# Implementing a Successful Weight Management Initiative - A Case Study

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# Overview of Aurora Health Care

- **We help people live well**

- **Established as a not-for-profit system in 1984**

- **Consists of:**
  - **15 hospitals**
  - **172 clinic locations**
  - **1,453 employed physicians**
  - **70 pharmacies**
  - **Aurora Visiting Nurse Association**

- **30,224 employees (2011)**

- **31 counties and 90 communities (2011)**

- **Integrated model provides value in three ways:**
  - **Measurable quality**
  - **Affordability**
  - **Patient experience**



Wisconsin
Illinois

# Overview of Caregiver Wellness Initiatives

## Prior to 2009

- Annual visit covered
- Coverage of tobacco cessation products and medications
- Smoke-free campuses
- Healthier food options and portion control
- Preventative initiatives

## 2009-2010

- HRA's with biometric tests
- Environmental Assessment of wellness and work environment
- System Wellness Committee is established

## 2010-2011

- Insurance premium increases for smokers
- Required HRA w/ biometric testing and one education module
- Mandatory flu shots

## 2011-2012

- Continuation of premium increases for smoking
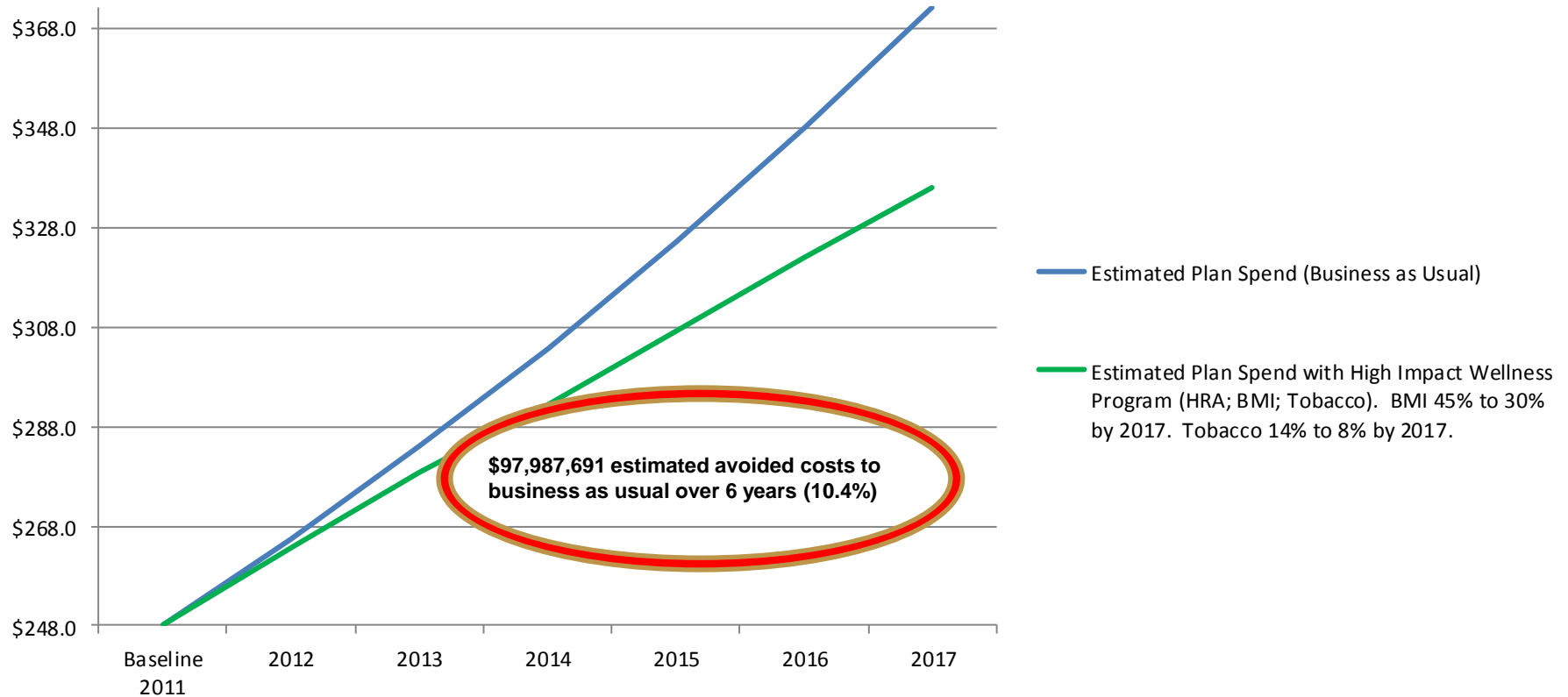- Continuation of mandatory flu shots
- BMI focus

# The Impact of Obesity

## *Caregiver Statistics:*

- Total spend approaching $250,000,000 for Medical + Rx

- 63% are overweight

- 43% have BMI of 30 or higher

- Average age: 44

# The Impact of Obesity

**Projected Health Plan Paid Costs for Aurora Health Care**
**Assumes 7% annual growth**



Estimated Plan Spend (Business as Usual)

Estimated Plan Spend with High Impact Wellness Program (HRA; BMI; Tobacco).  BMI 45% to 30% by 2017.  Tobacco 14% to 8% by 2017.

$97,987,691 estimated avoided costs to business as usual over 6 years (10.4%)

# Caregiver Incentives

- Caregivers with a BMI over 30 will be facing a higher insurance premium starting in 2014

- Caregivers can qualify for the incentive if they engage in one of 5 BMI Alternative Activities

- Caregivers who choose HMR can qualify if they attend 10/12 weeks

- HMR attendees also get free classes, and a 25% rebate on MR purchase through first 12 weeks

# Healthy Solutions® at Home Program:
## Case Study – Demonstration Project: January-September 2013

Employees who completed at least 10 weeks with an average time of 16.1 weeks*:

| Average weight loss: | Average weekly weight loss: | Per patient weekly averages: |
|---|---|---|
| **24.1 lbs.** | **1.6 lbs.** | **39** ONE-CUP SERVINGS of fruits & vegetables |
| This represents a weight loss of -11.1% of initial body weight | Average weight loss for first 10 weeks is **1.9 lbs. per week** | **1,896** KCAL of physical activity |

| MEASURE (AVERAGE) | TOTAL GROUP | COMPLETED < 10 WEEKS | COMPLETED ≥ 10 WEEKS* |
|---|---|---|---|
| N | 106 | 30 | 76 |
| Weeks in Program | 12.8 | 4.6 | 16.1 |
| Start Weight (lbs.) | 217.9 lbs. | 229.8 lbs. | 214.2 lbs. |
| Total Weight Loss (lbs.) | -21.4 lbs. | -13.2 lbs. | -24.1 lbs. |
| % of Initial Weight | -9.8% | -5.8% | -11.1% |
| BMI Change | -3.35 | -1.9 | -3.9 |
| Fruit & Vegetable | 39 | 38 | 39 |
| Physical Activity | 1903 | 1922 | 1896 |

32 employees are still active (5 <10 wks; 27 ≥10 wks) with an average weight loss of -22.9 lbs (11.2% of initial weight) at an average of 16.5 weeks.

HMR
Health Management Resources

*Weight change includes participation in both Phase 1 (weight loss) and Phase 2 (weight management) of the program for 24 participants.*

# Burlington Clinic:
## Case Study – Demonstration Project: January-September 2013

19 Employees who completed an average time of 24.9 weeks*:

Average weight loss:

## 45.2 lbs.

This represents a weight loss of -16.9% of initial body weight

Average weekly weight loss:

## 1.8 lbs.

Average weight loss for first 10 weeks is **2.5 lbs. per week**

Per patient weekly averages:

**36** ONE-CUP SERVINGS of fruits & vegetables

**2,027** KCAL of physical activity

| MEASURE (AVERAGE) | TOTAL GROUP |
|---|---|
| N | 19 |
| Weeks in Program | 24.9 |
| Start Weight (lbs.) | 230.7 lbs. |
| Total Weight Loss (lbs.) | -45.2 lbs. |
| % of Initial Weight | -16.9% |
| BMI Change | -7.0 |
| Fruit & Vegetable | 36 |
| Physical Activity | 2,027 |

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# Future State

*Plans to Integrate HMR throughout Aurora Health Care:*

- HMR treatment options in all patient service market communities
  - In-clinic
  - Virtual

- Offer Healthy Solutions at Home as a referral option for care providers

- Offer options to corporate partners of the Aurora Accountable Care network