

# Employer-Sponsored Behavioral Health: Current Themes & Future Directions

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# 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

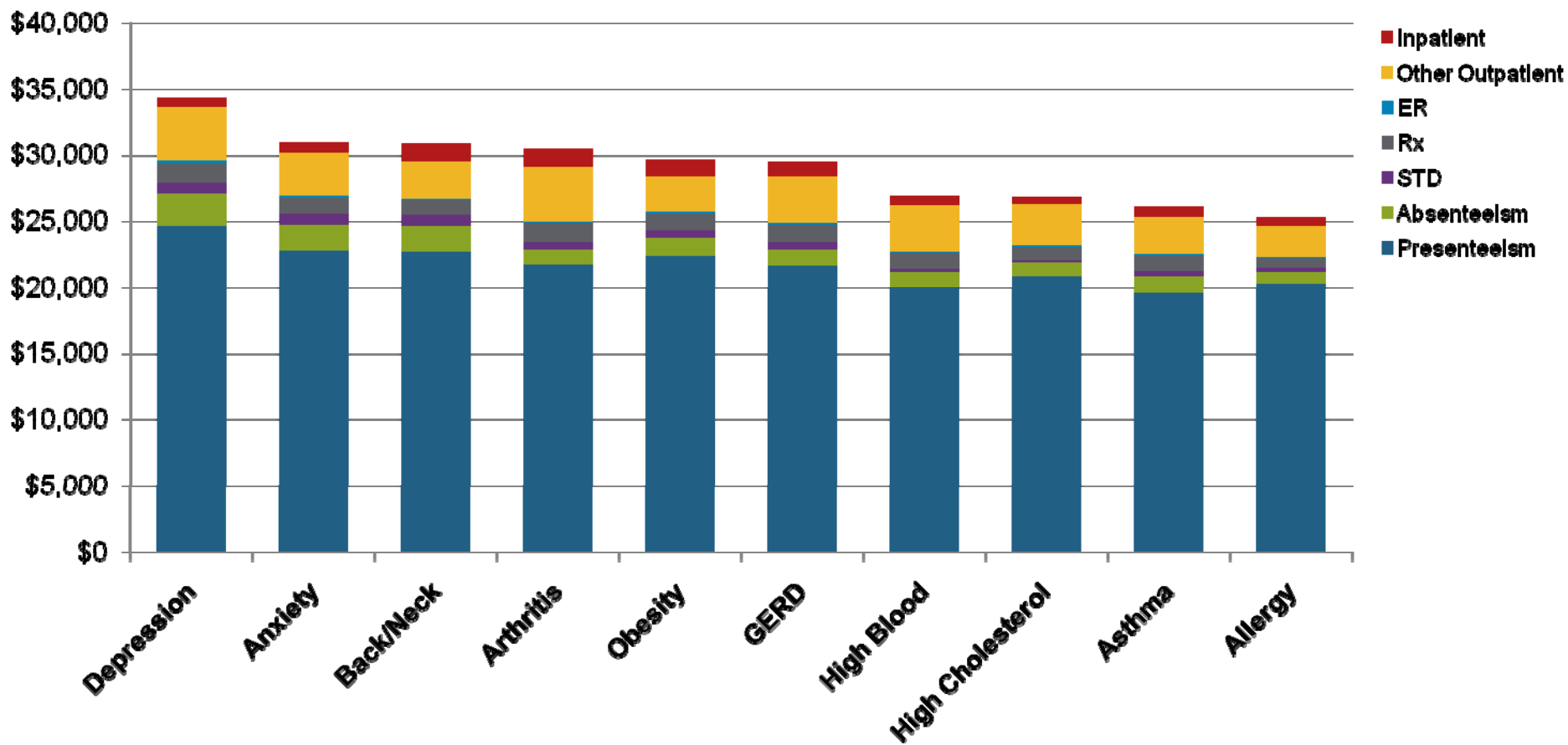


# Current Costs—2008

Group Health Plan Costs Per Active Employee	\$8,490
Employer Paid Medical Costs Per Covered Employee	\$5,374
Employee Contribution	\$1,443
Pharmacy Costs Per Employee	\$1,001
Dental Costs Per Employee	\$610
Behavioral Health Costs per Employee	\$62
Behavioral Health Costs as % of total	0.73%

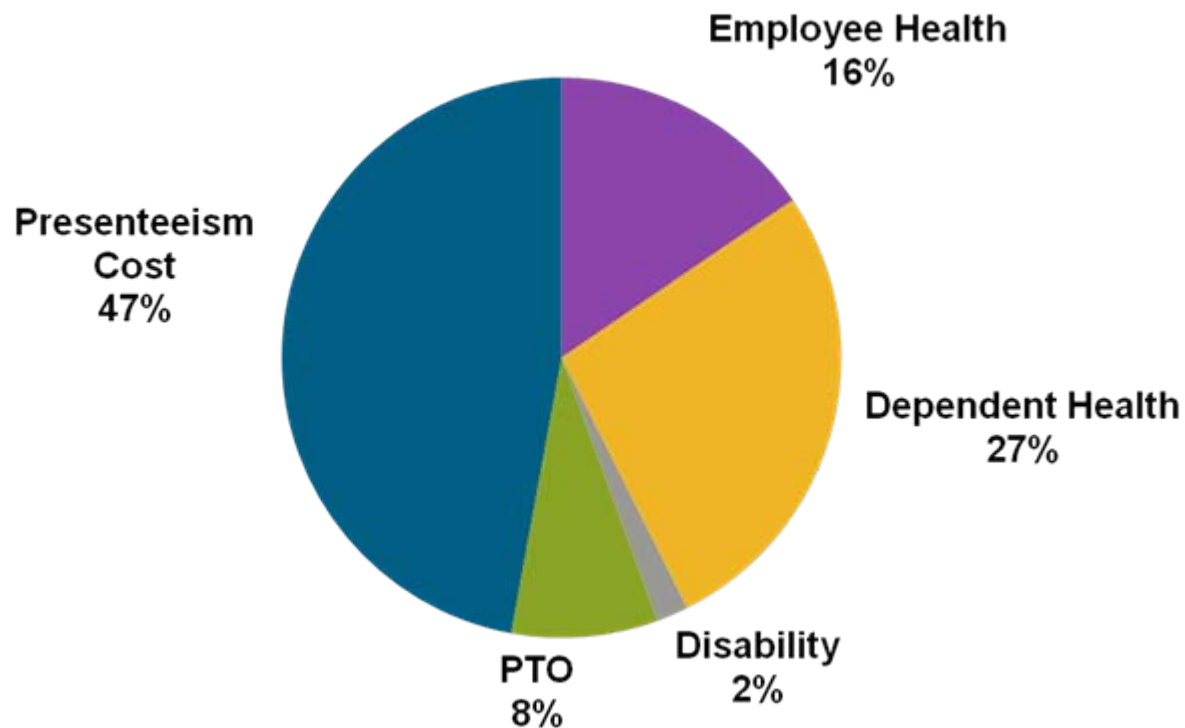
# Lost productivity costs much more than direct medical expenses

## 2008 Health Spending Profile





# Biggest Costs is Presenteeism





# 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

Low

**EMPLOYEE PRODUCTIVITY**

High

Job Performance  
Attendance, Accidents, Grievances  
Disabilities, Workers' Comp, Benefit Usage