for each employee. While individual information is private, the overall information provides the complete health profile of a company's workforce.
- 3 Wellness services that are customized for a company and its employees that include incentives, education, and clinical expertise.
- 4 Health coaching by local, registered nurses and dieticians who provide support and motivation to help employees overcome obstacles to reach their health and wellness goals. When needed, health coaches work collaboratively with physicians.

RESULTS

In just two years, *Healthy Lives™* has improved the health of FMOL Health System team members and reduced overall health plan costs which has maximized the value of the system's investment in healthcare for its workforce. Measures consistently perform above the national benchmark in the quality of care members receive for wellness and prevention and chronic diseases such as diabetes and high blood pressure. Since 2010, the system's health plan has realized a \$19.5 million savings over projected costs.

COLLABORATION

FMOL Health System began sharing *Healthy Lives™* with other employers and health systems in 2012. Since then, 28 employers and three health systems have implemented the *Healthy Lives™* program which represents nearly 80,000 lives across 8 states.

The *Healthy Lives™* toolkit is now being expanded to improve the care in other targeted groups including Medicaid and uninsured populations.

VISIT WWW.OURHEALTHYLIVES.ORG FOR MORE INFORMATION.

