

Understanding the organizational value of a healthy workforce and the benefits of properly navigating our local health system

Leadership Advantage

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National Health Care Expenditure

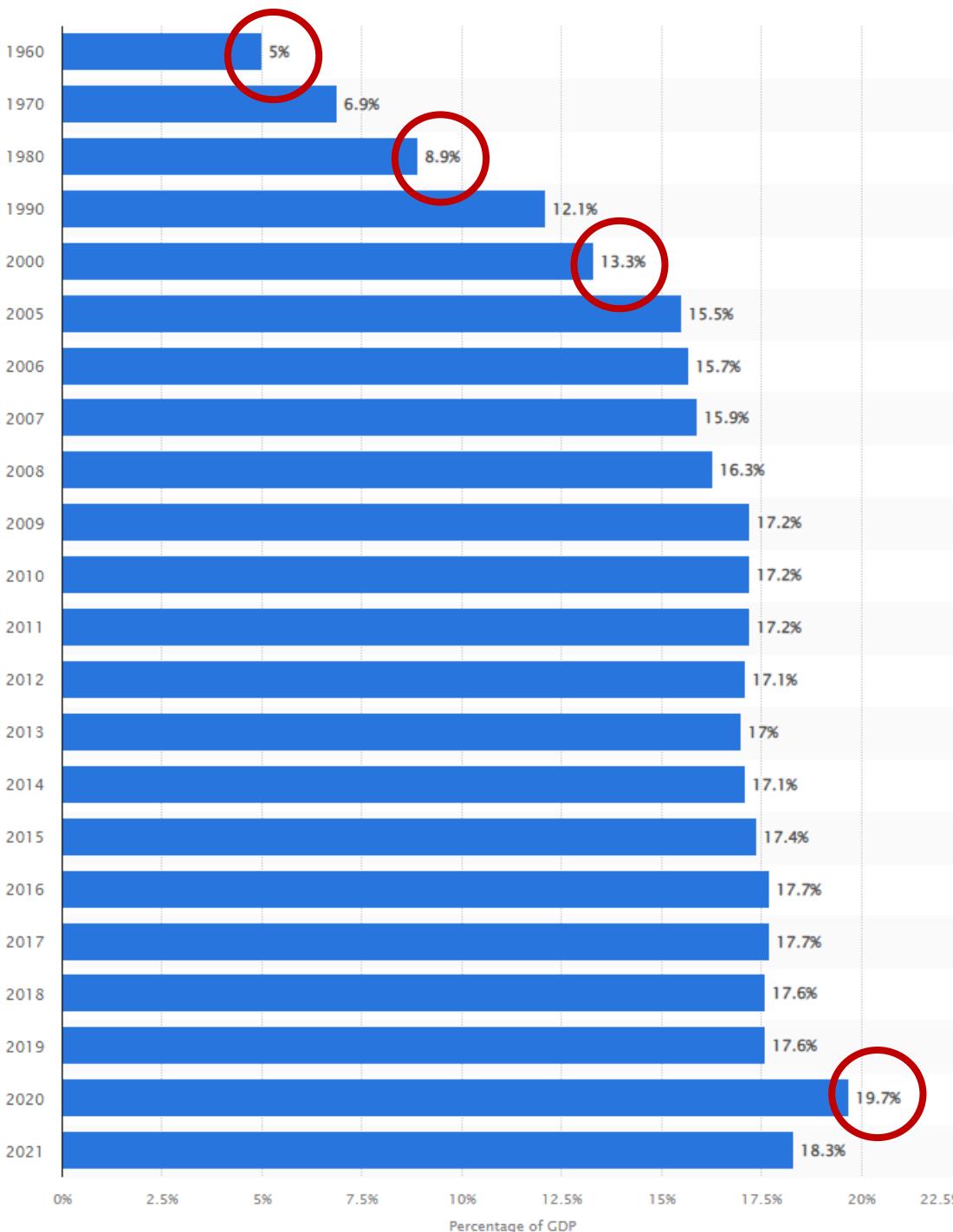


National per capita U.S. health expenditure from 1960 to 2021



National U.S. health expenditure as percent of GDP from 1960 to 2021

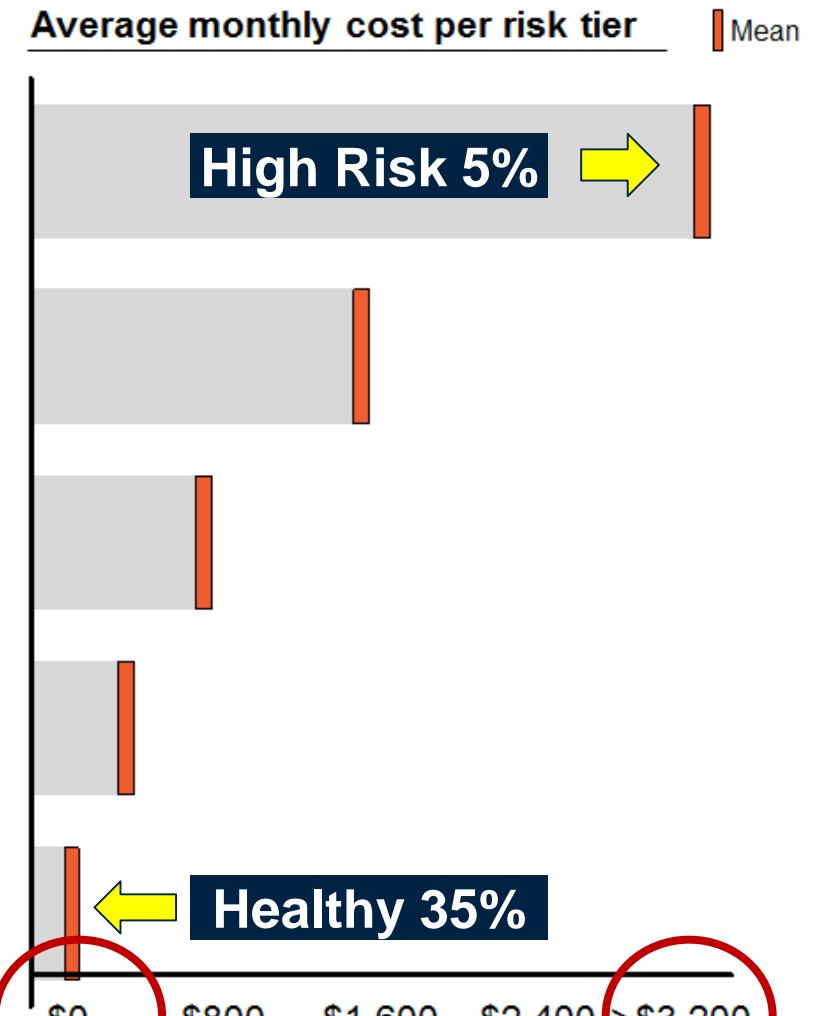
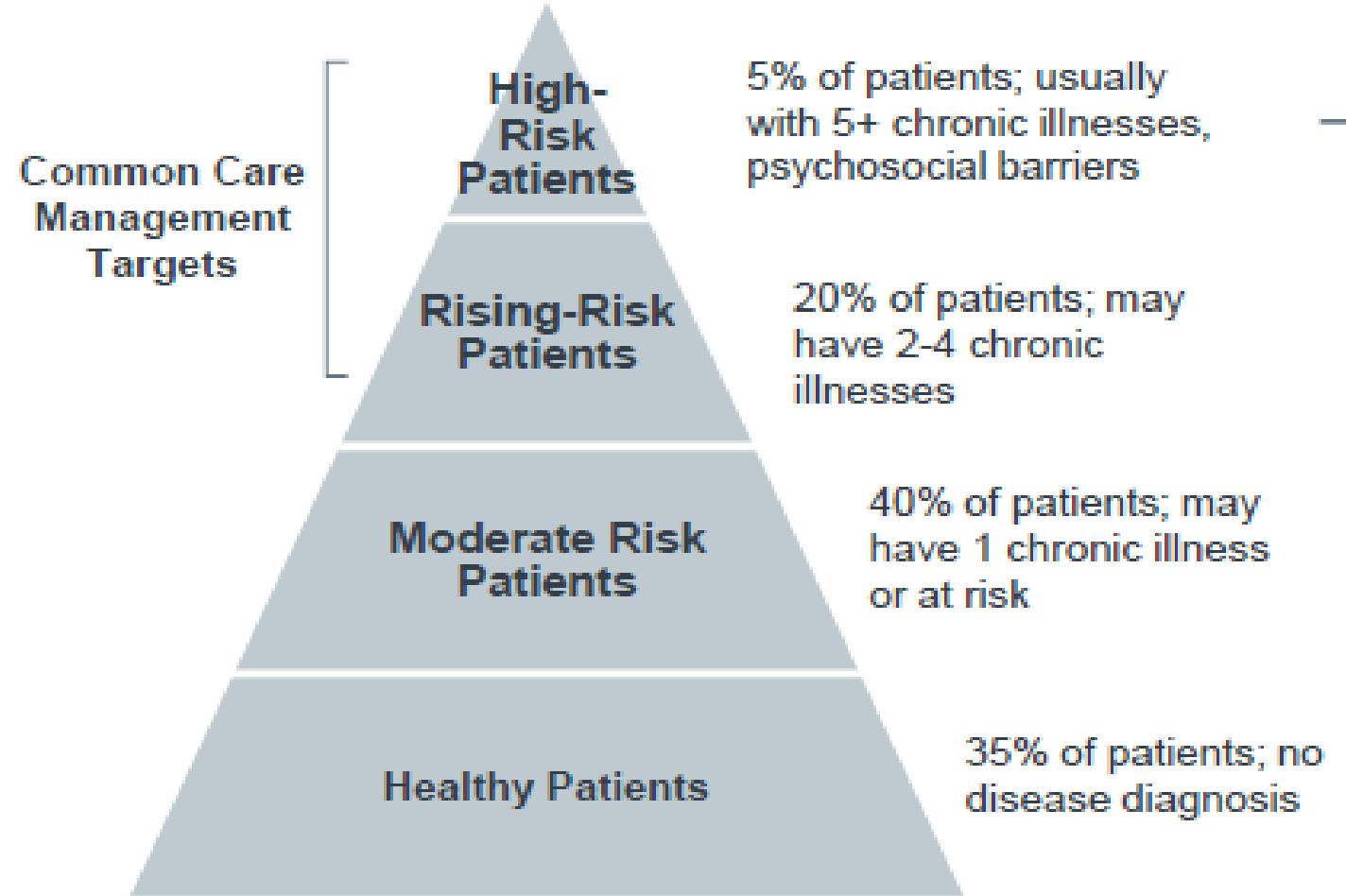
U.S. health expenditure as GDP share 1960-2021 | Statista



1960	5.0%
1980	8.9%
2000	13.3%
2020	19.7%



Assessing the Population for Risk and Assigning Resources Accordingly



Health Care Model



Social Determinants of Health (SDOH)

Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Employment	Housing	Literacy	Hunger	Social integration	Health coverage
Income	Transportation	Language	Access to healthy options	Support systems	Provider availability
Expenses	Safety	Early childhood education		Community engagement	Provider linguistic and cultural competency
Debt	Parks	Vocational training		Discrimination	
Medical bills	Playgrounds	Higher education			Quality of care
Support	Walkability				

Health Outcomes

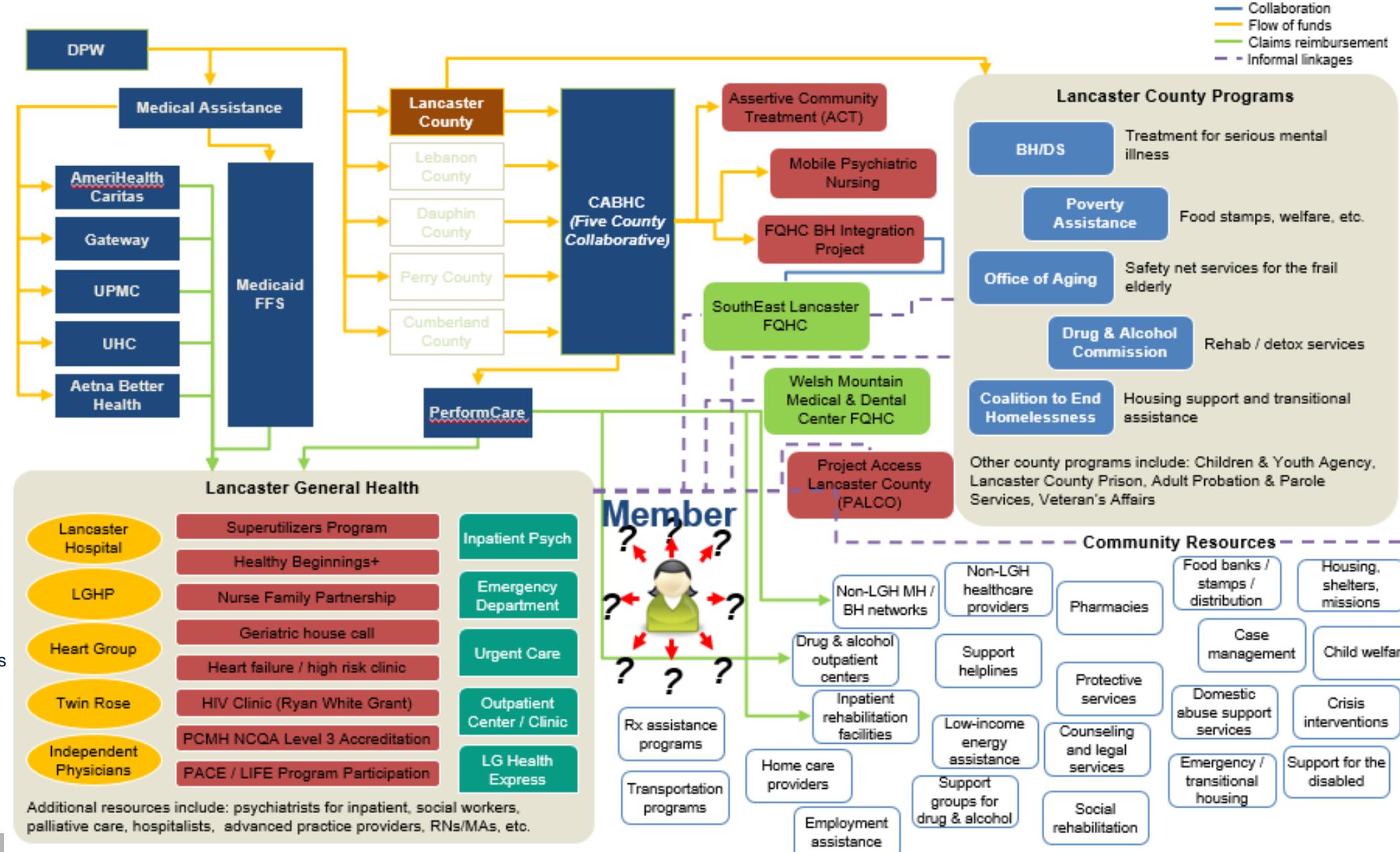
Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations

Social Determinants and Behavioral Factors (diet and exercise) Combined
= **Drive 80% of Health Outcomes.**

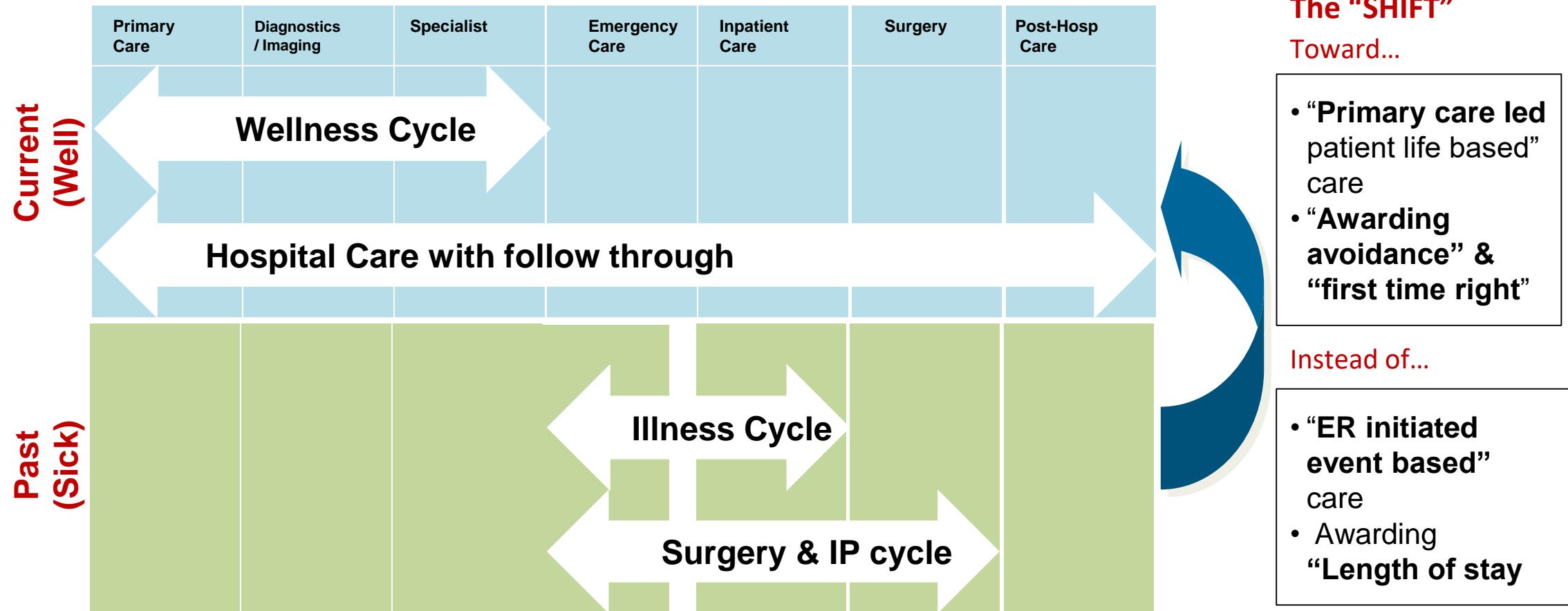


Navigating Care in Lancaster County

- Payer
- LG Health-affiliated physicians
- Care / access programs
- FQHCs
- County / community services



Redesigned Health Care Model

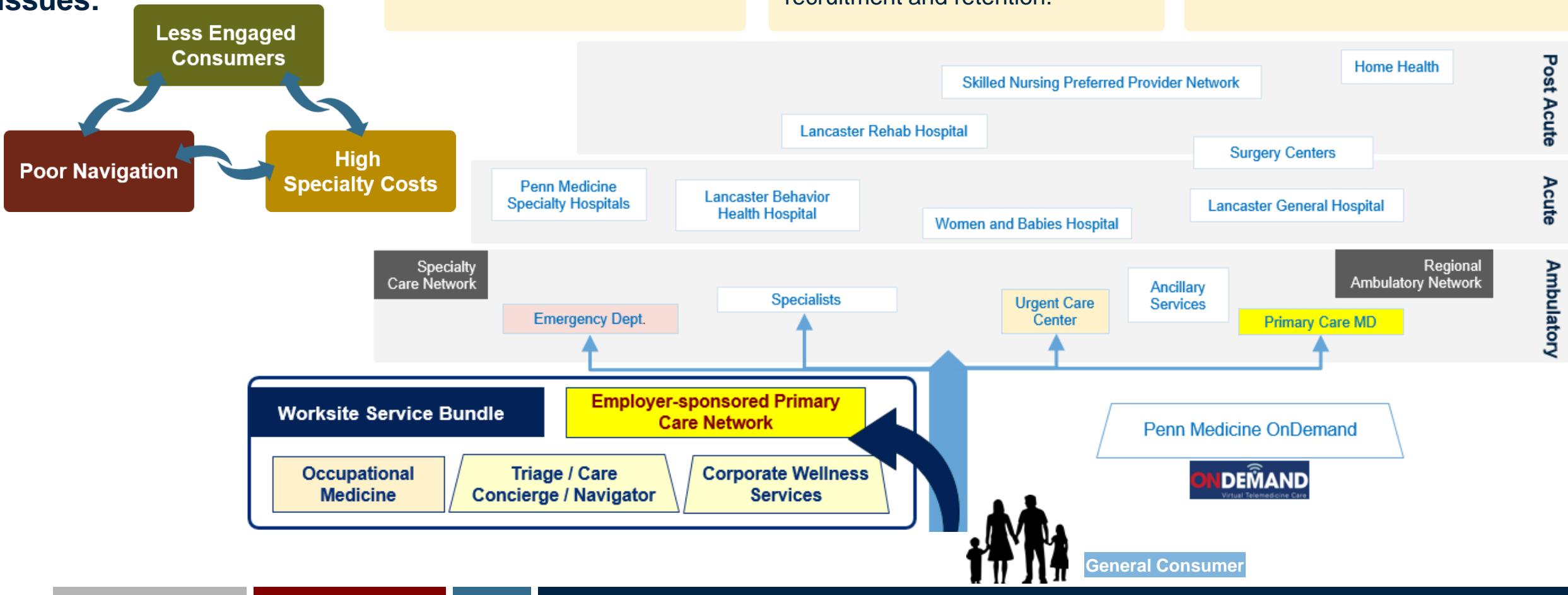


Healthcare reform creating the shift from "Fix It" to "Fix Once" workflows



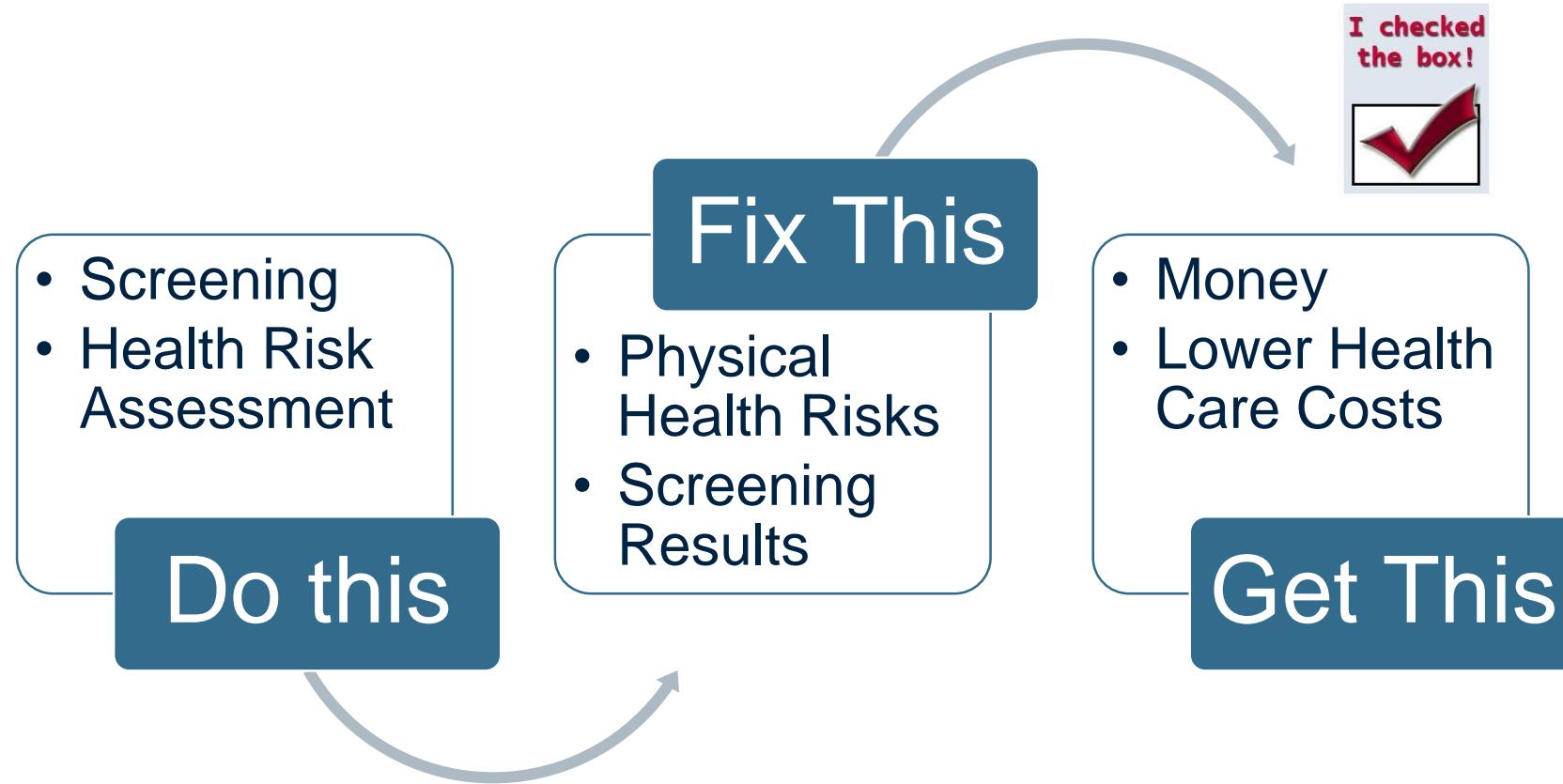
Health System Commitment

Issues:



The Evolution of Wellness - Past

Be *PHYSICALLY* Healthy



Reward the healthy,
Penalize the unhealthy

Pros:

- Strong participation rates
- Knowing your risks motivates *SOME* people to be healthier

Cons:

- Minimal focus on mental health & other dimensions of wellbeing
- Discourages 'at risk' employees
- Could create mistrust
- Incentive (extrinsic) approach has limited effect to sustain behavioral change
- Difficult to measure true causalational ROI



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The Evolution of Wellness - Today

Whole person WELL-BEING & PERSONAL CHOICE



Programs help employees build HABITS that improve their WELL-BEING in areas most important to them.

Pros:

- Motivational (intrinsic) approach > Incentive (extrinsic) approach
- Autonomy: Program FOR you not TO you
- Evaluate all dimensions of wellbeing (whole picture)
- More results, greater impact!
Feel better = perform better
- Integrated approach

Cons:

- Requires more innovative technology \$
- Comprehensive communications
- Redefine success – extensive dashboard



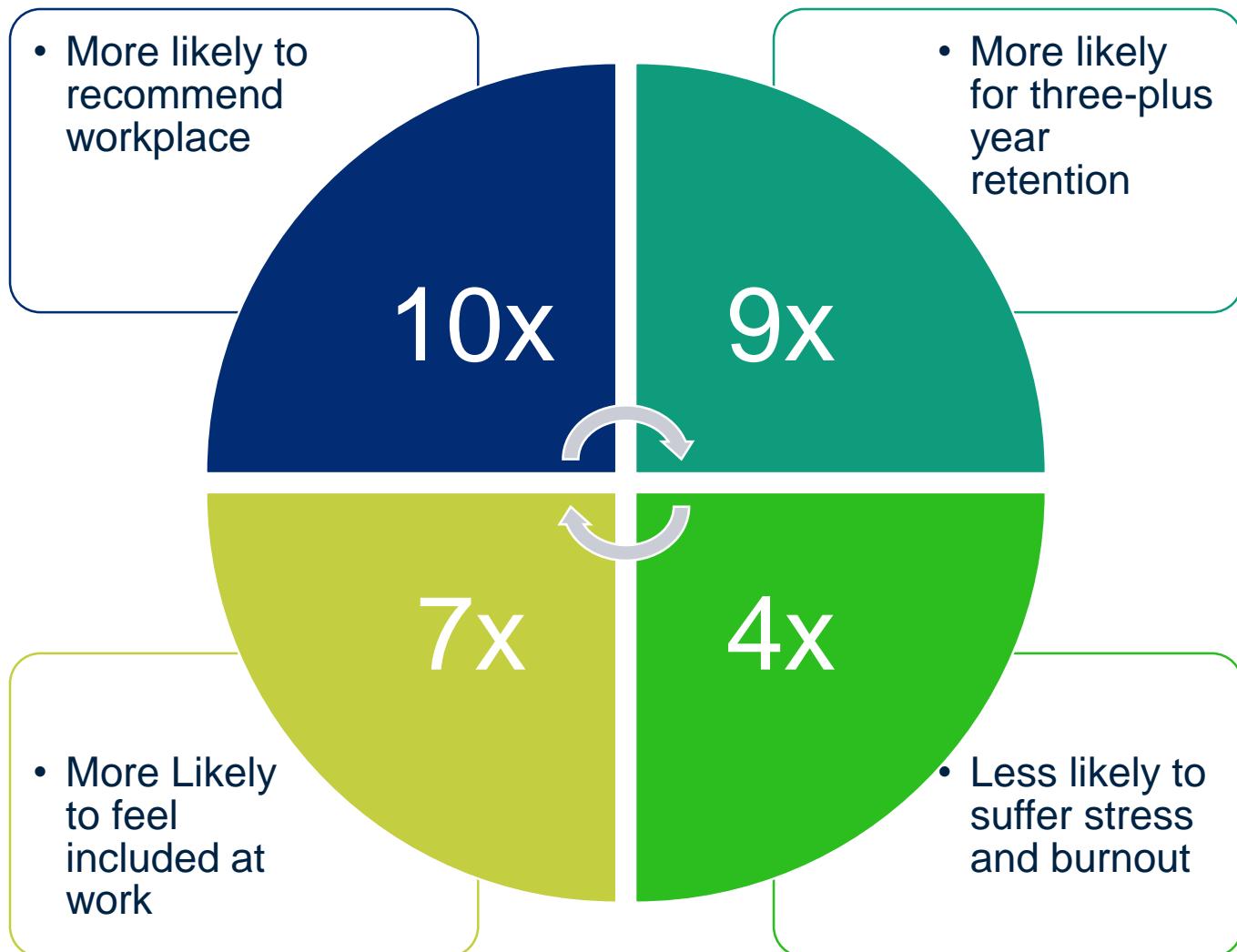
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The Evolution of Wellness - Today

SUPPORT from Organization, Leaders, and Peers

In Summary...

- Wellness programs should encompass all of the well-being dimensions: **Physical, Emotional, Social, Financial, Occupational, Spiritual, Environmental, & Intellectual**
- **Personal Choice** is important to employees
- Feeling **Supported** by the Organization, Leader and Peers is also important to employees



Penn Medicine HealthWorks Services



Corporate Wellness /Concierge

- 140+ contracts
- On-site health screenings, flu shots, and PCP scheduling
- Well-being portal
- Health coaching & education programs
- Full Program management
- Triage / Navigation / Direct Scheduling
- WELCOA award



Employer – Sponsored Practice with Network access

- Currently four practices with 30+ employers (seven more opening this year)
- Member to Provider ratio is < 650 : 1
- Self insured
- PPO PMPM**
 - \$70 adult / \$39 child
- HDHP PMPM**
 - \$49 adult / \$29 child
 - \$49 HSA acute fee (\$42+ with AblePay)



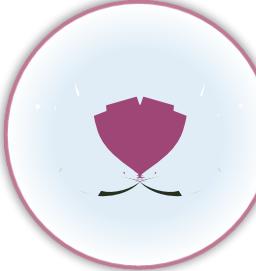
Executive Physical

- Comprehensive one-day assessment
- VIP Service
- History / Physical
- Lab Tests
- EKG / BMI
- Ultrasounds
- Private Lunch with Nutritionist Review
- Cardiac CT
- Functional Mobility
- Massage Therapy
- Cardiologist Review



Occupational Medicine

- Pre-employment physicals
- Return to work exam
- Drug & alcohol tests
- Worksite safety & ergonomics consults
- DOT Physicals
- DOT / Non-DOT Drug and Alcohol Programs
- Worker's Comp Care
- Coordinated PT/OT
- Hazardous material physicals & post exposure treatment
- Audiometric Testing
- Two locations



Holistic Therapies

- Designed to treat the whole person—body, mind and spirit—while addressing specific symptoms associated with various medical conditions.
- **Massage Therapy**
 - \$80 hour session
- **Acupuncture**
 - \$100 - Initial consult plus treatment
 - \$60 hour session

**Acupuncture accepted by select insurances*

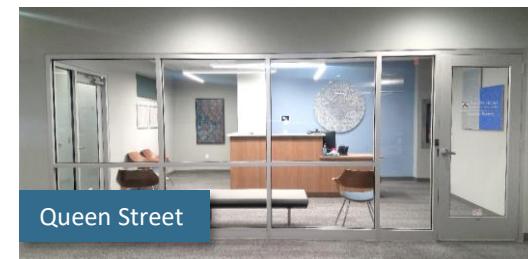


Eliance Health Solutions

Lancaster General Health



Rock Medical



Queen Street



Meadowview Health (Landis)



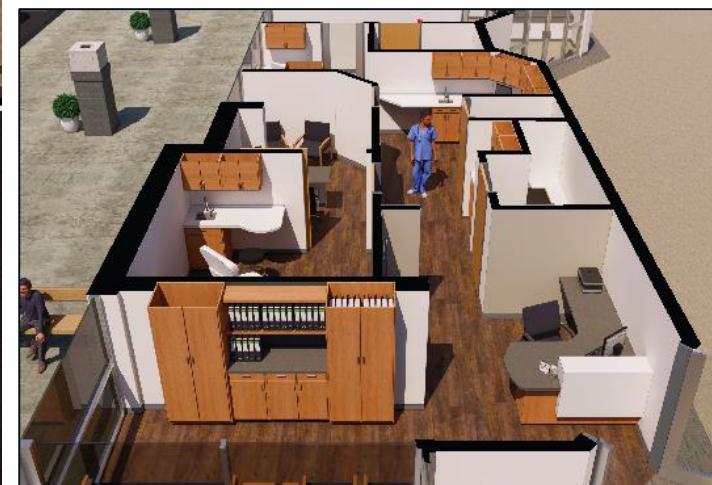
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Penn Medicine HealthWorks Mount Joy at Messick's Farm Equipment



Caroline Poole,
PA-C

Kristi Galbreath,
PA-C



Penn Medicine HealthWorks Network Growth



Discussion





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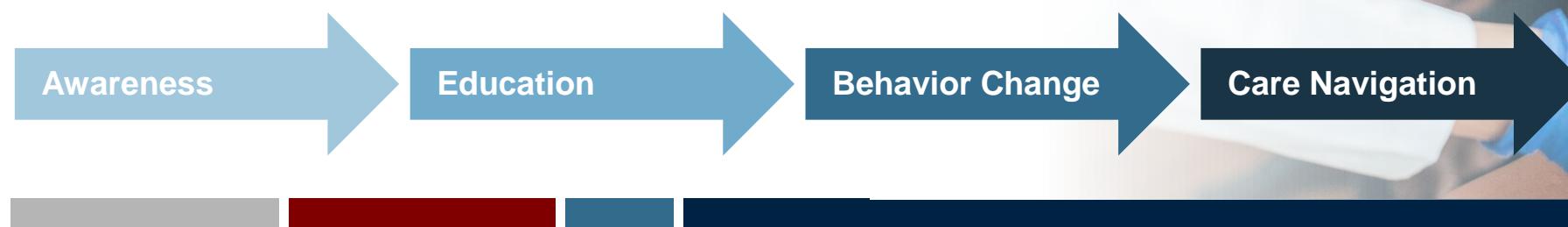


Penn Medicine HealthWorks Corporate Wellness

Offering a wide array of health and wellness programs, including onsite clinical expertise at your workplace. We educate and engage your employees while improving their health with effective solutions that lead to more productive employees, as well as a decrease in health-related costs and workplace disruptions.

Programs & Support

- Evaluate needs, interests and health risks of employees
- Design effective wellness plans using innovative, evidence-based strategies
- Support from one of region's most experienced and trusted health systems



Penn Medicine HealthWorks Occupational Medicine

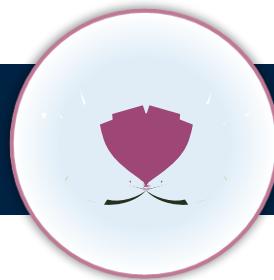
Comprehensive Occupational Medicine

We offer a broad range of services to support employee health and help you maintain compliance with regulatory requirements

Services Include

- Pre-employment physicals and physical capabilities testing
- Return to work/fit-for-duty examinations
- Customized drug and alcohol testing
- Worksite safety assessment for new clients and ergonomics consults
- Hazardous material physicals and post- exposure treatment
- Coordinated rehabilitation services
- Audiometric (hearing) testing
- Titmus vision testing
- Occupational Safety and Health Administration (OSHA) compliance for respiratory protection requirements, blood borne pathogens, lead and asbestos and more





Penn Medicine HealthWorks Holistic Therapy

Holistic therapies such as massage and acupuncture are designed to treat the whole person—body, mind and spirit—while addressing specific symptoms associated with various medical conditions. These treatments have been proven to reduce pain and stress, which can increase vitality and overall functionality.

Seven Locations

- Suburban Pavilion, Lancaster
- Women & Babies Hospital, Lancaster
- Women's Specialty Center, Lancaster
- Ann B. Barshinger Cancer Institute, Lancaster
- HealthWorks Queen Street, Lancaster
- Rock Medical, Lititz
- Kissel Hill, Lititz

