



Case Study

Window Manufacturer

In 2012, a window manufacturer chose Ascension Wisconsin Employer Solutions as their partner to implement an onsite health and wellness center for their employees and families. Initially, the client believed a nurse and nurse practitioner were all that was needed to provide affordable and convenient healthcare to their team. They quickly realized the impact a therapy team and wellness professional had on their workforce.

The Ascension Wisconsin onsite clinic offers primary care for a large percentage of the organization's employees and their families. It also offers acute care and occupational and physical therapy for injuries sustained inside and outside of the organization. Additional services include:

- Pre-employment drug screenings.
- DOT physicals for company truck drivers.
- Leading/developing stretching programs for team members.
- Promotion of ergonomics throughout the organization including:
 - Adjustment of office team members' chairs and computer height, and coaching on posture and stretching.
 - Ergonomic assessments for anyone who spends an extended amount of time in a company vehicle.
- Functional job analysis is requested when someone is injured. When our therapy team is involved, team members return to work 50 percent quicker than if they see a provider outside of the onsite clinic.
- Wellness services that include one-on-one coaching, health risk assessments and corporate wellness activities.

Results & Outcomes



THERAPY

- Over 50 percent reduction in incident rating of workplace injuries since 2012
- Decrease in OSHA recordable injuries by 65 percent since 2012
- Reduction in workers' compensation costs by over \$500,000/year
- Reduced workers' compensation cost/claim by 33 percent



We are very pleased with the services provided by the Ascension team. I am continually impressed with their willingness to customize programs specific to our work culture and when needs arise. The Ascension onsite providers have built strong relationships with the team members and as a result the workforce is healthier and stronger than ever.

The greatest impact is on the manufacturing floor. Our therapy team will assess team member movements based on job requirements. Because the majority of our recordable injuries are musculoskeletal, this is where the team spends the majority of their time. If a team member communicates he/she is experiencing any kind of pain or discomfort, the therapy team provides early intervention.

80 to 90 percent of early intervention remains in the first aid category versus needing medical care.

Additionally, our occupational therapist is often called into our continuous improvement events when changes are made so when new workstations are created they are ergonomically correct.

- Vice President, Human Resources