

# National Business Group on Health EMPAQ® AT-A-GLANCE

Improving Health,  
**Productivity**  
& Human Capital

*Creating a healthy workforce means taking an integrated approach to implementing and assessing all of the programs that touch employee health and well-being. EMPAQ® (Employer Measures of Productivity, Absence and Quality™) is the benchmark tool of choice for employers who want to take a discerning look at the programs that directly impact the health and productivity of their U.S.-based workforce.*

## What is EMPAQ®?

EMPAQ® is an employer developed and driven benchmarking tool. It was created by employers to provide other employers credible benchmarking data; data that can help them assess the performance of their benefits programs and provide them insight into how they compare to similar companies.

It delivers benchmarks in eight different program areas:

- Short-term disability
- Long-term disability
- Workers' compensation
- Group health
- Family and medical leave
- Incidental and integrated absence
- Employee assistance programs
- Health management programs

The National Business Group on Health prides itself on the rigorous quality assurance process embedded in EMPAQ® to ensure the accuracy of the data submitted. We draw on industry experts to provide technical guidance and consultation in the development and calculation of credible health and productivity metrics. In addition, EMPAQ® partners with strategic suppliers to provide data on behalf of employers, while ensuring data integrity during the submission process.

EMPAQ® provides employers with a framework by which to monitor and measure how well their human capital investments are paying off. By focusing on the management of absence, health and wellness programs, EMPAQ® offers valuable insight as benefit managers assess their strategy and manage costs.



**EMPAQ®**  
Employer Measures of Productivity, Absence and Quality™

## What do I get if I participate?

All participants of EMPAQ® receive a comprehensive reporting package that provides them with data and insights to help them manage their health and productivity programs.

### ■ EMPAQ® Data Integrity Reports

- Gives immediate feedback to employers on the information just submitted.
- Provides real time comparisons to the previous year's benchmarks.
- Allows employers to review their data and make changes to their submission before benchmarks are finalized.

### ■ EMPAQ® Benchmark Reports

- Provides participants with company, industry and national benchmarks to conduct accurate comparisons.
- Enables employers to assess the impact of program design on workforce health and productivity.
- Helps employers to manage program costs over time by providing three-year trends.

### ■ EMPAQ® Annual Report

- Summarizes key findings from the EMPAQ® Benchmark Reports including industry insights.
- Illustrates the improvements employers have made in terms of managing employee health and productivity, as well as the continued challenges they have faced in this area.
- Offers valuable insight to employers as they struggle with the rising costs of providing benefits at a time when they least have the resources for it.

## What does it cost to participate?

Participation in EMPAQ® is free for members of the National Business Group on Health.

Companies who are not members of the National Business Group on Health may submit data free of charge; however, there is a minimal cost to receive an individualized benchmarking report. For further details, please contact us at [empaq@businessgrouphealth.org](mailto:empaq@businessgrouphealth.org).

Data suppliers may also submit data on behalf of clients free of charge. For those clients who are not members of the National Business Group on Health, they may purchase benchmarking reports for a nominal fee.

## How do I get started?

Participating in EMPAQ® is easy-to-do. EMPAQ® provides several tools and resources that help employers gather their health and productivity data, including a comprehensive data dictionary, checklists for data submission and an easy-to-navigate website for online submissions.

For more information about EMPAQ®, the data submission process or a copy of the latest Annual Report Executive Summary, please visit [www.empaq.org](http://www.empaq.org).