



Why Data Warehouses Fail - And What Benefit Leaders Really Need

Presented by John Quinn, Founder & CEO

Self-funded employers have invested millions into data warehouses trying to manage healthcare costs, but it's not working.

Data warehouses were designed to store vast amounts of data with integrity, allowing highly trained analysts to run reports to solve complex problems. They were *not* built for HR and finance leaders who need speed, clarity, and action.

You need to know:

- What's happening with costs right now?
- How are vendors performing today?
- What should we do about it tomorrow?

Bigger warehouses won't fix that. More investment in the wrong tool just digs the hole deeper.
The reality:

- Warehouses are slow, fragmented, and disconnected from real-time decision-making.
- Benefits leaders are buried in data they can't use — at the exact moment they're under more pressure than ever to control spend and deliver better outcomes.

The answer isn't *more* data. It's **faster insights** and **actionable next steps**. If you're trying to control rising costs, improve employee outcomes, and optimize vendor performance, it's time to move beyond the warehouse.

The evidence is piling up. The latest [EHIR study](#) shows:

- **44%** of employers with a third-party data warehouse are actively considering switching vendors.
- The #1 pain point for **56%** of respondents: **"We can't get actionable insights from our data."**

And it's not just insights. The study also found:

- Most employers only get basic reporting and historical benchmarking today.
- Only **18%** have activation or predictive analytics — the tools that actually help you manage costs.

Meanwhile, healthcare costs are rising more than 7% annually, vendors are protecting their data instead of sharing it, and compliance pressures from laws like the Consolidated Appropriations Act (CAA) are mounting.

It's time for a new approach — one that enables HR and finance leaders to steer performance, contain costs, and improve outcomes — without waiting for next quarter's reports.

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