



**Health
Benefits
Employee Services
California**

SAND2007-6853P

Sandia National Laboratories California

Life Design Center Preventive Health Programs





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Life Design Center Preventive Health Programs – Objectives

- ☐ Develop Health Risk Reduction program to improve health states among employees and reduce health care costs
- ☐ Reduce productivity losses rates due to illness/injury
- ☐ Provide employees time saving convenience and access to fitness resources
- ☐ Enhance quality of life among employees
- ☐ Attract and retain highly talented pool of employees





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Life Design Center Preventive Health Programs

– Core Programs

Health Risk Assessments and Consultation

Participants are given a health risk assessment (HRA), including key biometrics, health survey, and consultation with a Health Educator. HRA's are repeated annually or every 2-3 years, depending on risk status.

Fitness Consultation

Fitness consultations are provided by a certified Fitness Specialist. Participants with elevated health risks, have been sedentary, and/or have past injuries that may place them at risk for future injuries are recommended/referred for fitness consultations.

Nutrition Consultation

Nutrition consultations provided by a Registered Dietitian are available to all Sandia employees. Life design Center Preventive Health participants who have elevated biometric risks, overweight and obesity, and/or degenerative disease are encouraged to meet with the site Dietitian.





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Life Design Center Preventive Health Programs

– Core Programs, con't

Accountability Program

Life Design Center Preventive Health Participants and/or individuals referred by the Medical Clinic who have significantly high health risks or current degenerative disease are offered an intensive and structured life style program to assist in the lowering of these health risks. The program lasts for a minimum of 16 weeks and provides health coaching, fitness consultation, and nutrition consultations and weekly meetings with the assigned Preventive Health Coach. .

Life Design Center Fitness Facility and Group Exercise Classes.

A full fitness facility that includes strength training equipment, cardio equipment, a variety of group exercise classes, specialty series classes and fitness challenge programs.

Health Promotion Programs:

A full range of health promotion programs are offered throughout the year, such as Smoking Cessation, Weight Loss, Healthy Back & Lifting, and Stress Reduction.





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Life Design Center Preventive Health Programs – Metrics

Key Metrics Are Tracked To Evaluate Program Effectiveness

- ☐ Participation Levels
- ☐ User Satisfaction
- ☐ Health Risk Reduction
- ☐ Cost Analysis





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Life Design Center Preventive Health Programs – Metrics

☐ Participation Levels

Sandia/CA 800-1,000 employees

- 1,000 Unique Health Risk Assessments have been conducted to date. Total of 1,890 HRA's conducted to date.
- 730 Active Participants to Date
- Average facility use ~ 69 users per day





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Life Design Center Preventive Health Programs – Metrics

☐ User Satisfaction

- Point of Service Evaluations have offered valuable feedback and suggestions that guide programs.
- On a Scale of 1 (poor) – 10 (Excellent) Preventive Health Services has consistently received average scores of 9.2-9.6 on Satisfaction Surveys.





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Life Design Center Preventive Health Programs – Metrics

□ Health Risk Reduction¹

The following Health Risks are being tracked for our Health Risk Reduction Program:

- Stress
- High blood glucose
- Overweight
- Tobacco use
- High blood pressure
- No exercise
- High cholesterol





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Life Design Center Preventive Health Programs – Metrics

□ Outcomes & Health Care Cost Analysis

Risk Category	Estimated Cost Associated with Each High Risk Employee Per Year	% of Moved From High Risk to Low Risk (Over 4 Years)	Projected Potential/Actual Cost Savings (Over 4 years)
Stress	\$2,546	40%	\$25,460
High Blood Glucose	\$3,261	30%	\$22,827
Weight	\$2,684	18%	\$126,148
Tobacco Use	\$1,603	21%	\$19,236
High Blood Pressure	\$1,462	60%	\$163,744
No Exercise	\$1,594	13%	\$87,670
High Cholesterol	\$1,021	76%	\$171,528
Total			\$616,613





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Life Design Center Preventive Health Programs – Metrics

☐ Cost Analysis - Productivity

Period	Projected Potential/Actual Cost Savings
2002-2003	\$219,736
2003-2004	\$324,156
2004-2005	\$478,546
2005-2006	\$705,970
Total	\$1,728,408



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Life Design Center Preventive Health Programs – Metrics

☐ Return on Investment Projections

	2002-2006
Estimated High-Risk Savings	\$616,613
Estimated Productivity Area Savings	\$1,728,408
Estimated Total Savings	\$2,345,021
Less: Estimated Net Program Costs	\$1,375,000
Net Savings Per Year	\$970,021
Yearly Benefit-Cost Ratio	1.71





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Life Design Center Preventive Health Programs

– Continuing Initiatives

- ☐ Medical Clinic and Preventive Health Collaborations
in Disease Risk Management Initiatives
- ☐ Work Life Balance Strategic Initiatives
Managers Peak Performance



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