



THE BACKGROUND

In 2006, three prominent employers in Longmont, City of Longmont, Longmont United Hospital, and St. Vrain Valley School District, began a conversation about how to work together to address cost containment of healthcare through a wellness approach and create a community-wide initiative to reverse the unhealthy trends related to obesity.

This initiative joined with LiveWell Longmont in 2010 .

LiveWell Longmont guides the organizations in building their capacity to develop the structure of a collaboration and implement a group-wide work plan with goals, objectives, implementation steps, and evaluation.

THE ISSUES

Two of the employers had been offering wellness programming for a number of years but had not developed comprehensive, data-driven programs with measurable results. The third employer had made no discernible movement toward developing a wellness infrastructure.

- ◆ Each organization was interested in achieving positive changes in healthcare utilization, productivity and absenteeism.
- ◆ None had tied their wellness program to employee benefit design.
- ◆ They had limited resources and, for the most part, lacked the expertise for developing a results-oriented wellness program.
- ◆ Insufficient time to research current employee health management and wellness trends.
- ◆ No community-wide coordination of worksite wellness networking.
- ◆ Each employer was creating or re-creating their own programs.

THE SOLUTION

The employers resolved to do something more expansive and systematic and tie their effort to the LWL vision to make a significant contribution to become the healthiest city in the healthiest state in the nation. The Worksite Wellness Collaboration’s mission focuses on creating a collaborative, sustainable, and results-oriented partnership with the goals to:

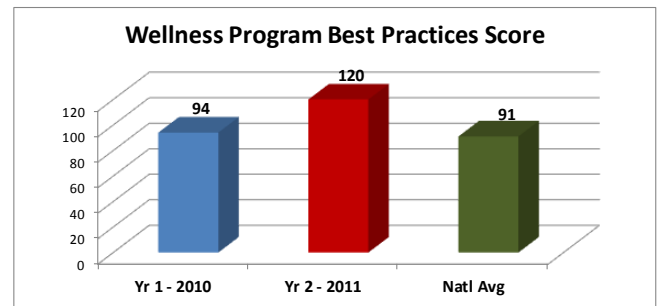
- ◆ **Enhance and strengthen** each organization’s worksite wellness **infrastructure, policies, and interventions** (e.g., enhance productivity, decrease absenteeism, decrease presenteeism, control healthcare utilization and costs, increase employee satisfaction, and return on investment).
- ◆ **Develop a culture** among Longmont area businesses that supports and inspires employees and their families to embrace wellness that leads to increased awareness of and accountability for their own healthy lifestyle behaviors.



CASE STUDY— COLLABORATION MODEL

THE RESULTS

Through the Collaboration, each employer’s wellness program was examined against a best practices scorecard with results compared to national averages to benchmark and trend changes.



By working together, the Collaboration made a difference:

- ◆ The total score across the three organizations improved 21.7% over one year, with one employer improving their score by 33%
- ◆ By collaborating on key areas—strategic planning, engagement methods, and measurement and evaluation— partners improved scorecard section scores from 31% to 56%
- ◆ Employees exceed national recommendations for tobacco use, high blood pressure, cholesterol, preventive health screening but fall short in percent who are overweight and obese
- ◆ With LiveWell Longmont coordinating the effort and increasing the effectiveness, for every \$1 spent by partners, \$4.70 of value advances their wellness efforts
- ◆ Implementing strategies to increase healthy eating and active living and manage stress by one employer drove employees from medium health risk to low health risk (“costs follow risks”) - 6% more employees in low health risk category over one year
- ◆ Low risk employees are estimated to save employers \$329 per employee in excess medical costs as compared to medium risk— an employer with 500 employees could realize a potential cost avoidance of nearly \$10,000 with this shift

