

# The Value of Vision Plans

A vision plan is an important component of a wellness strategy. Vision can play a critical role in an employee's health and productivity, and - when offered as part of a comprehensive benefits package - can actually be a tool in employee retention and satisfaction.

## Vision Concerns

Some alarming statistics from vision care associations<sup>1</sup>:

- Some 11 million Americans have correctable vision problems
- 1 in 4 school-age children has an undiagnosed vision problem
- 70-75% of computer workers experience eye and vision problems
- Vision-impaired older drivers are 200% more likely to have an auto accident

## Value to Employers and Employees

Vision coverage is an important part of health maintenance. Measurable benefits include:

**Decrease in overall healthcare costs.** Statistics put the financial burden associated with adult vision problems at \$54.1 billion. Vision coverage can help cut into these costs by allowing routine comprehensive eye exams as a preventive step. Early diagnosis of ocular or systemic conditions or diseases and hence earlier treatment intervention has positive outcomes for reducing costs of overall medical care.

**High value at a low cost.** For a relatively small investment – often as low as \$6/month – members get services valued at hundreds of dollars. The benefit provides value in excess of the premium paid. The Vision Council states that vision coverage is typically 1/10 of what medical benefits cost.

**Enhance overall health.** Routine comprehensive eye exams from an eye health professional provide another means of detecting such systemic health concerns as diabetes, hypertension, high blood pressure, and high cholesterol.

**Employee retention.** Nearly 90% of those questioned in a national survey stated that having a vision plan is important to them. As employers struggle to decrease employee turnover and increase morale and company perception, a vision plan is an inexpensive “good news” benefit.

**Increased productivity.** Uncorrected or even slightly miscorrected vision can decrease productivity by up to 20%. Productivity can be enhanced with a proper prescription for eyewear and/or advice on easing the symptoms of work-related issues such as Computer Vision Syndrome.



<sup>1</sup> Sources: Vision Council, AOA, Prevent Blindness America