



Harness the Power of Data Analytics

Employee benefits are one of your biggest cost drivers. You've tried cost sharing and implementing health and wellness initiatives, but costs continue to rise.

Employees can't shoulder any more of the burden. In some cases, they're postponing treatments—they just can't afford them. Your costs could actually increase if poorly controlled conditions result in:

- Emergency room visits
- Hospital stays
- Increased workers' compensation and disability claims
- Reduced productivity.

Gain Clarity Through Data Analytics

You use data to make strategic business decisions every day. But you don't demand the same level of data insight from your benefits and risk programs. That's why you aren't able to significantly impact program costs.

Different vendors house your data—health, pharmacy, workers' compensation, disability, etc.—in separate silos. You get static reports that don't offer much insight.

- You can't see how changes to one program impact another
- You can't perform more detailed analysis to get to the root causes of issues
- You don't get an analytical support team
- You can't customize the metrics to measure the issues that matter to you.

To make sustainable changes that control your costs and improve employee health outcomes, you need to integrate all your benefits and risk program data in a single, secure platform. Once your data is integrated and validated, you will have the visibility and clarity you need to make informed decisions.

What Data Should You Assess?

The more data sources you integrate, the more comprehensive view of your population you'll get. At a minimum, you should assess:

[The total amount you spend on healthcare, and how that cost is trending.](#) You need the following data to perform an accurate assessment:

- Medical claims
- Pharmacy
- Absence management
- Disability
- Workers' Compensation

The health of your population

- Demographics (age, sex, etc.)
- Condition prevalence (how many members have diabetes, asthma, heart disease, etc.)
- Lifestyle risk (tobacco use, weight, etc.)

Enrollment and eligibility data and trends

- You can often learn a lot by seeing who isn't enrolling in your benefits programs and why not.

Wellness engagement and program participation rates and trends

- You want to know how many people are actively participating and what programs they are accessing.

Absence management data and trends

- You need to understand how absenteeism is impacting your productivity.

You Need a Data Analytics Vendor

The next step is to identify a data analytics vendor to collect, store, and integrate your data.

Innovu works as a strategic partner of you and your benefit advisors to help you control benefits costs and improve employee health. EmployerLens®, our human capital and risk management solution, combines an advanced analytics platform with a services model to deliver the timely insight you need to make informed decisions to control program costs and improve member health.



Key Features of EmployerLens

Secure platform. We deploy the latest digital safeguards and access policies, verified by independent, third party SSAE16 SOC 1 Type 2 and SOC 2 Type 2, HIPAA, HITECH, and HITRUST audits and accreditations.

Scalable. We can store as much historical data as you choose, from as many vendors as you choose, at no additional cost. We allow unlimited users too.

Trusted data. We cleanse your data and put it through a rigorous QA process so you can trust it to make sound decisions about your benefits and risk programs.

Automated reporting. Autoschedule delivery of your reports, print to PDF, and export to multiple formats.

Configurable dashboards. Drag and drop functionality lets you create customized dashboards and reports. One click takes you from a dashboard to data exploration.

Benchmarking. We overlay dashboards and reports with national and regional benchmarks to show you how your programs are performing.

SmartCohort benchmarking. We provide customized analysis on a cohort of 1,000 virtual peer companies with demographics similar to your company to show how you should be performing.

Designated partner analytics consultant. We assign a partner analytics consultant to each client to provide more in-depth analysis on issues impacting your population.

AutoFocus alerts. Intelligent, configurable automated alerts notify you and your advisors of specific issues in your data.

Collaboration. We offer in-platform collaboration tools to securely share files with your Innovu and advisor teams.

Harness your data to measure how your benefits program is performing.

EmployerLens

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