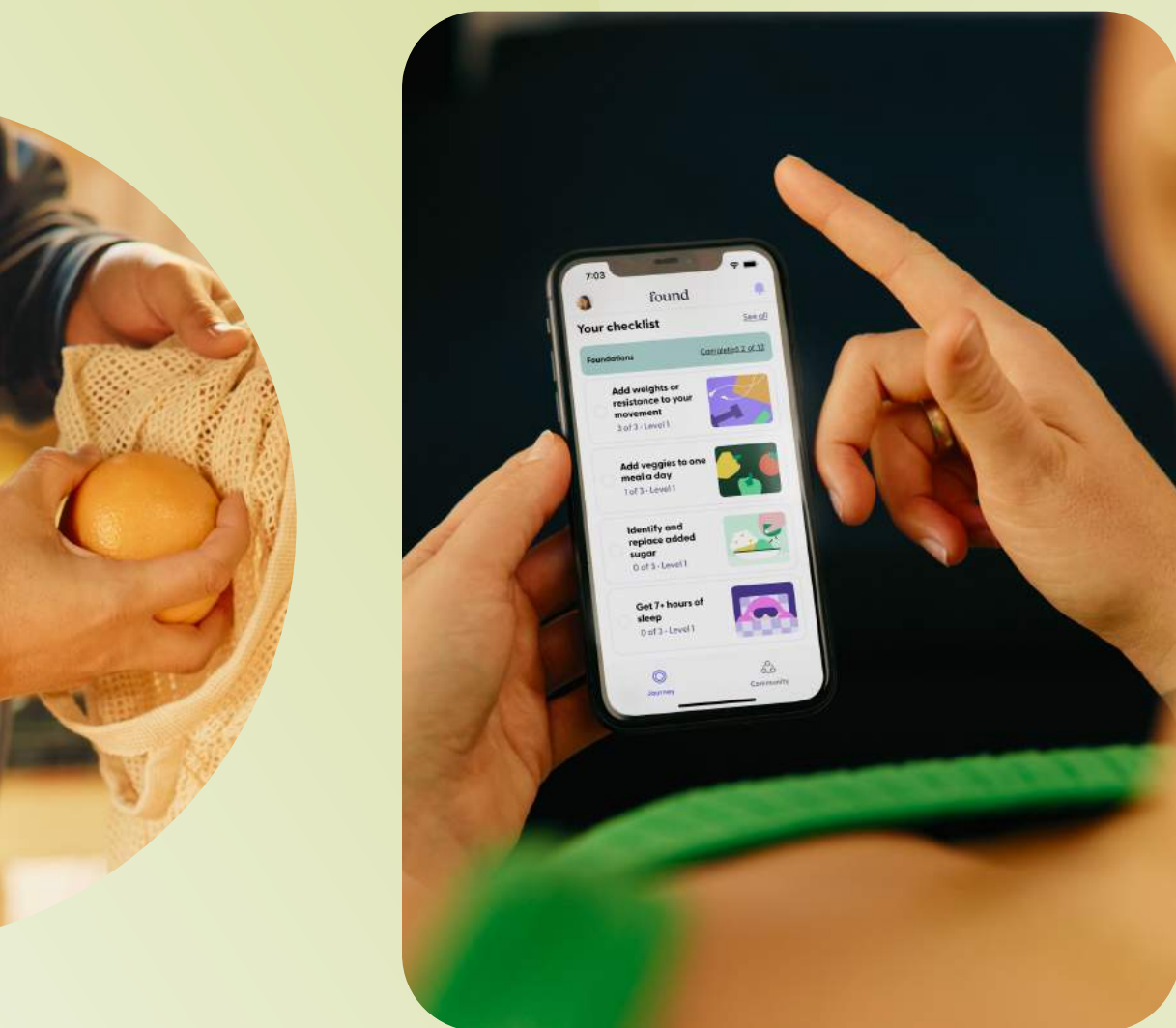


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RESOURCE

A weight loss program evaluation checklist for employers



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Navigating the different weight care options available to employers can be challenging. Factors such as program features, care delivery approach, employee and business outcomes, and implementation process can become overwhelming. This checklist breaks down these categories to help you choose the right weight care program for your business.

Before getting started

To effectively evaluate weight care programs, review the checklist below to help make the selection process easier:

- ✓ **Define your existing business needs**

Every organization is different, with a unique set of needs. Identify the current gaps in your benefits strategy by gathering information on the following questions:

 - What are your current health care costs associated with obesity and its related chronic conditions? Have they increased from last year?
 - Does your medical plan currently cover GLP-1s? If so, what is your existing medication cost? Has this cost increased from last year?
 - Is your workforce primarily remote? If so, are they mostly in metropolitan areas?
 - Does your workforce primarily work on a computer, or do they work in the field?
 - What is your current portfolio of point solutions? Do they primarily focus on chronic condition management? If so, what conditions do they address?

- ✓ **Define the desired business outcomes**

Use your business needs to determine the value you hope to extract from investing in a weight care program. Your desired outcomes could include one or more of the following:

 - Improve employee health outcomes
 - Decrease claims costs
 - Effectively manage GLP-1 costs
 - Increase productivity
 - Reduce health equity issues related to access to specialized care
 - Maximize talent attraction and retention

FIRST CONSIDERATION

Weight care program features

Understanding the program features of each weight care solution is critical to effectively evaluating options. This information will help you validate which program will meet your unique needs and will help you unlock your desired outcomes. Key program features include a medication toolkit, clinical expertise, therapy approach, and support network.

1 Medication toolkit

Some programs focus on only one class of medications, such as GLP-1s, and others offer a broad medication toolkit comprised of GLP-1s and non-GLP-1s. A program with a wide medication toolkit can help organizations effectively manage medication costs. Consider your organization's formulary coverage to decide what medication approach is best for you.

2 Clinical expertise

To ensure your employees get access to high-quality care, consider selecting a program with providers that are board-certified in obesity medicine. Some weight care programs originated as nutrition-first solutions that later acquired companies to expand their offering. These types of programs may result in disjointed patient care and low ROI for employers.

3 Therapy approach

If your organization offers GLP-1 coverage, it is critical to invest in a weight care program that prescribes this medication responsibly. Consider choosing a program that prescribes a wide range of medications and follows step therapy since GLP-1s shouldn't be the first line of treatment for everyone.

4 Support network

Implementing a weight care program that offers a support network can effectively improve employee health. Some options offer access to member communities and a team of health coaches that help with accountability, lifestyle guidance, and motivation.



SECOND CONSIDERATION

Care delivery approach

Selecting the right care delivery approach ensures your organization can effectively improve employee health outcomes. Common approaches are grouped into two categories: legacy weight loss programs and digital weight loss programs.



Legacy weight loss programs

These programs typically focus only on exercise or nutrition or could include a combination of both. They take little to no consideration of other factors that play a role in a person's struggles with weight loss, and do not consider treatments that include medication.



Digital weight loss programs

These are virtual-based programs that introduce personalization into a person's treatment plan. Some are comprehensive, combining clinical care and prescription medication with behavior change. Other programs, may focus on just one aspect of weight loss, like nutrition.

Common care delivery approaches

1 Weight loss programs focused only on exercise or nutritional guidance

While these programs can provide effective guidance, they do not work for everyone. A person's metabolic health plays a role in weight loss, but these programs do not account for this.

2 Medication-assisted weight loss program with no exercise or nutritional guidance

These programs introduce medication that has been effective for weight loss. However, depending on the medication prescribed, your employees could experience unsustainable weight loss, impacting your medication costs.

2 Comprehensive weight loss programs that combine medication and lifestyle guidance

These programs take a comprehensive approach to care, leveraging personalization to create tailored treatment plans for every person. Lifestyle guidance is also provided to help people achieve sustainable weight loss. However, some of these programs rely heavily on expensive medications, such as GLP-1s, which could increase medication costs.

THIRD CONSIDERATION

Employee and business outcomes

To unlock new value from your existing benefits strategy, you need to understand the employee and business outcomes you can expect from any weight care program. This context will serve as a benchmark to share cross-functionally within your organization.

Employee outcomes

- 1 Weight lost statistics**

These statistics typically exist for timeframes such as 6 and 12 months. Depending on the program and the medication available for prescribing, these statistics may represent weight loss as an average from all available drugs or a single class of medications (GLP-1s vs. non-GLP-1s). Having the right information will make your decision-making process easier as you will know what outcomes your workforce can experience using a specific type of medication.
- 2 Active patient engagement rate**

A person's weight loss journey is influenced in part by behavior change. You need to understand programs offer mobile apps to help people with accountability, educational content, community support, and more. Consider asking for this information to measure the quality of a program's app and understand how active your workforce could be.
- 3 Customer satisfaction rate**

Comprehensive weight care programs typically provide each person with a Care Team, and people can rate these services. Gaining visibility into a program's customer satisfaction rate can help you understand the quality of the care your workforce would receive.

Business outcomes

- 1 Cost savings**

Investing in weight care can help employers reduce claims and medication costs. As you evaluate program options, ask about some expected cost savings to understand which solution will satisfy your business needs.
- 2 ROI**

Every weight care program uses different ROI models. While comparing ROI between options may not be an even comparison, it's important for you to have an idea of what this could mean for your business and the timeframe in which you can achieve it.

FOURTH CONSIDERATION

Implementation process

An important aspect of investing in a weight care program is implementation, particularly the technical requirements for a successful launch and the internal communications strategy to promote the program among your workforce.

1 **Technical requirements**

Some programs do the heavy lifting during the implementation stage. This work often includes communicating with existing partners and programs, such as PBMs, navigation providers, carriers, and other condition-specific solutions.

2 **Internal communications strategy**

Once your business selects a weight care program, it needs to be promoted within your team for adoption. Some options provide comprehensive playbooks that maximize enrollment. This is critical to support your workforce on their weight loss journey, which ultimately leads to improved employee health outcomes and positive ROI.

Conclusion

The guidelines outlined in this checklist will help you effectively evaluate weight care programs for your organization. Ultimately, by weighing program features, care delivery approaches, employee and business outcomes, and implementation process, you'll be able to successfully provide access to weight care that will positively impact your employees.

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