

Beyond the Bottom Line:

How to Evaluate ROI and Value for Employee Health Programs

Key Takeaways from the Workplace Wellness Webinar

In today's workplace, employee health programs are more than just benefits — they are strategic investments in productivity, cost savings and workforce well-being. [This Workplace Wellness webinar](#) from Johns Hopkins HealthCare Solutions explored the challenges and opportunities in evaluating employee health programs. Here are key takeaways from our discussion with Johns Hopkins experts Edward Bernacki, MD, MPH and Matthew Eisenberg, PhD.

1. Measure *both* ROI and VOI

Traditional Return on Investment (ROI) focuses on direct cost savings (such as fewer hospital admissions or ER visits), but Value on Investment (VOI) considers factors like employee satisfaction, productivity and retention — equally critical measures of success.

2. Prioritize Preventive Care to Reduce Long-Term Costs

Preventive screenings catch diseases like cancer early, when treatment is less expensive and more effective. Early detection improves health outcomes and helps reduce overall medical expenses.

3. Boost Employee Engagement Through Supportive Programs

Employees who feel supported in their health journey are likely to share their positive experiences with colleagues and friends — boosting employee engagement and enhancing employer reputation.

4. Integrate Health & Productivity Data for Better Decisions

Linking HR, health claims and productivity metrics provides a comprehensive view of program effectiveness, enabling data-driven decision-making.

5. Improve Access to Care

Onsite clinics make it easier — especially for hourly employees — to get medical care and return to work quickly. Convenient access to health services reduces absenteeism, supports well-being and leads to better long-term health outcomes.

6. Position Wellness Programs as a Competitive Advantage

In today's labor market, robust health programs can help attract and retain top talent, making them a critical component of an employer's value proposition.

A well-designed employee health program elevates your employee benefits while fostering a healthier, more engaged and productive workforce. Ready to enhance your workplace health strategy?

Contact us to discover how [Naviance](#) or [Onsite Clinics](#) from Johns Hopkins Medicine can make a difference.



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