# HealthNEXT

**Pillar 6**
*Data Warehousing and Analytics*

# Why is data warehousing and analytics necessary in building a culture of health and well-being?

*Insights from HealthNEXT COO, David Kirshenbaum*

# Why is Pillar 6 – Data Warehousing and Analytics – important to employers?

"When building a culture of health and well-being, it is important to know where you are, where you are going, how far you have come, and whether you are succeeding in improving the health of the population.

Delivering a comprehensive data warehouse and analytics provides actionable information to the leadership team necessary to monitor progress and invest in the most important efforts."

# How does Pillar 6 – Data Warehousing and Analytics - contribute to a culture of health, safety, and well-being?

"Date warehousing and analytics have a direct impact on all aspects of health, safety, and well-being. The best way to determine which programs and services are needed for a specific population is to assemble the appropriate data and analyze it to guide the selection process. During the implementation of the programs, each one should be measured and tracked to identify which programs are achieving the desired results or what needs to be done to improve them."

# How does Pillar 6 – Data Warehousing and Analytics - affect the workforce population?

"By analyzing and understanding data pertaining to health and well-being in the workforce and their families, vendor partners are able to identify those individuals or groups that would benefit from the various programs that are offered, or that may be added to the portfolio for health and well-being. The analysis also guides the organization in selecting programs that will show the greatest impact on their specific population. For example, how large is the population in need of programs that support musculoskeletal conditions, and which specific needs should be addressed."

# Why does sequencing matter for this pillar?

"Once there is a foundation for a culture of health, safety, and well-being, it is critical to be able to measure and track all of the programs and services that are offered to the population. In the early stages of the efforts, it is important to understand the makeup of the workforce and their families to select the appropriate programs that serve the population. As the journey progresses, it is critical to understand which programs and services are delivering the desired results and are improving over time. "

## A NEXTpert's insights on Data Warehousing and Analytics:

> Developing a comprehensive data warehouse takes time and resources. The initial focus on eligibility, claims, and pharmacy helps to define an initial view of prevalent conditions and costs

> The next stages should include the data from as many vendor partners as possible, including dental, vision, disability, workers' comp, biometrics, health risk assessments, and other programs that are part of the population health continuum

> Combined and analyzed, this wealth of data can drive decisions and actions, monitor progress, highlight areas for cost reduction, and inform leadership

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# What are the critical key points of Data Warehousing and Analytics?

"There are a few critical key points that relate to Pillar 6, Data Warehouse and Analytics. The first is to begin to build a comprehensive data warehouse that can be enhanced over time. Next, is the ability to produce actionable information that will assist with both decision-making and tracking. Finally, providing the key metrics from the analysis to leadership and management so that they can gain insights and engage with the process is key to aligning that group to the goals of the health, safety, and well-being program."

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