



Build Social Determinants of Health Into Your Wellness Plan **They can influence up to 80% of health outcomes**

A comprehensive wellness program with a health risk assessment that includes social determinants of health (SDoH) provides a solid framework on which to build a wellness initiative. Including SDoH can help company leaders understand what might best motivate and support their employees and what aspects of wellness are the primary concern for the health and safety of their population. Year-to-year tracking can illustrate the efficacy of the program and can ensure that wellness program funding and resources are being used effectively. BeneFIT's NCQA-certified health assessment includes SDoH questions and reporting that can provide meaningful insight into your population's wellness.



Why are SDoH so important? SDoH are defined by health.gov (1) as “the conditions where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality of life outcomes and risks.” SDoH include things like access to health care, the person's environment, community, education, and economic stability. While biometric results, family history of disease, and health habits have traditionally been weighed when considering health risks and wellness program design, they may not tell the full story of an individual's risks. The Robert Wood Johnson Foundation reports that SDoH can influence up to 80% of health outcomes (2) and are key to creating a care plan or wellness program that is tailored and effective.

According to the World Health Organization, “Research shows that social determinants of health can be more important than health care or lifestyle choices in influencing health.” (3) To create a wellness program that gets to the root of health disparities and helps influence positive health habits, we must understand the environmental and social influences that are affecting behaviors. When SDoH are understood on a population level, we can identify patterns and factors that may be impacting the population's health. This knowledge can help shape the programs and resources that will most benefit program participants.

Here's an example:

Imagine Company X creates a wellness program that requires a primary care appointment. Results show that Company X's program completion is lower than expected, despite a monetary incentive. Its wellness consultant notices on the aggregate health risk report, which utilized SDoH questions, many participants responded that they did not have transportation, a barrier to accessing primary care and possible explanation for the low participation. The consultant works with company leaders to create solutions like providing biometric screenings and consultation at work sites to make sure employees can access care and utilize the wellness program. Participation increases and participants learn more about their health, leading to a more engaged and healthy employee population.

If you would like more information about how a health risk assessment including SDoH can help improve the efficacy of your wellness program, talk to our sales executive today at Cary.Salkin@lvhn.org.



References

1. <https://health.gov/healthypeople/priority-areas/social-determinants-health>
2. <https://www.rwjf.org/en/library/research/2019/02/medicaid-s-role-in-addressing-social-determinants-of-health.html>
3. https://www.pdhi.com/health-assessment/identify-sdoh/?utm_campaign=Newsletter&utm_medium=email&_hsmi=224622459&_hsenc=p2ANqtz--qDYbVULVYEd8xBVJuDjy8RfzGW9zBPKpYulU_SeK6J3xFsziOJo9tAYKSyt7pCpQNLIsuwup6NQ86DWwo4iJVq9_gGvibljdzQFAJtzk7gi3NvQI&utm_content=224622459&utm_source=hs_email