

Workforce Health



Case Study: School District of Greenfield

Client Since 2017

Bending the Trend

While insurance costs have increased faster than inflation rates, one school district looks to bend the trend by changing their focus to health and wellness of covered lives rather than cutting benefits or passing costs to employees.

Problem Being Solved

In 2016, many self-insured school districts were exploring on-site clinics as a means to managing health care costs. For the School District of Greenfield, space would be the biggest issue to overcome; they would need to find additional adjacent space to build this new facility. One option was to partner with other school districts on a shared space. As leaders from the school district were looking into options, a referendum was being considered. The referendum would allow for improving existing space. When this option presented itself, and the space was confirmed, the group knew they would be able to establish a workplace clinic on their own, without needing to partner with other school districts.

This offered an additional benefit which aligned with their original intention: Create a benefits package that makes the School District of Greenfield a great place to work. The on-site clinic would set the school district apart from others through staff engagement and convenience, especially as others were focused primarily on return on investment (ROI). ROI would be nice, yet the decision drivers were greater than that.



This clinic, located within the campus, would be an exceptional employee benefit.

With that intent, the group evaluated national vendors, highly regarded health networks and a local provider dedicated to on-site clinics. Their health care consultant set-up numerous introductions and site visits. Evaluating reputations, client feedback, breadth of offerings as well as costs, the School District of Greenfield selected Froedtert & the Medical College of Wisconsin Workforce Health as their provider for the Workplace Clinic.

Approach

- Understand the baseline health of employees – health assessments
- Create a wellness strategy to focus on areas of potential improvement – wellness programming and coaching
- Offer the most convenient health care options close to work and home – on-site clinics with medication dispensing and closely located FastCare® clinic options
- Expand services at the established clinic – occupational health screenings, student physicals and chronic condition coaching

continued

Biggest Success

Along with financial impact, the district identified other key success factors: the integration of services (EMR, medication dispensing, on-site pre-employment physicals), the ability to expand hours beyond their on-site clinic with FastCare® clinics and an empowering partnership, which allowed the School District of Greenfield to be a part of the clinic staff selection process. In a short time, the relationship is showing positive impact on staff and continues to have strong support from the board.

“We chose Froedtert & the Medical College of Wisconsin Workforce Health because of their reputation. We wanted to bring in a local organization with a top reputation and immediate recognition that has earned the trust and confidence of our employees,” said Mark S. Kapocius, M.Ed., J.D., director of Human Resources & General Counsel, School District of Greenfield. “We believe that through this partnership, we are building a sustainable health care model that will improve the quality of life for employees and attract and retain key staff, while stabilizing costs for all stakeholders.”



Workforce Health Services

First partnered service:

- Health Appraisals – April 2017

Added Services

- Occupational Health Services – August 2017
- Workplace Clinic – September 2017
- FastCare® clinic access for employees – January 2018

Unique Services Designed for the Client

- Sports physicals on-site for students – July 2018

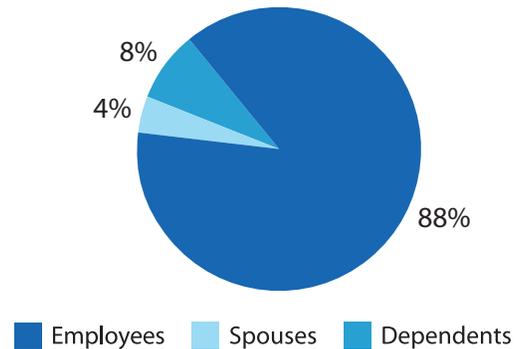
100% Client Satisfaction

“This is an amazing service and I’m very grateful it is offered.”

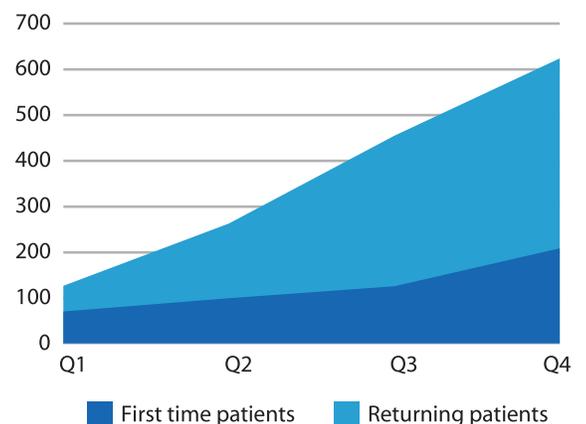
“The service provider was thorough and detailed. Excellent service.”

“Best perk ever!”

Workplace Clinic Patients



Cumulative Visits in the First Year



Workforce Health