

Client Achievements



At a glance

- Provides health care to residents in an eight-community area and at its 49-bed hospital in Jefferson County, WI
- Offers inpatient services, ambulatory surgery, specialty clinics, a birthing center, emergency services, cardiac rehabilitation and an urgent care program
- Cerner solutions and services:
 - *Cerner Wellness*SM
 - Population Health and Wellness Consulting



611 Sherman Avenue East
Fort Atkinson, WI 53538
forthealthcare.com

Fort HealthCare improves health of employees and experiences annual premium decreases

Fort HealthCare collaborated with Cerner in 2011 to address and improve the health risks associated with the eight-community area of Jefferson County, WI, which it serves. Chronic conditions, such as hypertension, obesity, hyperlipidemia, back pain, asthma, diabetes and depression are at the forefront of top health risks in the community, including Fort's own employees. Fort and Cerner set out to first focus on improving the health of Fort's workforce and decrease associated health care costs through implementation of an incentive-based employee wellness program.

Know the population

From 2014 to 2018, Fort HealthCare had between 750 to 780 employees eligible for the wellness program, with a 60 percent participation rate. Forty-three percent of those employees who participated were age 50 or older. Through aggregate labs and biometric data, Fort identified hypertension, obesity, hyperlipidemia, back pain, asthma, diabetes and depression as high risks among its employee population, which aligns with the risks identified in the community. In collaboration with Cerner, Fort designed a wellness program that included intervention strategies to address these risks, including direct care and treatment, lifestyle and nutrition programs, medication adherence initiatives and targeted communications to employees.

Engage employees

The wellness program requires employees to complete a personal health assessment (PHA), labs and biometric screening, and a health coaching visit (based on the employee's risk) to qualify for a health reimbursement account (HRA) contribution from Fort. Employees also have access to workshop content and health challenges and can be awarded various prizes throughout the year for their participation. Through incentivizing employees, Fort is able to better track the impact its wellness initiatives are having on the health of its population.

Wellness program components

Required to receive HRA contribution

- Personal health assessment to create a snapshot of current health status and encourage adoption of a healthy lifestyle
- Labs and biometric screening to provide validated data for results-based incentive program
- Health coaching (based on employee's risks) to assist with health management through education and prevention, condition support and behavior modification

Optional

30+ health challenges and workshops from which to choose, with incentives rewarded based on participation

“Like many employers we’re trying to watch the cost of our health insurance, and we’ve seen some nice decreases over the years that we largely attribute to our wellness program.”

-Nancy Alstad
Senior HR Director,
Fort HealthCare

Manage outcomes

In collaboration with Cerner, Fort was able to make an impact on its employees’ overall health, including those at-risk or living with chronic conditions. In a cohort of 283 participants (those who completed a PHA and labs and biometrics screening annually from 2014-2018), seventy-two percent were able to maintain or improve their health, despite aging. Further, 84 percent of cohort participants improved or maintained their BMI, 37 percent decreased or maintained their risk for out-of-range blood pressure and 20 percent had zero high-risk conditions. From 2016 to 2018 across all participants, four percent experienced a decrease in high cholesterol (hyperlipidemia). In addition, Fort has experienced an annual decrease in employee health insurance premiums since 2016, with a five percent decrease in 2016, six percent in 2017 and seven percent in 2018.

Results for cohort (2014 - 2018)



84 percent
improved or maintained BMI



37 percent
decreased or maintained their blood pressure risk category

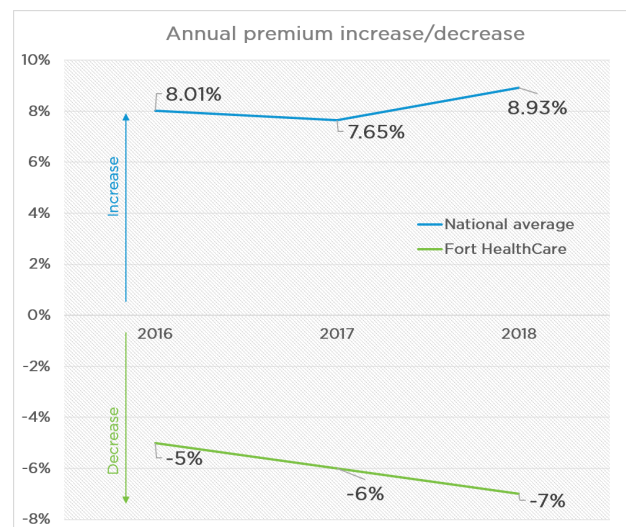


20 percent
had zero high-risk conditions

Results for all participants (2016 - 2018)



4 percent
decreased hyperlipidemia



Conclusion

Fort HealthCare plans to continue using Cerner’s workforce health services to improve employee health and expand to the Jefferson County community at large. Through continued innovation and creativity with the wellness program, Fort’s goal is to increase program participation to help improve overall health and well-being for its community and employees.

Research provided by: Nancy Alstad, Senior Director Human Resources, Fort HealthCare; Bridget Monahan, Manager Community Health and Wellness, Fort HealthCare; Ross Miller, MD, MPH, Medical Director, Population Health Services, Cerner; Georgi Wilson, Senior Client Results Analyst, Cerner

Client outcomes were achieved in respective settings and are not representative of benefits realized by all clients due to many variables, including solutions scope, client capabilities and business and implementation strategies.

