6 Ways to Improve Your Employee Health Outcomes

The Challenge of Optimizing Employee Health and Benefit Programs

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Lacking Actionable Intelligence on Health Data – Until Now

Year after year, employers and their consultants work hard to deliver benefits and resources that improve their employees' health outcomes. But to do so requires you to use all the data at your disposal to optimize your plan and understand what employees truly need.

Until this point, you've most likely relied on carrier reports, third-party vendors, and data warehouses to store and manage your data. You've also made changes to your plan design and invested in new health initiatives.

But with every change you've made and new program you've added to your plan, health costs continue to rise and the healthcare delivery dynamics constantly shift. Your organization has made numerous investments to improve your health benefits offering and to improve the health of your workforce. However, the lack of actionable intelligence from your data makes it a challenge to understand the impact of those investments. Legacy data warehouse solutions that have been the primary tools to help employers and consultants visualize data don't go far enough to deliver the actionable strategies needed to improve employees' health.

It Can Be Better

Now, imagine a world where every healthcare decision is backed and guided by data. Imagine unifying and synthesizing your employee health data to guide each plan and program you put in place.

With Springbuk, this world is possible. Unlike legacy data warehouses, our health data analytics solution simplifies data-driven decision-making with an intuitive user experience and curated action steps. It's not just data, it's direction. If you're ready to put your data to work to gain the health intelligence that can actually help improve the health of your employee outcomes, below are six ways to maximize your most valuable resource – your people.

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1 Bring Speed and Automation into Your Process

Healthcare data is complicated. With an 800% increase in available healthcare data since 2016, ensuring the quality of that data can be incredibly challenging.

Today's HR teams are tasked with playing the role of a data analyst and an HR professional. They're spending more time than ever trying to make sense of an endless waterfall of data while simultaneously keeping up with the rapid changes in their workforce demographics.
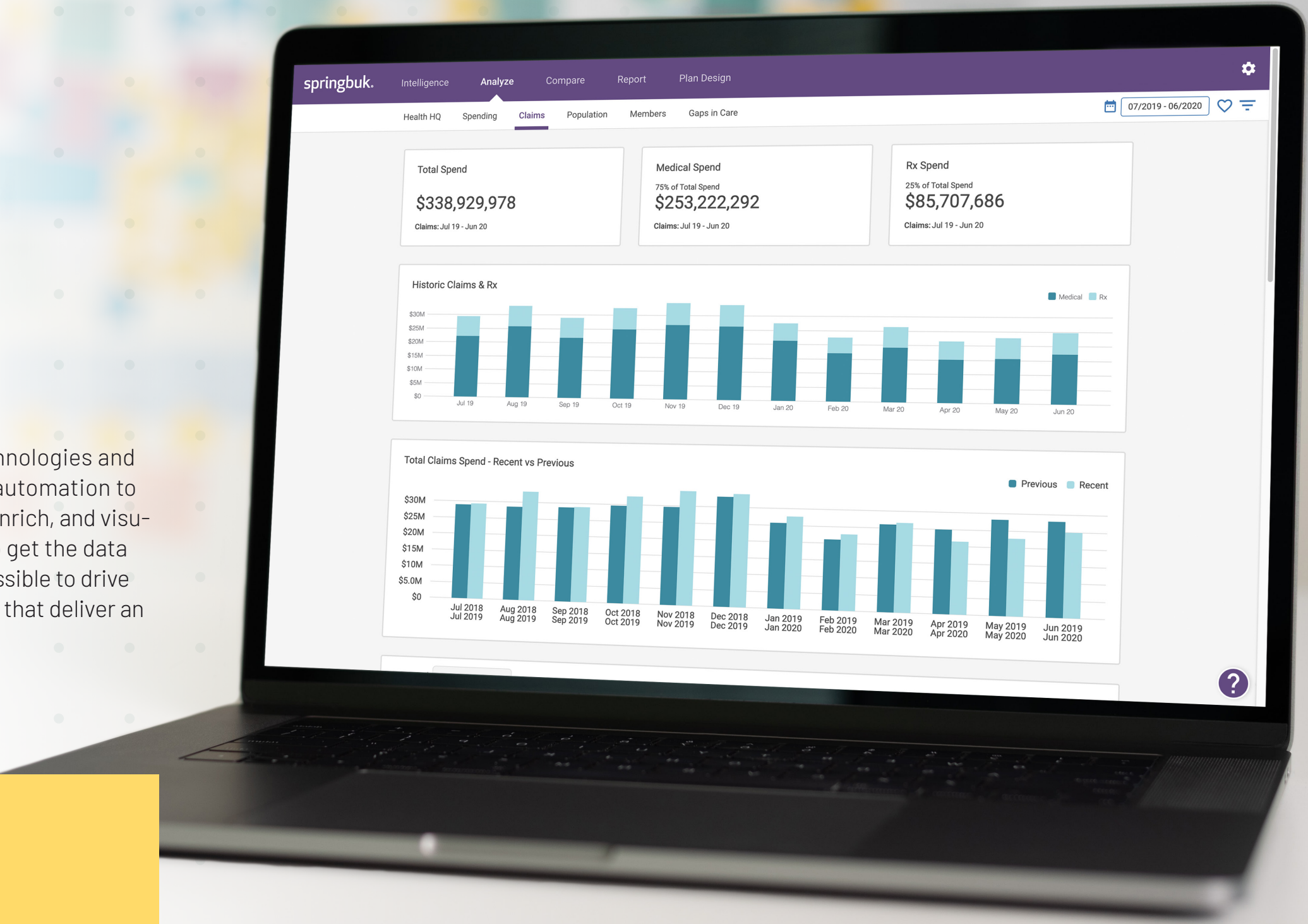
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Does Your Current Solution:

▌ Manage clients' data in a flexible, secure, and high-performance manner

▌ Provide a hands-on approach to ingesting, normalizing, and enriching data

▌ Iterate quickly and clearly communicate new features or changes

▌ Ensure your data has the integrity to represent the true story of your population's health

We can all agree: you can have an abundance of data available, but bad data can steer you in the wrong direction, especially when trying to improve employee health outcomes. More data is only better if it's unified, normalized, and presented in an intuitive and intelligible manner.

Springbuk's cloud-based technologies and data science add speed and automation to securely process, normalize, enrich, and visualize your data. Our focus is to get the data processed as efficiently as possible to drive intelligent, actionable insights that deliver an optimized impact for you.

When your data has the integrity to tell the full story of your population, you're empowered to make decisions with speed and confidence.

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2 Turn Your Data Into Direction

Understanding what issues are driving costs and clinical gaps in care is a key component of improving your employees' health outcomes. Yet to do so, your tool belt includes siloed information, static data sets, and questions with very few answers.

With the latest in artificial intelligence and machine learning, finding opportunities in your population to improve health outcomes and optimize your plan shouldn't take hours.

Can Your Current Solution:

▎ Help you create and analyze employee co-horts to understand the story driving your data within 5 minutes

▎ Show the patterns of Rx and care utilization that are driving your costs and gaps in care

▎ Focus strategies on mitigating risk and decreasing cost

▎ Identify members that have not yet been identified as high cost/risk but are likely to be in the future

Go Beyond Typical Carrier Reports

Compared to other solutions in the market, Springbuk goes the extra mile to deliver far beyond what typical carrier reports and program vendor reports supply. With a forward-thinking approach, Springbuk's algorithms and models focus on optimizing the future of your population's healthcare spend.

Our powerful Springbuk Insights™ solution, powered by data science and thousands of complex algorithms, generates actionable strategies and predicts members at-risk of conditions to more effectively guide disease management resources and risk mitigation strategies.

Springbuk Insights features six unique categories to quickly organize your opportunities:

❙ COVID-19: Increased Risk of Severe Disease: Members with conditions that increase their likelihood of severe COVID-19 if infected

❙ Risk Mitigation: Chronic gaps in care, comorbid members, forecasting event predictions, high-risk members, and preventive care

❙ Care Efficiency: Avoidable admissions, avoidable ER, and ER pattern of use

❙ Drug Savings: Generic savings, opioid risk, and specialty drugs savings

❙ Steerage Procedures: Members with preference sensitive conditions at increased risk for future surgeries that may not be necessary

❙ Potentially Unnecessary Procedures: Identifies members that received preference sensitive surgeries

The Springbuk solution distills your data and curates direction on the next steps you can act on today by:

❙ Driving immediate impact through the identification of Gaps in Care

❙ Identifying patterns among your employee population

❙ Uncovering opportunities to avoid unnecessary procedures, recommend lower-cost drugs, mitigate risk, and improve the efficiency of care

❙ Targeting populations that are at risk with preventive interventions

❙ Having a single source of truth between internal stakeholders, vendors, and health solutions

Filter by Category:

| ☐ Risk Mitigation | 11 ⌄ | ☐ Drug Savings | 10 ⌄ | ☐ Care Efficiency | 9 ⌄ | ☐ Steerage Procedures | 3 ⌄ |

| ☐ COVID-19: Increased Risk of Severe Disease | 5 ⌄ | ☐ Potentially Unnecessary Procedures | 4 ⌄ |

Chronic Gaps in Care

Identified	Opportunity
👥 1,953	$11.2M

Diabetes Gaps

🏠 Overview | ◈ Strategy | 🕐 History

COVID-19 Risk: Diabetes

Forecasted
👥 4,189

Type 2 Diabetes: Members Currently Identified or At- Risk

🏠 Overview | ◈ Strategy | 🕐 History | ⊙ Forecast

Now you don't have to be a data expert to be an expert on your data.

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3 Streamline and Speed Your Reporting Process

Once you've understood the needs and behaviors of your population, it's time to streamline your reporting process. Over the years, creating monthly or ad hoc reports may have required manual, cumbersome processes that didn't allow the customization abilities your organization needs.

You also may have looked to a third-party vendor to create and process reports, which adds more time and budget into the process.

With all this time dedicated to creating and pulling reports, you're distracted from focusing on your most valuable resource – your people. You need a streamlined and scalable way to compile and share pertinent information and data.

Now you can quickly create your own custom reports. Simply click to add the data or info you want to show, and easily resize or move information blocks.
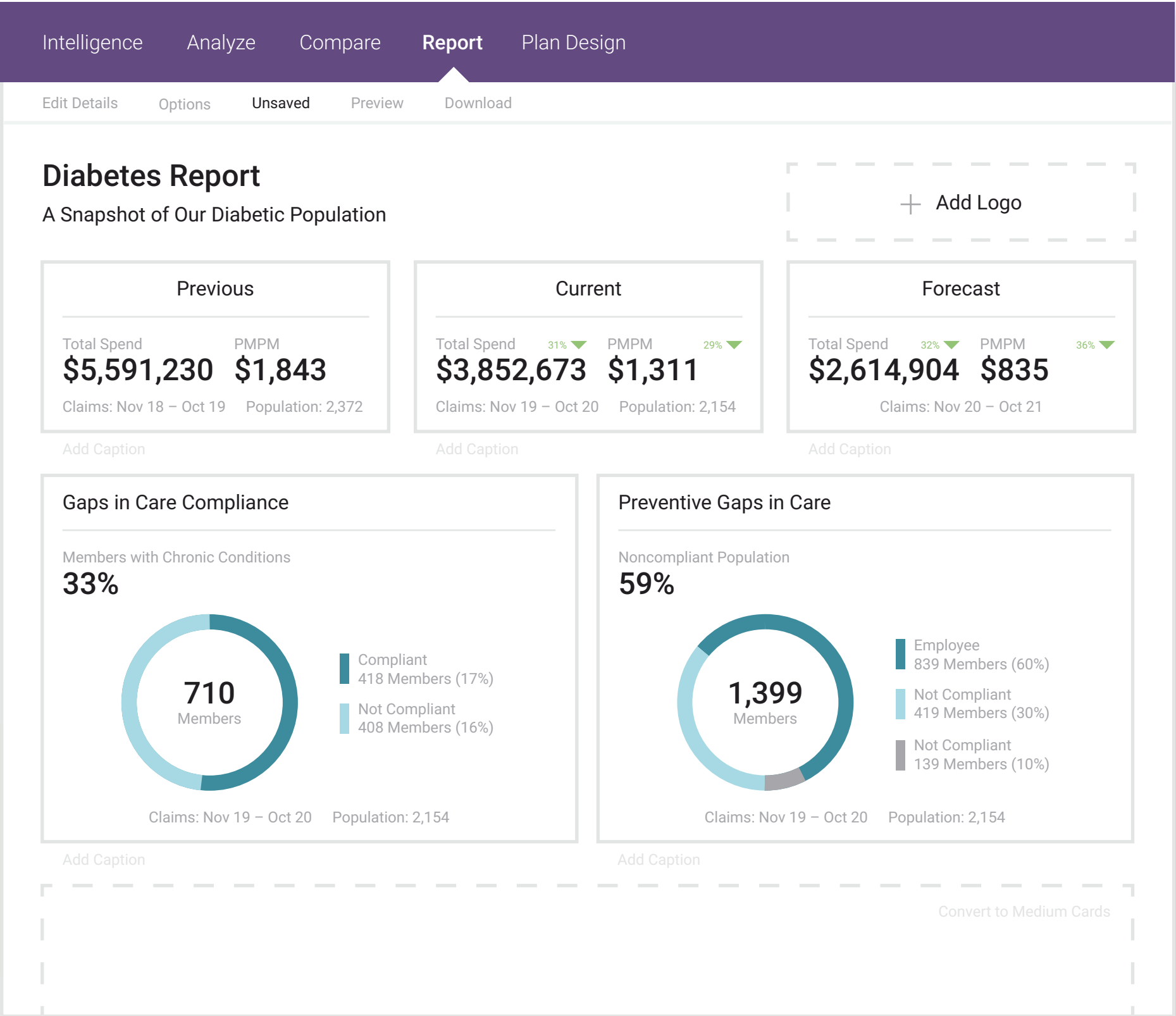
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Is This Your Life?

- Pulling manual reports

- Relying on third-party vendors or your broker or consultant

- Stuck with static reports

- Spending extra time and money to get the reports you need

Through the power of Springbuk Report Builder, you can build tailored reports in 10 minutes or less. With the extra time back in your day, you can:

- Create interactive reports to explore changes to your programs and see possible outcomes

- Dig deeper into your health data by applying filters that break down your population by age, gender, role, income, etc.

- Identify patterns or hidden intervention opportunities based on different filter categories applied

With everything in house, you can reallocate the budget you dedicated to paying a consultant or third-party vendor to receive your previously static reports.

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4 Answer Your Most Pressing Questions Quickly

⚡ Find Your Question

Data-driven innovators know that their data holds the key to better decision making. But when it comes to healthcare, why is finding the answer to your question so difficult?

With legacy data solutions: You are required to know all the right questions. You are then tasked with knowing how to properly structure your queries, and you are expected to find the answers. And ultimately, you receive a data point. No direction on how to control your rising costs. No actionability on implementing the best-in-class programs.

What is the average amount pai

What is the rate per 1000 memb

Who are the top 20 providers fo

What is the Rx spend per memb

Which therapeutic classes of dr

What is the rate of ER visits per

Does your current solution:

▎ Simplify data-driven decision-making

▎ Generate curated related information to reduce costs and improve employees' health outcomes

▎ Deliver the information you need in a few keystrokes with an easy-to-use, intuitive user experience

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Make the Best Decisions Confidently

With Springbuk, it's never been easier to make the best decisions for your people and business confidently. Need to quickly know the answer about emergency room visits to evaluate a potential plan design change? Are you interested to see the prevalence and cost of COVID-19 testing, with the ability to benchmark and filter by sub-groups?

Just type your question into the Springbuk Answers™ natural language processing search engine. This solution was built to empower you with the information you need at your fingertips so you can be armed with the right information, at the right time, to save money and avoid future risk.

⚡ ER Visits ⌃

What is the rate of ER visits per 1000 members?

Which diagnoses are the biggest drivers of ER visits based on total paid amount?

How does the total number of visits break out by service category?

What is the total spend per employee per year?

What percentage of users are using the on-site clinic?

Curated Search Bar

With a simple search, using real-life questions, you can instantly receive your answer with suggested curated related questions and topics.

Which diagnoses are the biggest drivers of ER visits based on total paid amount?

US Municipality: Nov 2019 – Oct 2020

Intelligent Answers

Dive deeper in your search with the ability to filter by cohorts, compare to national benchmarks, and adjust time periods. Springbuk's team of experts have done all the heavy lifting to assure the answers you need are calculated using the most current codes, algorithms, and methodologies.

⚡ Find your question ⌄

Browse All Questions

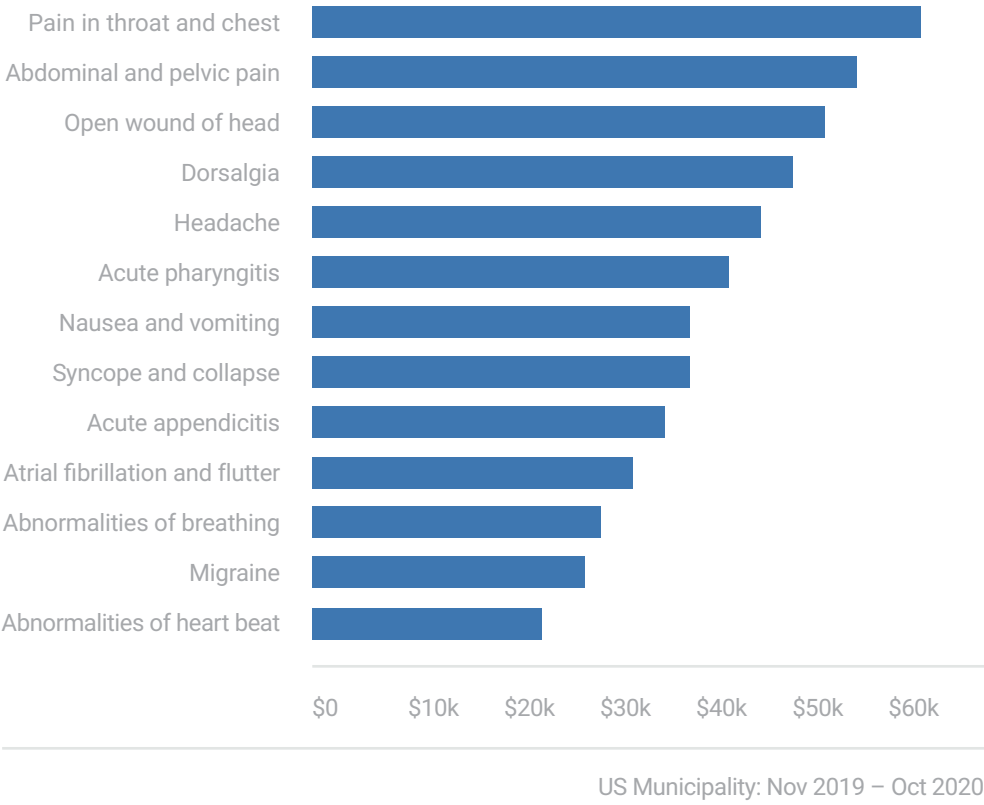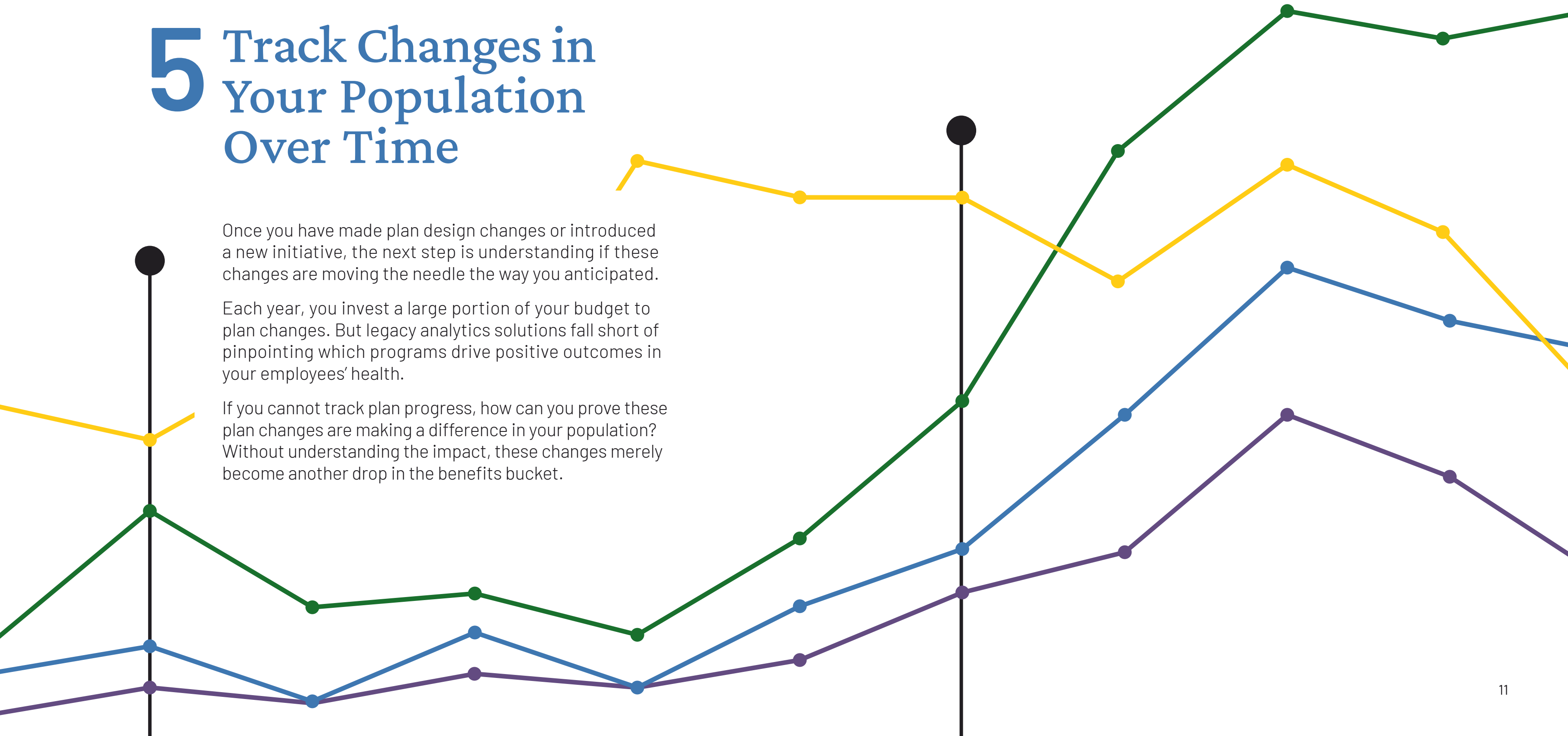Overall Spend   Procedures   Providers   Rx Spend   Utilization

Suggested Topics

Not sure what you should be asking? Browse by featured topics based on the built-in knowledge of clinical and data science experts.

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5 Track Changes in Your Population Over Time

Once you have made plan design changes or introduced a new initiative, the next step is understanding if these changes are moving the needle the way you anticipated.

Each year, you invest a large portion of your budget to plan changes. But legacy analytics solutions fall short of pinpointing which programs drive positive outcomes in your employees' health.

If you cannot track plan progress, how can you prove these plan changes are making a difference in your population? Without understanding the impact, these changes merely become another drop in the benefits bucket.
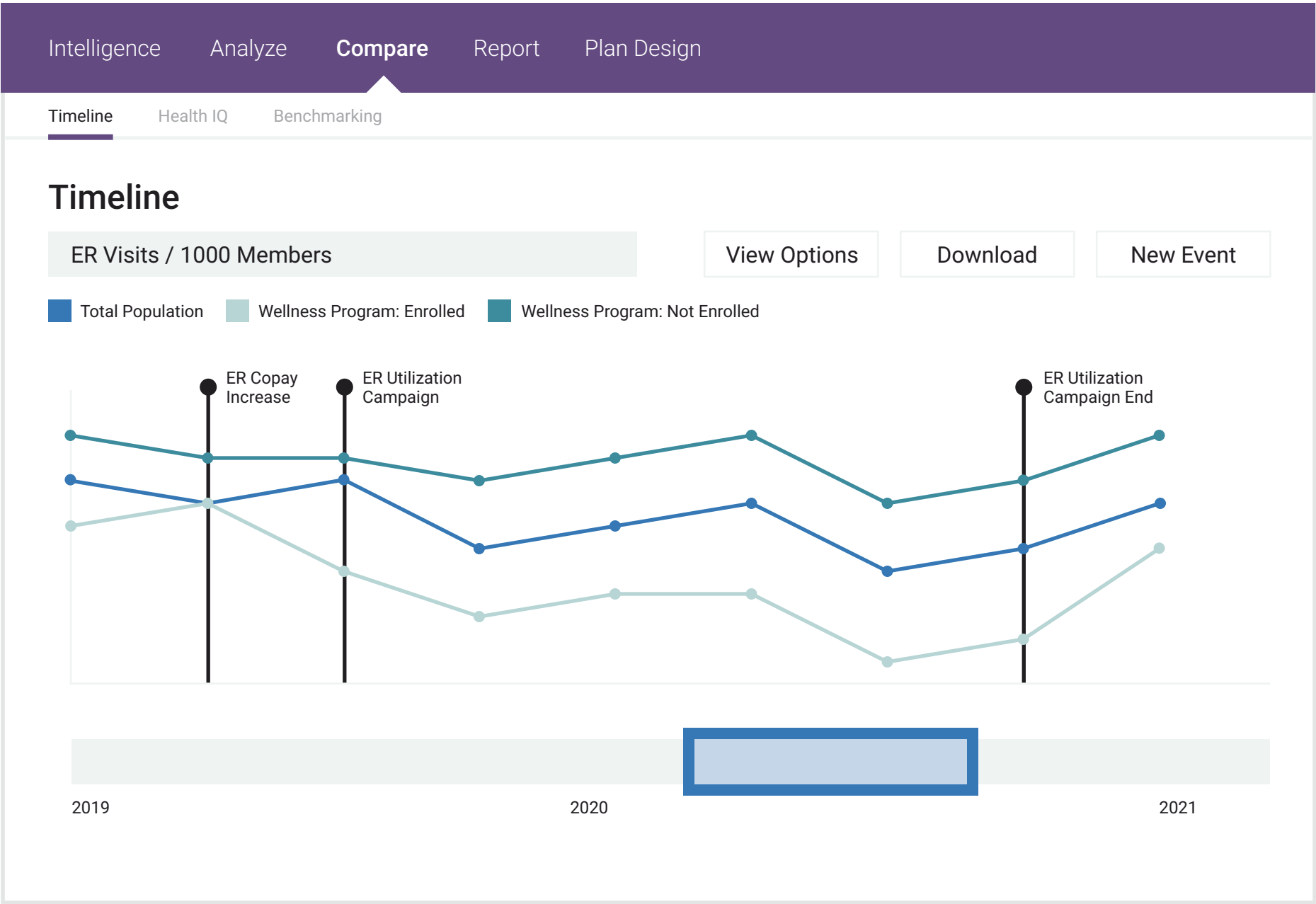
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Do You Have the Tools to:

▌ Monitor the impact of plan changes over time and benchmark them against different time periods

▌ Associate health outcomes with the plan design changes you've made

▌ Create employee cohorts to track progress and compliance gaps

▌ Compare the impacts of different types of programs or vendor solutions

Springbuk Timeline™ helps you see and tell the story of the interventions that have driven the greatest impact for your population's health.

▌ For example, if you noticed an increase in ER utilization for non-urgent visits, and you took action by implementing an increased ER copay, you could see how the number of ER visits per 1,000 members changed after the copay had gone into effect.

▌ Springbuk Timeline™ can monitor these changes over time, so you know when to re-engage with your population to keep members on track with health-related behaviors.

For the first time, you can visually show the impact of programs and strategies implemented by comparing metrics against your recent actions.

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6 Quickly Adapt New Solution Features

No two employer populations are the same, so why should your solution be one-size-fits-all? While legacy solutions can house your data, they're limited in quickly scaling and releasing new features. They rely on slow, manual processes that don't have the capacity to take on client suggestions. You need a solution that can quickly iterate and adapt to your changing needs.

Does your current solution:

▍ Flexibly scale to meet new demands based on current world happenings

▍ Continuously deploy new features as soon as they've been tested and approved

▍ Welcome customer suggestions for new features

▍ Actively conduct user interviews and beta releases with the opportunity for clients to help shape future products, features, and enhancements

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Deliver Intelligent, Actionable Insights to Your Population

The Springbuk Health Intelligence Engine allows us to innovate in ways that legacy data warehouse solutions can't. As your employees' needs change, so should your solution. Customer feedback and suggestions are a large part of our yearly road-map, and 30% of the past year's new features came from our client idea portal.

When the pandemic's reality set in, we saw clients begin to identify how COVID-19 would impact their 2021 health benefits spend. Springbuk's rapid response to this was adding COVID-19-specific data queries into Springbuk Answers™ and Insights, as well as creating new COVID-19 impact tracking reports. These queries armed customers with time-sensitive information regarding COVID-19 risk, patterns, and spend.

We know that to improve your employees' health, you need a solution that can empower faster, more informed, more impactful decisions on benefits strategy and spend.

Let us show you how Springbuk can deliver the health data analytics and intelligence you need to improve the health of your employee outcomes and maximize the value and potential of your programs.

Get A Personal Demo