

# Boost Employee Participation in your Health & Wellness Program.

## Health & Wellness Incentive Programs with **benefits** optimization

Integrated Health & Wellness Incentive Programs are a key component to successfully engaging employees and inspiring your workforce to participate in your Health & Wellness program.

BenefitsOptimization not only provides you with an integrated health and wellness program, but also gives you the freedom to easily structure an incentive program that makes sense for your organization.

### Need a Formal Incentive Program Guide?

At BenefitsOptimization we can help you structure your Incentive Program by providing a basic design based on three pillars: Participation, Compliance, and Achievement.

#### Participation

Employees start earning incentive points by participating in the Health Assessment and initial biometric screening.

#### Compliance

Employees continue to earn points by enrolling in a health or wellness program, accruing points each time they demonstrate their compliance by completing a health coaching session, attending a learning event (smoking cessation, nutrition), or subsequent screening event (cholesterol, blood pressure, etc).

#### Achievement

Participants can earn additional points if they achieve the health objective they identified in the initial enrollment. This can be based on various goals. Here are some examples:

- If someone has diabetes, the goal might be to have A1c checked every 3 months.
- For a completely healthy person, the goal might be to walk or get exercise at least 3 times a week.
- For someone with high cholesterol, the goal might be to get cholesterol total below 200 by a given date.

With this basic structure, additional points can be acquired through increased participation or by including discussions of program progress with a Health Coach.

### Rewards

The rewards you offer to your employees are up to you!

Common reward themes for Health & Wellness incentive programs include reducing the amount of money that employees spend on wellness. These often involve offering an incentive that includes lower medical plan premium payments; however, they could also include options such as reducing copays, reducing deductible requirements, or additional funding contributions from the company to a medical Flexible Spending Account (FSA) based on participation and points acquired through the program.