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BLUEPRINT FOR HEALTH:

- ☐ Is a free web-based tool for making value-based decisions.
- ☐ Is valuable to employers with or without expertise in data analysis, and/or employers who don't track absence or productivity in a formal way.
- ☐ Uses data, methods and metrics derived from a large data set of U.S. employers.
- ☐ Covers several medical conditions including:
 - diabetes
 - hypertension
 - insomnia
 - high cholesterol
 - obesity

USE BLUEPRINT FOR HEALTH TO:

- ☐ Estimate total cost of healthcare, lost productivity and absence.
- ☐ Learn the impact of variables such as age, gender, geographic location and benefit design on overall total healthcare-related costs.
- ☐ Understand the migration of employees to higher or lower cost levels over time.
- ☐ Help initiate a health and productivity management program.

Supporting Partners:



Developed with support of:



The Blueprint for Health was developed by the Health As Human Capital Foundation and Riedel & Associates in collaboration with the American College of Occupational and Environmental Medicine (ACOEM) and the National Business Coalition on Health (NBCH). This resource was funded by Sanofi-Aventis.

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Following are two examples based on Company C's data entered into the Blueprint for Health.

EXAMPLE 1

This chart identifies the medical and pharmacy costs for the 10,000 employees at Company C distributed by cost ranges and number of employees. As depicted below, 57.3%, or 5,735 of the company's employees spent less than \$1200 annually. Conversely, 1.0% or 97 employees had medical and pharmacy costs greater than \$35,000. The average cost per employee was \$3,162.

Estimated Medical and Drug Cost Distribution (In 2005 Dollars)

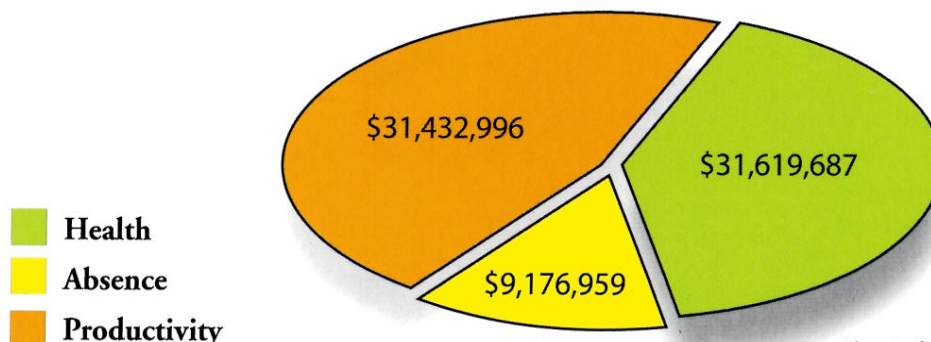
	Under \$1,200	\$1,200 to \$3,000	\$3,000 to \$9,000	\$9,000 to \$35,000	Over \$35,000
Percent of Employees	57.3%	18.8%	15.9%	7.0%	1.0%
Number of Employees	5,735	1,881	1,590	697	97
Average Cost — \$3,162					

Blueprint for Health, 2007

EXAMPLE 2

The total health related costs of Company C is the sum of health care costs, absence, and job impairment or productivity. This amounts to over \$72,000,000 annually. The graph below shows the cost attributed by each outcome. In this case, Health is the most costly outcome, contributing over \$31,600,000 to the tab. Productivity costs contribute over \$31,400,000 while absence contributes a smaller amount—over \$9,000,000.

Total Health-Related Costs Total Estimated Costs = \$72,229,642



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