Lessons Learned:
Ohio Bureau of Workers’ Compensation
Workplace Wellness Grant Program

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Overview of OBWC

• Founded in 1912
• Coverage for 250,000 businesses with 3.5 million employees
• About 70% of Ohio’s workforce
• Underwrites over $1.9 billion
• Annual claims costs $1.65 billion
Why wellness

• State of health in Ohio and the U.S.
• Why an OBWC problem
• Literature
• Correlation between health/wellness and recovery
OBWC challenges

• Doing what we do best
  – Adding a new focus area
• Engaging stakeholders
• How much should we invest
Developing proposal

- Experts and beneficiaries
- OBWC proposal
- Basic understanding
- Valid opinions
Stakeholders and program consensus

• Employee questions
  – Affects employee
  – Privacy concerns

• Employer questions
  – Return on investment
  – Employer liability

• Vendor questions
  – OBWC data

• OBWC questions
  – Funding
  – Program elements
  – Liability

• Researcher questions
  – Collect all data
OBWC Wellness Grant Details and Development
Program overview

- Allocated $4 million
- Participate 4 years
- Graduated payments
- Receive up to $15,000
- First grants awarded in 2012

Lessons learned: At least 3 years to realize benefits. Fifty employees to realize return on investment.

Lessons learned: Must have leadership support. Our proposal for this work was first introduced in 2005.
Program data

• Focus groups
• Program elements
  – Health risk appraisals (HRA)
  – Biometric screenings
  – Employee data
• Third party vendor

Lessons learned: So many parties with many recommendations.
Biometric screening

- Individual health & wellness awareness
- Objective data
- Screening measures
- Devil in the details
  - Blood draw vs. fingerstick
  - Cholesterol categories
Focused HRA

- Question selection
- Appraisal length
- Category values
- Review with third party vendor
Data collected

• Aggregate HRA and biometric data
• Participating employee data
  – Names
  – Hours worked
  – Days absent
  – Claims filed
• Healthcare utilization costs
• Case study
Today’s grant program
Employer requirements

• Contract with a third party vendor
• Conduct health risk appraisals (HRA)
• Conduct biometric screenings
• Develop activities and programs

Lessons learned: HRA’s and biometric screenings are important facets for any wellness program.

Note: OBWC grant program excludes employers with wellness program.
Program reporting

- Provide participating employee data
- Provide aggregate data annually
- Submit receipt documentation
- Complete Safety Management Self-Assessment and a case study annually

Lessons learned: Keep participating employers engaged without overwhelming them.
WWGP participation

• Approved 336 with 309 awarded
• Awarded $795,000 in first year
• 142 employers in their second year
• 11 employers in their third year
• More than 7,950 participating employees
Employer size

- Less than 50: 37%
- 50 - 100: 32%
- 100 - 200: 23%
- Greater than 200: 8%
Dilemmas

• Contract with one vendor versus multiple
• Expand use of grant funds
• Same starting date for all employers
• Require specific percentage of participation
• Conduct audits
• Require participating employee survey
Integrating health protection with health promotion will redefine the future of occupational safety & health.
Questions

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To learn more about OBWC:  www.bwc.ohio.gov