Managing Health Care Cost through Functional Fitness Programs
Health Care Costs

• Employers spend more than $390 billion per year on employee health insurance.
  – According to the Bureau of Labor Statistics (BLS), employer costs for insurance benefits averaged $2.59 per hour worked or 8.0 percent of total compensation.
  – The 2016 Society for Human Resource Management (SHRM) Survey shows that employers spent an average of $8,669 per employee annually on health care coverage.
  – In 2015 SHRM research found that 77 per cent of organizations saw increases in health care costs, and of those organizations, nearly one-quarter (24 percent) had an increase of 16 per cent or more in overall health care coverage costs.
Wellness Programs

- Employers are increasingly offering wellness programs to contain or even reduce health care costs.
- Wellness Programs can take many forms, but generally focus on two areas.
  - Lifestyle Management Program
    - Action oriented programs designed to modify a lifestyle factor and/or facilitate behavior change (i.e. weight management, stress management, smoking cessation, exercise incentive program, etc.).
  - Disease Management Program
    - Programs that are designed to improve the health of persons with specific chronic conditions and to reduce health care service use and costs associated with avoidable complications, such as emergency room visits and hospitalizations.
In a study of 600,000 employees, more employees participated in the lifestyle management programs, but the bulk of health care cost savings came from the disease management programs.

**Wellness Program Participation**

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Percentage Participating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disease Management Programs</td>
<td>13%</td>
</tr>
<tr>
<td>Lifestyle Management Programs</td>
<td>87%</td>
</tr>
</tbody>
</table>

**Wellness Program Savings**

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Savings Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disease Management Programs</td>
<td>13%</td>
</tr>
<tr>
<td>Lifestyle Management Programs</td>
<td>87%</td>
</tr>
</tbody>
</table>

*Source: Rand Corporation - Do Workplace Wellness Programs Save Employers Money?*
Benefits of Wellness Program

- The Rand Study found that overall, the two components of Wellness Programs:
  1. Reduced the employer’s average health care costs by about $30 per member per month.
  2. Employees participating in the disease management program generated savings of $136 per member per month.
  3. Nearly 30% reduction in hospital admissions for members participating in the disease management program.
  4. Employers found a return of $1.50 for every dollar that the employer invested in the entire wellness program (the disease program saw a return of $3.80 for every dollar invested).

- There’s also an Employee Positivity Factor for employees that participate in Wellness Programs that can provide the following benefits:
  - Employee productivity improves
  - Employees are healthier
  - Employees who exercise will likely show up to work with more energy and enhanced positivity
The senior population is booming in the U.S. The growth of this demographic is outpacing all others.

Americans age 65 and over grew from 35.0 million in 2000, to 49.2 million in 2016, accounting for 12.4 percent and 15.2 percent of the total population, respectively.

By 2030, one in five Americans will be over 65. Currently there are over 5 million people in California who are over 65.

By 2035, the senior population in California (age 60 and older) will have increased 64%, to 12.0 million, from 7.3 in 2015. The senior share of state population will increase from 19% to 26% over the same period.
Common Myths about Seniors

It’s a common misconception that the transition from middle age into “senior citizen” status means slowing down. “Take it easy—you’re not as young as you used to be.”

Many people believe that exercise is no longer appropriate as you age. Some of the common misconceptions that prompt older people to abandon physical activity include:

• Older people are frail and physically weak.
• The human body doesn’t need as much physical activity as it ages.
• Exercising is hazardous for older people because they may injure themselves or fall.
• Only vigorous and sustained exercise is of any use.
• Can’t gain muscle mass
Physical decline comes from becoming less active, rather than simple ‘old age.’

Physical decline associated with aging is not simply the result of getting older. In many respects, it’s a product of becoming less active as we age. In other words, it’s not aging that forces us to take it easy, it’s taking it too easy that makes aging more debilitating than it needs to be.

The human body is much better at repairing and maintaining itself when you keep it well conditioned through a program of regular physical activity, exercise, and good nutrition. This doesn’t change when you move into old age—in fact, the old adage “use it or lose it” is probably more true when you’re in your 60s and beyond than when you’re in your 40s.
Without regular exercise, as you age you can experience a range of health problems including:

• Reduced muscle mass, strength and physical endurance
• Reduced coordination and balance
• Reduced joint flexibility and mobility
• Reduced cardiovascular and respiratory function
• Reduced bone strength
• Increased body fat levels
• Increased blood pressure
• Increased susceptibility to mood disorders, such as anxiety and depression
• Increased risk of various diseases including cardiovascular disease and stroke
Benefits of Senior Exercise

Reduced Healthcare costs
A study of Medicare-eligible adults showed that members who participated in an exercise program one or more times per week had total healthcare costs that were 21% lower than those of the control group.

Improved Health
Regular exercise for seniors helps them to not only maintain flexibility and muscle mass, but also helps them to feel younger. It’s mentally empowering to be able to continue doing many of the physical activities they did when they were younger. In fact, some seniors are more fit as older adults than they were as young adults as they have more time.

But perhaps the most compelling evidence for staying active comes from a study in the Archives of Internal Medicine is those who were more physically fit in midlife were less likely to develop chronic health conditions in old age, such as Alzheimer’s or congestive heart failure.
Benefits of Senior Exercise

- **Muscle** – the amount and size of muscle fibers decreases with age. The loss of strength and stamina attributed to aging is in part caused by reduced physical activity and a sedentary lifestyle, rather than age.

- **Bone** – bone density begins to decline after the age of 40, but this loss accelerates around the age of 50 years. Exercise may help to reduce the risk of bone loss and osteoporosis. Weight-bearing exercise, in particular, helps to keep bones healthy and strong.

- **Heart and lungs** – Regardless of age, people are able to improve their cardiorespiratory fitness through regular exercise. Studies show that cardiorespiratory fitness takes longer to achieve in an older person than a young person, but the physical benefits are similar.
Benefits of Senior Exercise

• **Joints** – the joints of the body require regular movement to remain supple and healthy. In particular, people with arthritis can benefit from aerobic and strengthening exercise programs.

• **Body fat levels** – carrying too much body fat has been associated with a range of diseases including cardiovascular disease and diabetes.

• **Improves Mood** - Reduces symptoms of anxiety and depression and fosters improvements in mood and feelings of well-being.
What is Functional Fitness?

- Functional training exercise is the latest buzzword in fitness. It focuses on enhancing your ability to do real-life activities, not just lifting a certain amount of weight in specific posture on a gym machine.

- It makes it easier and safer to perform everyday activities, such as carrying groceries, gardening, going up or down stairs, or playing an outdoor game with your kids and grandkids.

- It focuses on balance, core strength, endurance and multi-joint flexibility.

Why Functional Fitness

Functional exercise programs promote strength, balance, endurance and aerobic activities that will keep you healthy and boost confidence.
Benefits of Functional Exercise

- Increases the ease of everyday life
- Easy on joints
- Increases flexibility and coordination
- Improves balance and posture
- Reduce risk Injuries
- Improve lean muscle
- Reduce blood pressure
- Improve bone health
- Increase the strength of lower back
- Reduce cholesterol
- Increase endurance
- Increases energy
Functional Fitness Starts at any Age

Sitting is the new smoking:

- Sedentary behavior is correlated to poor health and can increase your risk of developing heart disease to diabetes and even cancer. Here’s some exercises you can do on break in the office:

  - **Stair climbing**
    - Assuming you have access to a staircase at your job, here's a simple way to squeeze some cardio into your workday: Set a timer for as many minutes as you have (whether it's two, five, or 10, it'll still be good for you) and take to the stairs.

  - **Wall sits**
    - Boost your strength and endurance with this simple yet challenging move. Stand with your back against the wall, then slide your back down the wall while bending your knees. Stop when your thighs are parallel to the floor and hold for 30 to 60 seconds.
Functional Fitness Starts at any Age

Chair dips
- Sit on your desk chair, put your hands on the edge of the chair (by your thighs), and scoot your butt forward until it's just off the chair. Then bend your arms and lower yourself to approximately six inches below the seat. Straighten your arm to rise back up. Repeat this motion 10 times.

Calf raises
- Stand near your desk or the wall so you can place your hand on that surface for balance if necessary. Raise your heels off the floor as high as possible, and then slowly lower them back down to the floor. Repeat this 15 times. If you want to increase the challenge, hold something heavy in your hands while performing the move.

Squats
- Proper form is critical here to protect your knees, so make sure you know how to squat before performing this exercise. Once you're confident about your form, go ahead and incorporate this move into your routine. Aim for sets of 10 squats.

Leg lifts
- While sitting at your desk, extend one leg in front of you and hold it for 20 seconds, then repeat with the other leg. For an added challenge, make small circles with the foot of the extended leg. Aim for five to 10 circles in both directions.
Chair Yoga Demonstration