



# OCWC Survey Results

**Presented by**

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- **12 question survey**
- **98 participants**
- **Mostly Oakland County, less than 5 from Livingstone, Wayne, Genesee, and Macomb**
- **Significant Industries:**
  - **Restaurant - 7**
  - **Healthcare – 25**
  - **Retail - 14**
- **Demographics of companies**
  - **49 have less than 10 employees**
  - **12 have 11-25 employees**
  - **8 have 26-50 employees**
  - **10 have 51-100**
  - **4 have 100 – 200**
  - **8 have 201 – 500**
  - **7 have more than 500 employees**



- **HRA**
  - 37 companies with < 10 employees (74%) do not have HRA; whereas, ALL companies with >500 employees have HRA
- **Self Insurance**
  - 49 companies with less than 10 employees do not provide Self Insured Program
- **Three obstacles to have Wellness Program are primarily**
  - Lack of funds
  - Lack of time
  - Getting information about Wellness
  - Fourth, Fifth and Sixth Obstacles are
    - Awareness of the need
    - Not knowing where to start
    - Lack of management support
- **What percentage of your employees participate in the healthcare coverage that your company offers?**
  - Zero or 100% with less than 5 employees

**Conclusion: Focus should be on Small Companies**



- **Does your Company currently offer your employees wellness resources?**
  - **Yes 67%**
  - **No 26%**
  - **No answer 3%**



- **Comments from participants whose answer was “Yes” to Wellness Resources**
  - Just Completed HRA; just started Wellness program
  - Wellness library, incentive programs for nutrition/physical activity
  - We have Disease Management, HRAs and Preventive coverage first dollar in our plans
  - Work-life on-line tool, 1-day wellness event
  - Worksite wellness events, literature, motivational material
  - A comprehensive total health management program
  - We are a provider of health management resources
  - In the process of initiating a wellness program
  - EAP program, fitness discounts and reimbursements, online information, wellness brochures
  - Health and wellness educational information, activities, etc.
  - Yoga Classes, walking group, healthy eating discussions
  - Comprehensive onsite wellness services
  - Through Corp web sight
  - Strategic Health Campus initiatives such as lunch and learns, non smoking campus etc
  - Only what is offered by our health insurance carriers
  - Comprehensive wellness program linked to benefit plan
  - Aetna, our health insurance co, offers these services
  - We have a Wellness Committee that offer several activities to promote wellness
  - We are part of an association that works with several wellness resources
  - Chiropractic care, stress management, exercise, nutrition
  - Physician directed wellness program based on Lichten Scientific RX
  - Smoking Cessation, Weight Management, Stress Management
  - HRA; Health Screenings; Flu Shots; Wellness Incentive Program; Wellness Accounts; Campaigns; Wellness Library, and more
  - We offer a web-based wellness content program. We also have had designated Wellness Days
  - On line access through insurance co. AHA in house activities
  - Comprehensive resources tied to benefit plan design
  - Discounts and programs offered thru Health Care vendors and Onsite Flu Shots
  - Comprehensive welln
  - ess program offered to all employees
  - Physical Activity Memberships (Sports Teams, Gym Memberships, etc)



## Satisfaction Level

- **What is your satisfaction level of the resources currently offered?**
  - **High 22%**
  - **Low 51%**
  - **Med 27%**
- **Comments**
  - We could do more
  - Could be more extensive
  - There is not as much participation as we would like
  - No wellness program other than what is offered through our health insurance plans. Some of the plans offer health club membership discounts
  - The plan could be more organized, or provide more structure for increased participation
  - Need more common sense ideas and information
  - Time to attend is difficult
  - Little participation by the company to get involved. Improving health is not seen as a big concern
  - Very comprehensive, outcome oriented program with documented health cost savings
  - Full time employees are highly satisfied but contract employees have the option of participating at a very low cost
  - Need on-going promotion of health information & scheduled activities
  - Employees need to understand and use the HRA
  - Most are happy with coverage, but do not like co-payments, deductibles, or paying high monthly amounts for minimal use



- **Top Healthcare Issues**

- **Priority 1 identified by survey participants as significant %**

- Heart Disease = 30%
    - Diabetes = 8%
    - Obesity = 15%
    - Stress = 31%
    - Substance Abuse = 4%
    - Cancer = 4%
    - Other = 8%

- **Priority 2 identified by survey participants significant %**

- Heart Disease = 24%
    - Diabetes = 15%
    - Obesity = 24%
    - Stress = 23%
    - Substance Abuse = 2%
    - Cancer = 10%
    - Other = 4%



- **Top Healthcare Issues**
  - **Priority 3 identified by survey participants**
    - Heart Disease = 20%
    - Diabetes = 24%
    - Obesity = 25%
    - Stress = 14%
    - Substance Abuse = 5%
    - Cancer = 11%
    - Other = 4%
  - **Priority 4 identified by survey participants**
    - Heart Disease = 9%
    - Diabetes = 12%
    - Obesity = 12%
    - Stress = 14%
    - Substance Abuse = 2%
    - Cancer = 16%
    - Other = 3%



- **Top Healthcare Issues – Another Look**

- **Heart Disease Designated as:**

- Priority 1 → 30%
- Priority 2 → 24%
- Priority 3 → 19%

- **Diabetes Designated as:**

- Priority 1 → 8%
- Priority 2 → 15%
- Priority 3 → 24%

- **Obesity Designated as:**

- Priority 1 → 15%
- Priority 2 → 24%
- Priority 3 → 24%

- **Stress Designated as:**

- Priority 1 → 31%
- Priority 2 → 23%
- Priority 3 → 14%

- **Substance Abuse Designated as:**

- Priority 1 → 4%
- Priority 2 → 2%
- Priority 3 → 5%

- **Cancer Designated as:**

- Priority 1 → 4%
- Priority 2 → 10%
- Priority 3 → 11%

- **Other Designated as:**

- Priority 1 → 8%
- Priority 2 → 4%
- Priority 3 → 4%

**Priority 1**

- Heart Disease 30%
- Stress 31%
- Obesity 15%



## What is your interest level for the following wellness resources? Rate High, Medium or Low

- **On line resource**
  - High – 23%
  - Medium – 34%
  - Low – 18%
- **Printed Wellness Directory**
  - High – 11%
  - Medium – 23%
  - Low – 10%
- **On-site wellness fair**
  - High – 11%
  - Medium – 16%
  - Low – 18%
- **Health Risk Appraisals**
  - High – 17%
  - Medium – 14%
  - Low – 9%
- **Weight Management**
  - High – 12%
  - Medium – 11%
  - Low – 19%
- **Smoking Cessation**
  - High – 8%
  - Medium – 8%
  - Low – 30%
- **Other**
  - Not meaningful Data

## Highest Interest Level

- On Line Resource
- Health Risk Appraisal
- Weight Management



## Overall Comments were not significant or meaningful

- We are trying to launch a similar initiative here → from a Government Organization
- Since our Corporate Headquarters is in East Greenville, PA it is difficult to provide anything locally since our showrooms are staffed with so few people and they are all in sales and on the road.
- My employees are young and in good shape, However I need to lose weight and control Diabetes.
- We do spend time on nutrition but for something more to happen
- Contact me for more information on cure for diabetes, insomnia, etc.
- We could put equal amount into savings account with interest, have it available at the end of the year still, unlike insurance money we "burn" without ever using