

# ACHE CHAPTER PANEL DISCUSSION TEMPLATE #66

---

*For ACHE Face-to-Face Education Credits*

## **Listening to Employers: How Health Systems Can Support Population Health Management**

**Length:** 1.5 hours

**Target audience:** Mid-careerists to senior executives

**Description:** The continued pressure to manage healthcare costs and maximize workforce productivity has caused employers to broaden their participation in population health management for their employees. Managing the health of a defined population requires attention to issues of access, cost and quality. In addition to traditional work injury prevention and management programs, employers are expanding the services offered to employees to include health promotion, health behavior change, primary care, and other allied health services. Employers may contract with health plans, with niche healthcare providers or with local health systems to design and offer health services that meet the needs of employees while achieving the goals of the employer. This program focuses on understanding the needs of employers in managing workforce health and discusses how healthcare organizations can partner with and support employers in population health management.

**Faculty:** Moderator plus two to four panelists.

The moderator should have direct experience working with regional industry executives and health systems in population health management.

Panelists should include representatives from large, mid-sized, and/or small employers in the region, a health system CEO who can present the health system perspective, and a hospital or industry CFO with a demonstrated understanding of how managing employee health impacts the financial health of the organization.

### **Topics for Discussion**

- The current and future needs of employers related to managing workforce health and wellness.
- How healthcare organizations can assist in meeting employer goals for expanding access, improving quality, and managing costs related to workforce health.
- Successes and lessons learned from the field of industrial medicine, occupational health, and population health management.

- How workforce health can be measured, monitored and evaluated.
- Discuss the correlations and differences between population health management, value-based benefit design, pay for performance, and accountable care from the perspective of employers.

### **Questions for Discussion**

1. How can employers aid in providing access to health information to help decrease healthcare expenditures?
2. What is the current status of partnerships to stimulate population health management between the health systems and employer groups in your community?
3. How can healthcare organizations assist employers in developing a framework of competencies to further population health management?
4. What are the challenges your organization experiences when trying to implement a company wellness program for employees?

### **Materials for Distribution:**

Buell, John M. "Leading Toward Population Health: Key Skills Help Put the Pieces in Place." *Healthcare Executive* (Nov./Dec. 2011): 8–16.

McQueen, M. P. (2008, Nov 18). Workers Get Health Care at the Office-As Costs Rise, Some Employers Focus on Preventive Services; Relying on the On-Site Clinic. [\*Wall Street Journal\*](#).

Houy, M. (2009). Value-Based Benefit Design: A Purchaser's Guide. [National Business Coalition on Health](#), Washington, DC.

### **Additional Resources:**

Dunn, P. (2007). Can Big Business Save Health Care? *H&HN: Hospitals & Health Networks*, 81(1), 38-46.

Linnan, L., Bowling, M. et, al (2008). Results of the 2004 National Worksite Health Promotion Survey. *American Journal Of Public Health*, 98(8), 1503-1509.  
doi:<http://dx.doi.org/10.2105/AJPH.2006.100313>