Course Outline

Self-Funded Health Plans: Cost-Containment Strategies

Two-credit course

Introduction
I. Introduction
II. Plan Sponsors and Employers
III. Plan Participants, Employees, and Dependents
IV. Premiums

Estimated time to complete: 5 minutes

Using Data to Improve Cost-Effectiveness of Health Care Benefits
I. Data Analytics: Goals and Processes
II. Types of Data
III. Predictive Modeling
IV. Artificial Intelligence (AI)
V. Practical Uses
VI. Predictive Modeling Example
VII. Steps for Implementing a Data Analytics and Predictive Modeling Initiative

Estimated time to complete: 25 minutes

Common Plan Designs
I. Four Common Plan Designs
II. Preferred Provider Organization (PPO)
III. Health Maintenance Organization (HMO)
IV. Point-of-Service Plan (POS)
V. High-Deductible Health Plan (HDHP)
VI. Percentage of Firms that Offer Specific Plan Types by Firm Size
VII. Prescription Drug Benefits
VIII. Defined Contribution Approach
IX. Cost-Containment Strategies Related to Health Care Providers

Estimated time to complete: 25 minutes

Utilization and Care Management Strategies
I. Utilization Management
II. Methods of Utilization Management to Ensure Care is Appropriate
III. Cost Sharing
IV. Limits
V. Dependent Eligibility Audits
VI. Care Management
VII. Types of Care Management

NOTE: The estimated time to complete each lesson is based on word count and assumes uninterrupted consumption of the course. Actual time to complete each lesson can vary widely based on familiarity with the topics and other factors. Time required to complete the course final exam is not counted in these estimates.
Estimated time to complete: 25 minutes

**Employee Premium Contribution Strategies**

I. Employee Contribution Amounts
II. Wellness Participation Incentives
III. Tobacco or Nicotine Surcharges
IV. Spousal Surcharges and Exclusions (Carve-outs)
V. Surcharges
VI. Exclusions/Carve-outs
VII. Pros and Cons of Spousal Surcharges and Exclusions

Estimated time to complete: 20 minutes

**Health Care Education and Communication**

I. Improving Health Literacy
II. Health Literacy in General
III. Health Literacy Specific to the Plan
IV. Communicating With Health Plan Participants

Estimated time to complete: 20 minutes

**Summary**

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