

# UK LiveWell Check In

Your Gateway to Great Health

## Leadership Overview

Starting in September 2014, University of Kentucky employees will have the opportunity to participate in **new conversation-based health screenings** provided by UK Health & Wellness. Known as the LiveWell Check In, screenings will be held at work sites on- and off-campus in Lexington. *Additional screenings for employees' spouses, retirees and their spouses, as well as UK-affiliated organizations such as Eastern State Hospital, will follow in 2015.* The purpose of the screenings is two-fold:

1. This effort is designed to **encourage employees' awareness of their own health status, as well as University resources available to support their well-being.**

Though the Check In event provides standard screening services (cholesterol levels, blood pressure and so on), **the core of the 30-minute appointment is a guided conversation with a trained UK Health & Wellness specialist.** Employees will receive personalized action plans that incorporate their results, pre-screening intake questions, personal wellness goals and more. *Two out of every three participants in a similar pilot program in 2012 indicated they would seek out relevant health support programs.* Employees on UK health plans will receive a \$100 rebate for participating.

2. As part of a larger, balanced effort to manage health plan benefits while maximizing efforts to support employee well-being, the LiveWell initiative should help **limit upward pressure on health plan costs.**

## Background

UK Health & Wellness' launch of the Check In health screenings in fall 2014 kicks off the UK LiveWell initiative. The UK LiveWell initiative is the foundation of a population health management strategic plan developed by a diverse group of University staff and faculty, which included UK physicians and researchers. Beginning in 2014-15, this plan aims to:

- Measure our ongoing progress and ensure the University provides effective health promotion services [The planning team identified a need for more accurate information about the overall well-being of our population].
- Increase employee awareness of relevant University resources, ranging from on-site gyms to counseling/support services.

The LiveWell Check In addresses these needs directly by aggregating population health data and providing employees with one-on-one support during and after the screening process.

## Anticipating Questions

Your team may have questions about LiveWell Check In appointments during work time, as well as about the use of health screening data. **We appreciate your support, when practical, for employee participation during work time.** Overall, we expect the LiveWell Check In to take less time than the Healthtrac Rewards program it replaces. Employees should be aware that data from this voluntary program will only be used for personalized participant reports and for aggregated population health analysis.

A recent UK faculty-led study found a

# 50%

**return on investment** from UK Health & Wellness' previous health incentive program. Health plan costs for plan participants were lower than costs for those who did not participate. With the new UK LiveWell program, we seek to build on this success with broader leadership and employee engagement. That means greater well-being, better health and a more affordable health plans for our entire community.

Thanks to these and related management efforts, the University has - for the past decade - seen annual health plan cost increases well under the national average. At the same time, we have expanded our commitment to employee wellness. In the past year (2013-14) alone, this led to savings of approximately \$28,000 (UK cost trend versus national trend) for every 100 employees covered by UK health plans ... which adds up to **major savings for our colleges and divisions.**