

The Value of Health Risk Assessments



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Chairman and CEO

A Health Risk Assessment (HRA), or health risk appraisal, can serve as the **core measurement** and **intervention** tool when combined with **appropriate interpretation and referral**. HRAs range from self-scoring questionnaires to sophisticated online applications. The primary goals of an HRA are to:

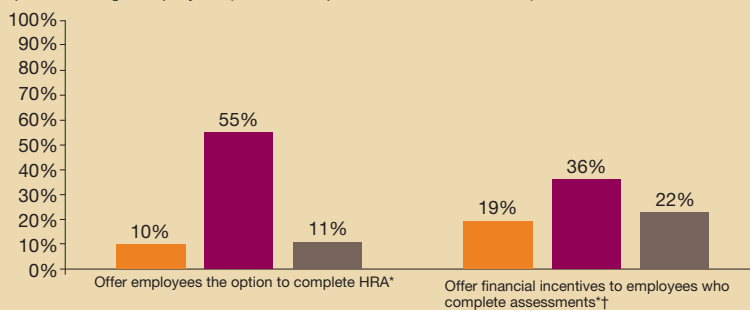
- Raise employee awareness about the association between health practices/measures, the work environment, and future health problems.
- Assess health issues (e.g., job stress) that relate to the work environment.
- Motivate employees to seek appropriate interventions and reinforce progress through follow-up assessments.
- Identify the distribution of risk (e.g., percentage of low-risk and high-risk employees) across the population.
- Serve as a benchmarking, planning, and evaluation tool.

Employee participation in an HRA also has been linked to health care cost control.^{19,20,29}

Many HRA programs are combined with health screenings, providing personalized wellness scores and health reports that recommend action steps for risk reduction. Emerging evidence shows that to be most effective, HRAs should include health coaching (face-to-face, telephonic, and/or online) to reinforce healthful behavior change.^{19,20,50,51,52}

AMONG COMPANIES OFFERING HEALTH BENEFITS, PERCENTAGE OF COMPANIES, BY SIZE, THAT OFFER HRAS AND OFFER INCENTIVES FOR COMPLETING THEM.

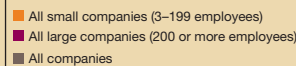
This chart shows that HRAs are underutilized (with or without incentives) by small employers compared to large employers (when both provide health insurance).



*Estimate is statistically different between all small companies and all large companies within category (p<.05).

†Among companies offering employees the option to complete an HRA.

Note: An HRA includes questions on medical history, health status, and lifestyle, and is designed to identify the health risks of the person being assessed.



Source: The Kaiser Family Foundation and Health Research & Educational Trust. 2010 Kaiser/HRET employer health benefits survey. <http://ehbs.kff.org/pdf/2010/8085.pdf>. Accessed November 30, 2010.³

Shape corp.

Shape Family Wellness

Company Overview

- Manufacturing
- Grand Haven, MI
- 1,500 employees

Program Components

- Onsite family wellness center.
- Wellness program offering healthy lifestyle incentives, stress management, nutrition, and tobacco cessation classes, financial planning, behavior modification and elder care workshops.
- Exuberant upper management support and participation in wellness and exercise programs.
- Annual health risk assessments, BMI and tobacco declarations, and annual physical exams.
- Comprehensive disease management program with an onsite nurse case manager.
- Nutritional “Eat This Not That” signage on vending machines and in the cafeteria, offering the healthier foods at a lower price.
- Tobacco-free campus.

Program Success Story

- *Shape Family Wellness* was established in 2003 to combat rising health care costs that threatened the financial health of the company.
- A \$2.5 million cost savings was realized in a five-year period.
- 7,000 pounds lost and 75 employees discontinued tobacco use.
- With the help of *Shape's Fitness Factory* and *Priority Health*, 99% of associates with chronic diseases are now managing their diseases.

CEO Statement

“Our innovative and compassionate wellness programming significantly impacts the health of our associates and their families, and allows them to take charge of their health and make changes necessary to live a better life.”

