Employer-Sponsored Behavioral Health: Current Themes & Future Directions

Presentation To ACMHA
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March 25, 2010
National Business Group on Health

• Founded in 1974, formerly the Washington Business Group on Health
• Non-profit membership organization of large public and private employers
• Approximately 300 members; 64 of Fortune 100; roughly half of Fortune 500
• Members provide healthcare coverage for 60 million employees, retirees, and family members, including approximately 18 million children (0-19)
• Members also include health plans, healthcare consultants, and healthcare industry companies
Current Issues

• Employers have limited understanding of behavioral health
• Economic crisis and employee health and productivity is leading concern about employees
• Current programs and services are not adequate in meeting needs of employees and families
• Implementing parity
## Current Costs—2008

<table>
<thead>
<tr>
<th>Cost Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Health Plan Costs Per Active Employee</td>
<td>$8,490</td>
</tr>
<tr>
<td>Employer Paid Medical Costs Per Covered Employee</td>
<td>$5,374</td>
</tr>
<tr>
<td>Employee Contribution</td>
<td>$1,443</td>
</tr>
<tr>
<td>Pharmacy Costs Per Employee</td>
<td>$1,001</td>
</tr>
<tr>
<td>Dental Costs Per Employee</td>
<td>$610</td>
</tr>
<tr>
<td>Behavioral Health Costs per Employee</td>
<td>$62</td>
</tr>
<tr>
<td>Behavioral Health Costs as % of total</td>
<td>0.73%</td>
</tr>
</tbody>
</table>
Lost productivity costs much more than direct medical expenses.
Biggest Costs is Presenteeism

- Presenteeism Cost: 47%
- Employee Health: 16%
- Dependent Health: 27%
- PTO: 8%
- Disability: 2%
New Directions

- Total Value of Health
- Culture of Health
  - Beginning to Mature
  - Components and Structure
- Resiliency
  - Organizational
  - Individual
- Emotional Wellbeing
  - Individual
  - Organizational
- Changing Demographics
  - Aging of workforce
  - Retaining worker into traditional retirement years
- Child and Adolescent Health
  - Workforce of future
  - Current health picture is grim
  - Emotional wellbeing
Organizational Functioning

ADAPTIVE CAPACITY
- Structure
- Organization Know-how
- Culture
- Leadership
- Change Capacity
- Health Status

ACUTE FACTORS
- Environmental factors
- Organizational Factors
- Employee Engagement
- Structure
- Risk

EMPLOYEE PRODUCTIVITY
Job Performance
- Attendance
- Accidents
- Grievances
- Disabilities
- Workers’ Comp
- Benefit Usage