

MIT Sloan HSI Lab on Employee Population Health
Collaboration with Quest Diagnostics Progress Statement
March 2025

Timeline

We are in the 2nd year of a 3-year collaboration agreement. Each year culminates in a Workshop at MIT where we describe results using Quest data in addition to other research activity with other collaboration partners. We had a kickoff workshop and a one follow up. We will have another this October 2025 and in October 2026.

We have reported out on what we have seen in the data: understanding the variance in healthcare utilization across employees, with a deeper dive into drivers of engagement with wellness programs (BFW and Omada).

Ongoing projects:

1. **Outreach campaign trial** (auto enrollment). Initial signs look positive, but we are waiting on individual-level engagement data linked to the HR and claims data.
2. **Ongoing Data analytics** Continued investigation into utilization and productivity drivers.
 - Wellness program engagement appears to modestly increase retention and salary growth; hints that it lowers healthcare spend as well. A trial that substantially boosts engagement would allow us to test effects on claims and productivity (see below).
 - Health shocks (hospitalization) appears to substantially reduce retention for both the employee and co-workers. We have a coarse measure of co-worker status that we would like to refine by understanding the worksite data definitions.
 - GLP-1 and productivity. We only have data prior to the spike in usage, so an update to the years of data would help in this regard

Additional projects for remaining 18 months of ongoing Collaboration (ideally to be extended):

1. We would enjoy figuring out the most impactful way to boost engagement in disease management/prevention programs. On-the-job participation strikes us as the most promising avenue. We understand there are frictions to make that happen, which suggests piloting it in a willing site soon.
2. Another fertile area for study is testing alternative ways of reporting BFW results to employees to test what types of messages generate action among those who screen positive for various conditions. The optimal message will vary across employees, so we would estimate personalized messaging and ideally test those messages in a trial.

Output

In addition to internal reports and workshop presentations, we are working on publishing our findings, first our broad correlational findings in a popular outlet like a *Sloan Management Review* or *Harvard Business Review* and later our more rigorous analysis of trial evidence in medical/economics/management journal articles.