

# DATA ANALYTICS INTERNSHIP PROGRAM



## Program Description

The Alliant Health Plans Data Analytics Internship Program provides an opportunity for undergraduates to sharpen their skills and gain experience solving real-life problems using data. Health insurers use data daily to guide decision-making, assess risk, price premiums, and steer strategy. Through the Internship Program, students learn and practice skills in data analytics, predictive modeling, and basic actuarial principles that apply data to real problems facing Alliant Health Plans. Interns will contribute to Alliant’s mission and help improve the health and well-being of the communities we serve. Interns will collaborate with seasoned full-time analysts and have opportunities to meet and learn from senior management. The Alliant Health Plans Data Analytics Internship Program is a paid, ten-week program, allowing as many as twelve interns to participate at a time. The program consists of classroom-based learning for technical skills and insurance concepts, group activities, participation in consulting meetings with stakeholders, teambuilding activities, biweekly book club meetings, and collaboration with peers on deliverables. Interns will present results of their projects to management and bring suggestions for actionable results from their study and work.

Interns will be divided into teams (no more than four on a team) to work on group projects, and also be given smaller, individual projects to complete. Types of projects interns will complete include:

- Analysis of past claims to look for patterns
- Creation of models to predict future claims
- Analysis of authorization data to predict future claims
- Assisting actuaries in rate filing development
- Modeling impact of benefit designs on consumer purchasing behavior
- Modeling of provider contracts
- Risk Adjustment Analysis
- Profitability analysis for particular disease states
- Analysis of clinical pathways
- Provider network analysis
- Analysis of impact of regulatory or legislative changes
- Efficiency analysis of departmental processes or procedures

Skills interns will learn are:

- SQL/Excel
- Basic Actuarial Principles
- Modeling
- Health Insurance Concepts
- Health Policy Concepts
- Financial statement analysis
- Strategic planning processes and inputs

For purposes of employment, interns are temporary, full-time employees of Health One Alliance and are held to the same standards as all other employees.

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## Internship Timeline & Structure of Program

### FEBRUARY – APRIL:

Recruitment at colleges and universities  
Secure desk and IT resources needed for employees  
Offers made in mid-April with acceptance required by early May  
Company-wide solicitations made for projects (See Appendix A – Request Form)

**WEEK 1 (MAY 21)** – Orientation, SQL Bootcamp, Excel Bootcamp, Classroom Training  
Training Topics: Insurance 101, Risk Adjustment, Financial Reporting and Analysis, IBNR

**WEEK 2 (MAY 28)** – Assignment of Group and Individual Projects  
Deliverable: Summary Description of Approach for Group Project  
Book: *The Signal and the Noise* by Nate Silver

**WEEK 3 (JUNE 4)** – Continuation of Group and Individual Projects, Monthly Financial Reporting Overview  
Deliverable: Analysis of May Claims

**WEEK 4 (JUNE 11)** – Continuation of Group and Individual Projects  
Book: *The American Health Care Paradox* by Elizabeth Bradley and Lauren Taylor

**WEEK 5 (JUNE 18)** – Continuation of Projects, Risk Adjustment Intensive  
Deliverable: Summary of an Insight Gained from WNRAR data

**WEEK 6 (JUNE 25)** – Mid-Point Review  
Deliverable: Progress Report on Projects, Brief Presentation on insights gained so far to management and to peers.  
Book: *Misbehaving: The Making of Behavioral Economics* by Richard Thaler

**WEEK 7 (JULY 2)** – Continuation of Projects  
Deliverable: Feedback to peers on presentations

**WEEK 8 (JULY 9)** – Finalization of Individual Projects  
Deliverable: Slide Decks for Individual Presentations  
Book: Chosen by Group

**WEEK 9 (JULY 16)** – Finalization of Group Projects  
Deliverable: Slide Decks for Group Presentations

**WEEK 10 (JULY 23)** – Final Presentations  
Book: *Being Mortal* By Atul Gawande