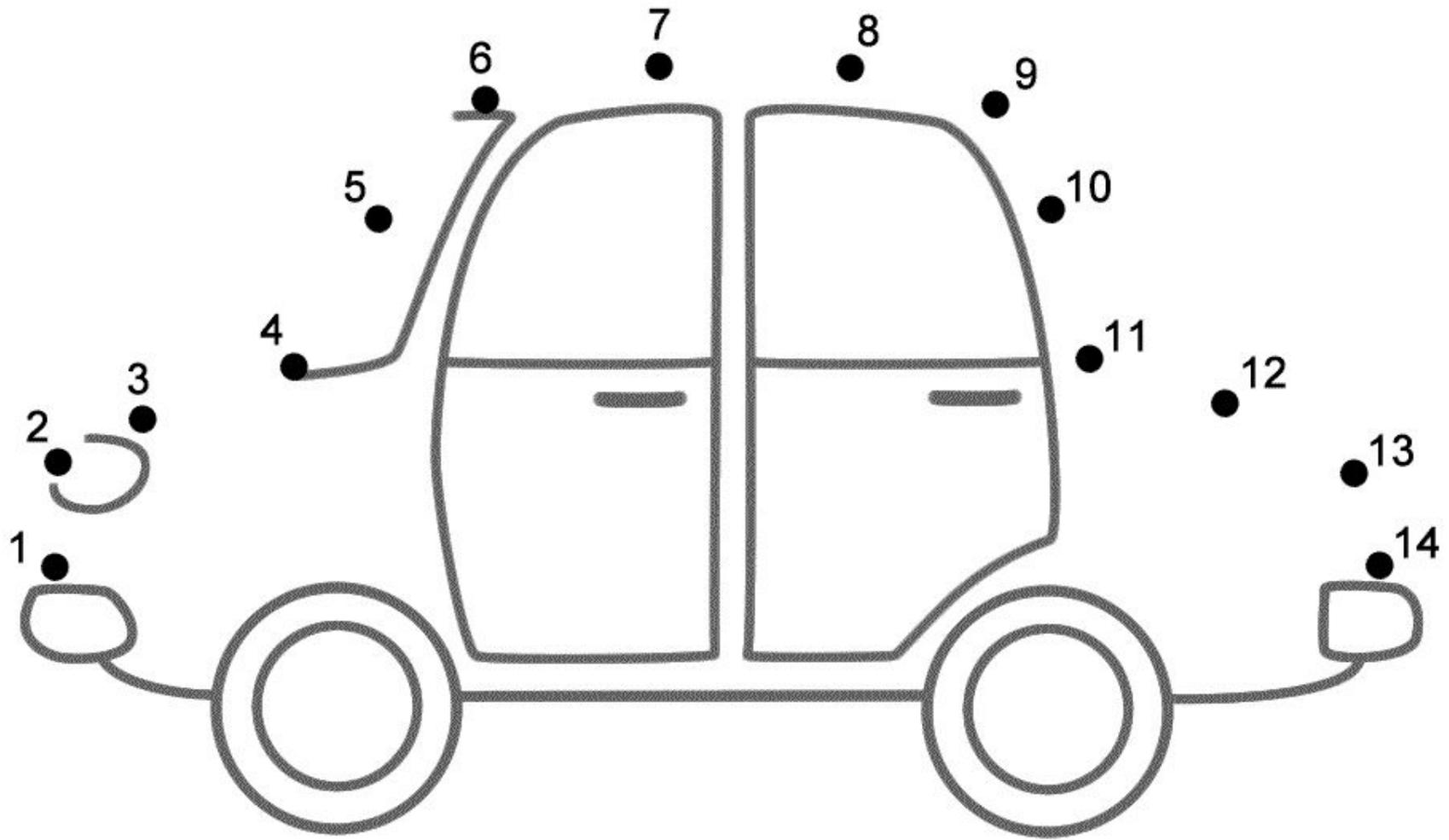
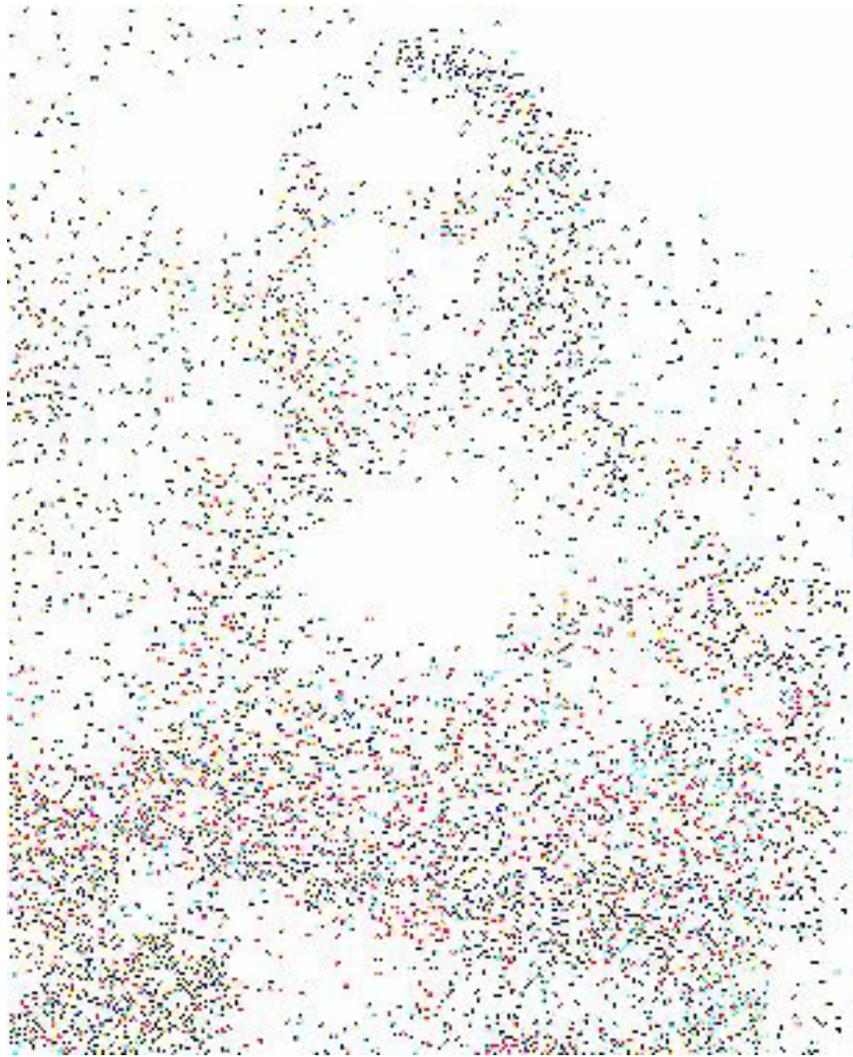
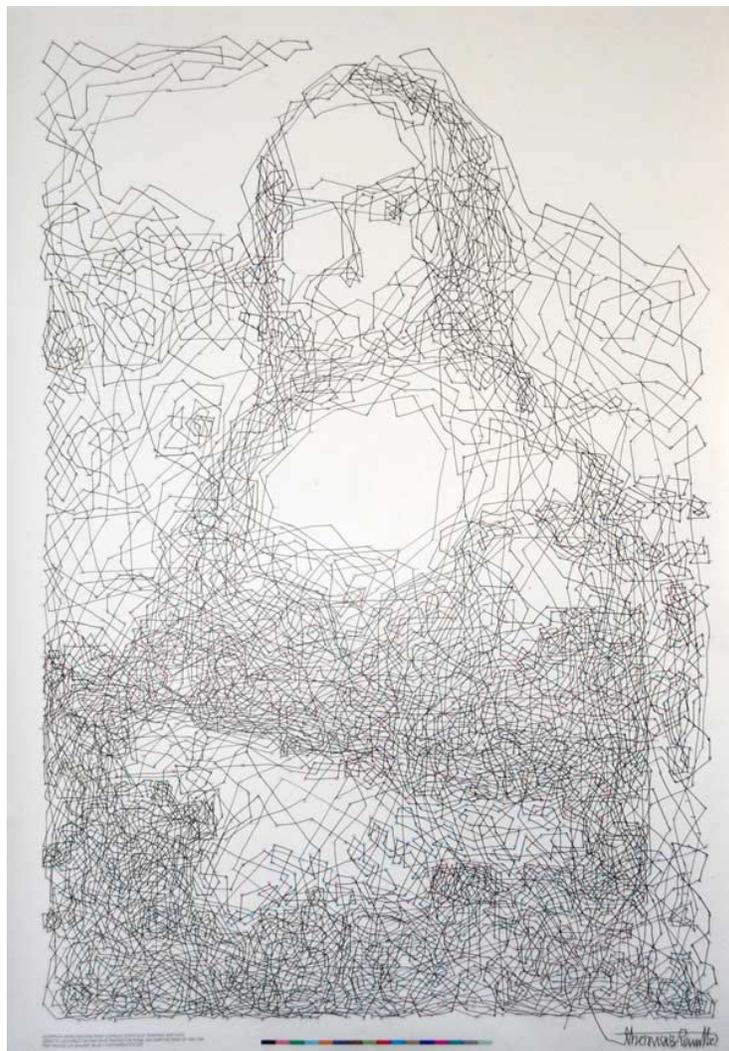




Integrating Data – Connecting The Dots







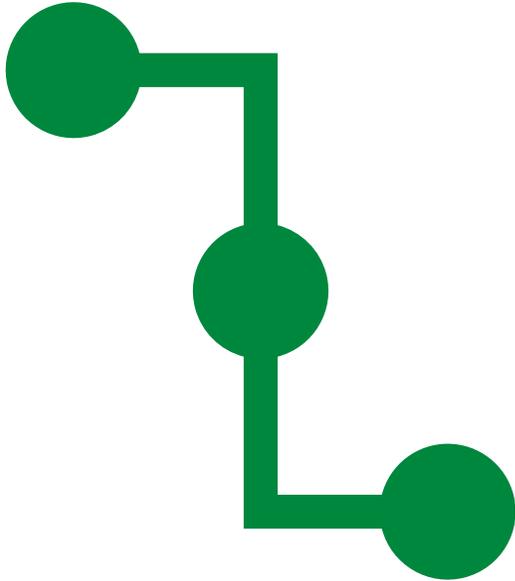
The phrase "connect the dots" can be used as a metaphor to illustrate an ability (or inability) to associate one idea with another—to find the "big picture", or salient feature, in a mass of data;^[5]

Wikipedia

To build up a comprehensive analysis of something from disparate pieces of evidence

Collins English Dictionary

Dot Connectors are the Future of Business



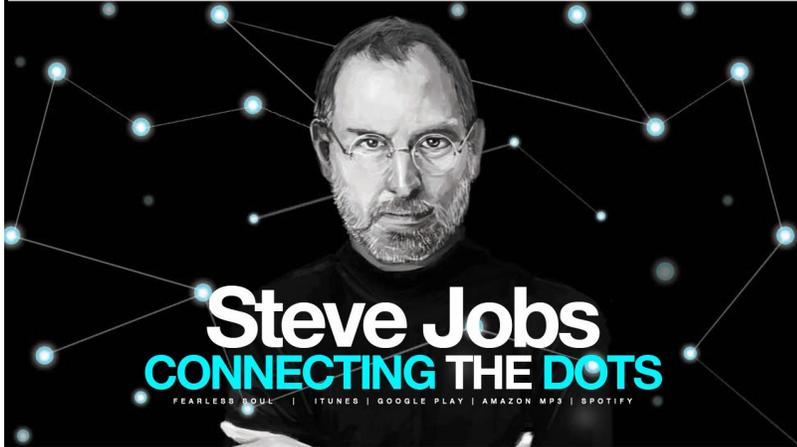
Dot connectors are strategic thinkers who can see the big picture and identify long-term trends and opportunities. They can develop and implement strategies that enable their organizations to stay ahead of the game.

Dot connectors can see connections and patterns that others miss. They can identify the root causes of problems and come up with innovative solutions. They can make sense of complex data and turn it into actionable insights.

Jamie Shalson-Marshall, Linked In May 31, 2023



Dot Connector Success Stories



Jobs was known for his ability to **connect the dots** between different fields, such as technology, design, and marketing. He identified emerging trends and turned them into innovative products that revolutionized the tech industry.



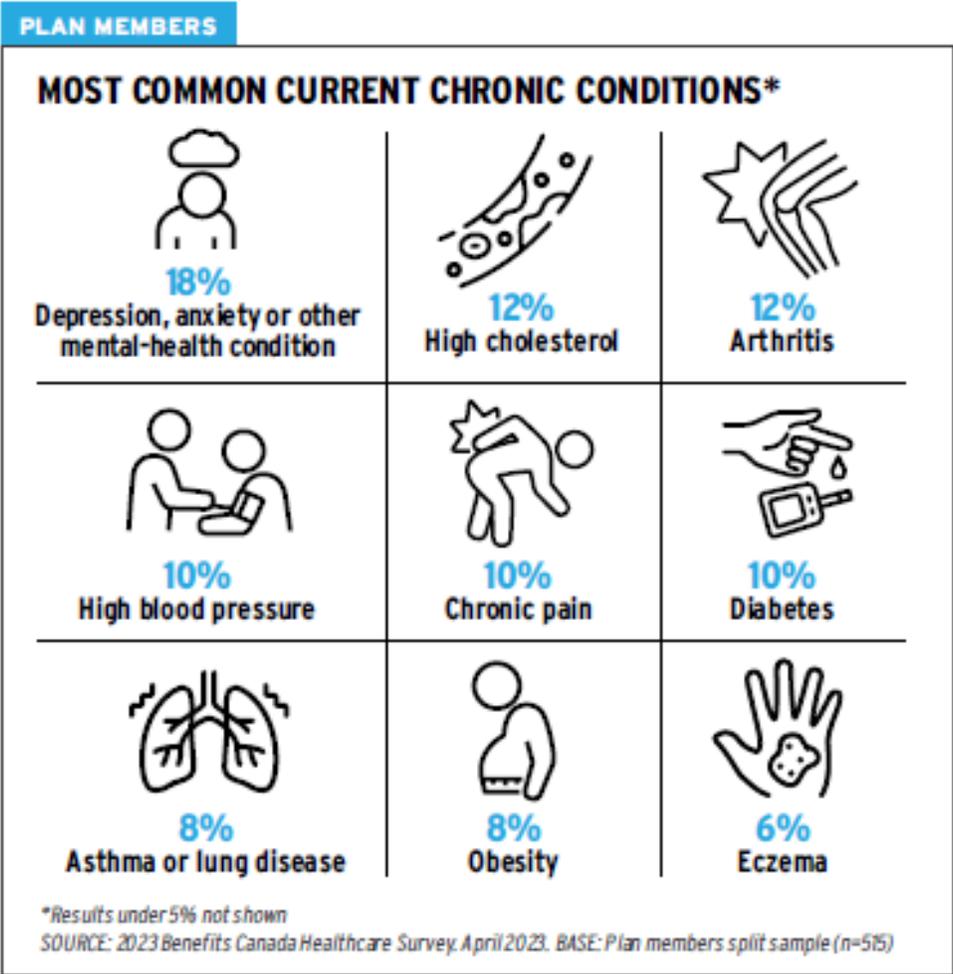
Bezos was able to **connect the dots** between e-commerce, cloud computing, and logistics to create one of the most successful companies in the world. He was able to identify emerging trends and turn them into new business opportunities.





**If you don't invest
in wellness,
you'll have to
spend on illness**

Current state of employee health



Treatment Delays

The pandemic has created a significant backlog of health-care services in Ontario

20 Million
Backlogged
health-care services
(Doctors' visits, surgeries,
diagnostic tests)

1,960
Undiagnosed
Malignant melanomas

46,000
Undiagnosed
squamous cell
carcinomas

Years
of addressing multiple
mental health,
addictions and other
health issues ahead



30 months
Knee
Replacements



25 months
Cataract
surgeries



19 months
Hip
replacements



14 months
Heart bypass
surgery



11 months
MRIs



Cost of Poor Health to the Workplace

\$16.6 Billion direct cost
(2.4% of gross payroll)

\$0.70 to \$1.50
indirect cost to every
dollar of direct cost

— **Yet** —

46% of companies
track absence data

15% of companies
track direct costs



Lost productivity from presenteeism is estimated to be 3x higher than from absenteeism.

Employees with multiple risk factors are absent 50% more days

Impact of chronic disease on benefit plans

\$650
Million

Cost of mental health support claims paid by CLHIA in 2022

\$43.9
Million

Record paid in supplementary health, disability and accident coverage

\$14.3
Million

Drug claims paid, up 8 percent

\$589
pp/py

Lost productivity in 2020 due to Substance Use

CLHIA 2023 report
Canadian Centre on Substance Use and Addictions, 2023



Becoming a Dot Connector to
drive workplace wellbeing

Creating a Culture of Wellbeing

Gain senior leadership support

- Create your wellness team
- Collect and assess your data**
- Create your plan
- Select appropriate interventions
- Communicate**
- Rollout and evaluate



Indicators of employee health

- Demographic information
- Casual absence data
- STD and LTD data
- Drug utilization and trend reports
- Paramedical usage
- EFAP utilization
- WSIB/WCB data
- Employee engagement surveys
- Biometric screening data



Analyzing your data

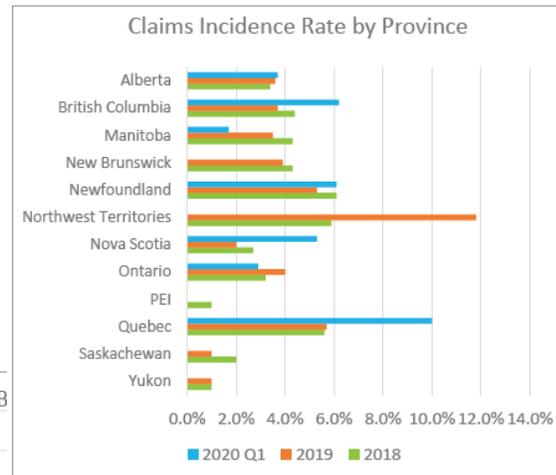
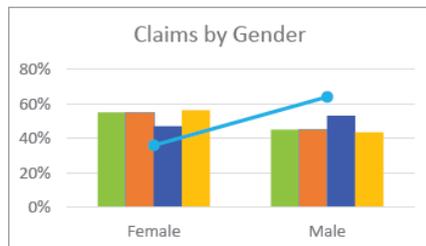
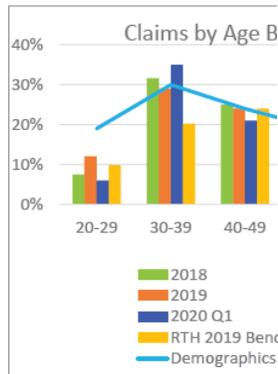
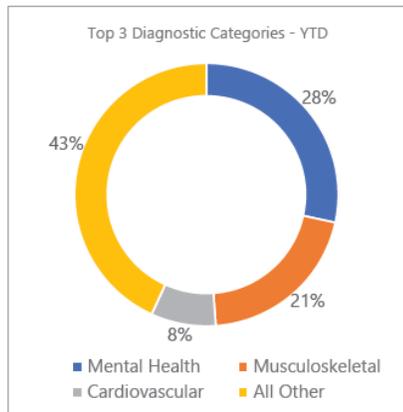
- Data scrubbing
- Visualization – charts, graphs to identify trends and patterns
- Predictive analytics – forecasting future trends
- Prescriptive analytics – using data to drive actions



Integrating your data

Short Term Disability Claim Submission Analysis

Claims	2018	2019	2020 Q1
Submitted	317	322	96
Approved	284	298	42
Pending	0	0	4
Denied	33	24	3
Resolved	260	286	98



Incidence Rate	2018	2019	2020 Q1
# of lives	7955	7950	7950
# of claims submitted	317	322	96
Incidence rate (claims/100 lives)	4.0%	4.1%	*4.8%

Modifiable Health Risks



\$557,122

Estimated 2 year total direct spend on modifiable chronic conditions



1,519 Claims

Diabetes

2016/2017
Drug Claims:
742 (8.9% of claims)
\$63,381 (10.7% of spend)

2017/2018
Drug Claims:
777 (8.5% of claims)
\$82,682 (11.6% of spend)

\$146,063¹



11,365
Claims



2,435 Claims

Mental Health

2016/2017
Drug Claims:
1,170 (14.0% of claims)
\$45,473 (7.7% of spend)

Paramed Claims:
27 (1.0% of claims)
\$4,054 (2.6% of spend)

2017/2018
Drug Claims:
1,188 (13.0% of claims)
\$46,556 (6.5% of spend)

Paramed Claims:
50 (1.7% of claims)
\$6,708 (3.8% of spend)

\$102,791¹



4,992
Claims

Musculoskeletal
Health / Pain³

2016/2017
Drug Claims:
669 (8.0% of claims)
\$16,706 (2.8% of spend)

Paramed Claims:
1,524 (58.3% of claims)
\$82,884 (52.6% of spend)

2017/2018
Drug Claims:
849 (9.0% of claims)
\$23,203 (3.3% of spend)

Paramed Claims:
1,950 (67.9% of claims)
\$98,754 (56.7% of spend)

\$221,547¹

Note: STD and LTD costs are not factored into estimates due to unavailability of data.

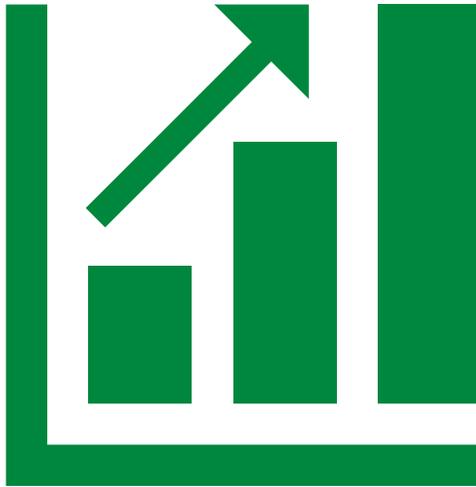
¹ Estimated cost over 2 years

² Mental Health paramedical: psychologist and/or social worker

³ Musculoskeletal Health – drugs include NSAIDs and Narcotics; paramedical includes all practitioners specializing in musculoskeletal health – excludes massage



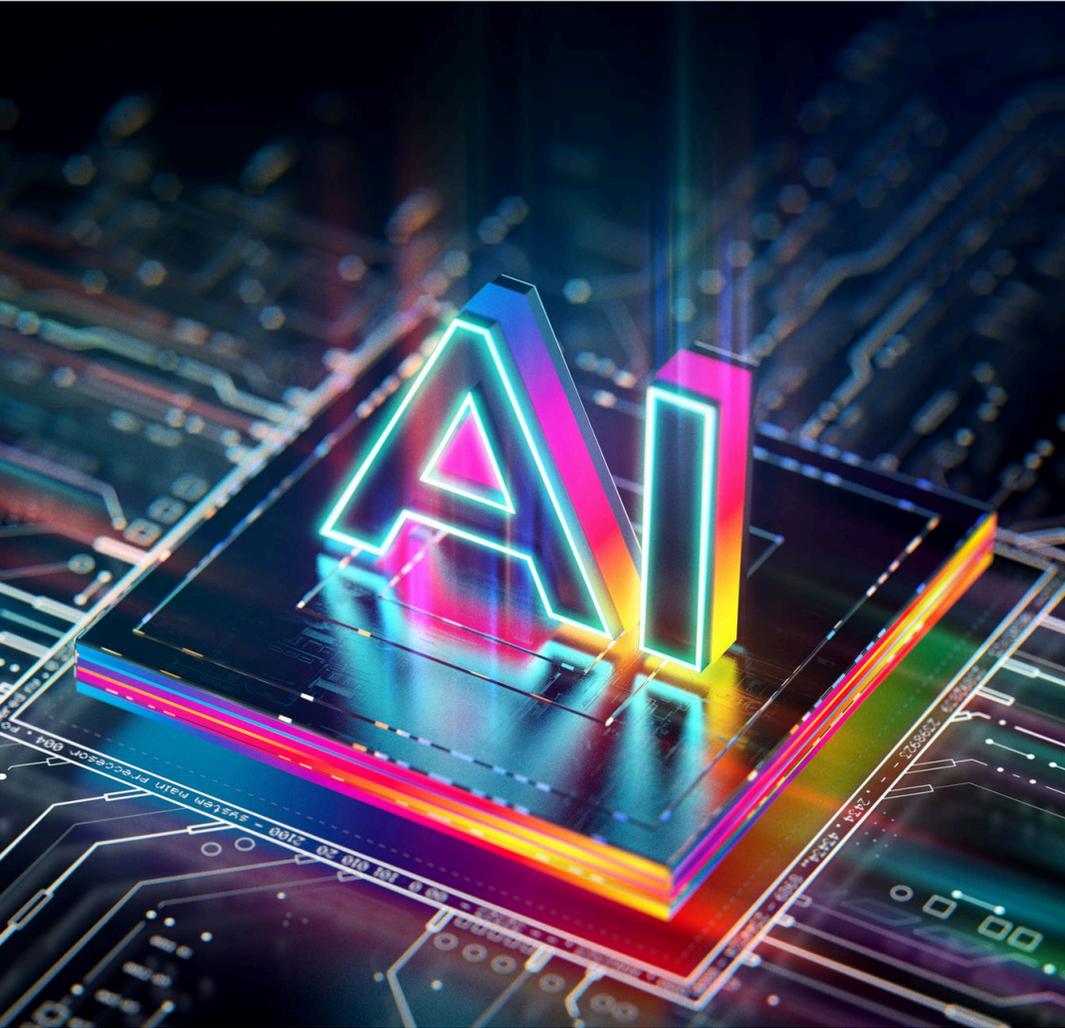
Trends to look for and connecting the dots



- Increasing # of claims
- Employees with multiple short absences or # days exceeding benchmark
- Diagnostic trending (drugs, STD, LTD)
- EAP or other wellness utilization



AI and the future of employee wellness



- Personalized wellness programming
- Early identification of health risks
- Mental health supports – AI detecting email/text language, stress levels on trackers – notification and direction to supportive resources
- Robust and enhanced analytics
- Real-time feedback to the user, which enhances engagement and can improve wellness
- ChatGPT – virtual therapists for acute situations

