



Rhode Island Business Group on Health **Behavioral Health Trends and Insights**

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welcome to brighter

The pandemic isn't over...

Behavioral health needs continue to evolve

1 in 4

U.S. workers say they're highly or extremely stressed¹

53%

of workers are experiencing burnout⁶

<35

Workers under 35 ranked mental health as their top concern

63%

of working parents have reported reducing their hours in order to care for a child with a mental health condition³

30%

Increase in drug overdose deaths from 2019 to 2020⁴

2nd

Suicide remains the second leading cause of death among young people between the ages of 10 and 24⁵



Young adults, parents and caregivers, children and adolescents, and racial and ethnic minorities have experienced disproportionate impacts



Traditional networks do not have the supply of quality providers to meet the increasing and evolving demand

Emerging issues for employers

Early data suggests that employees and their families will need behavioral health support on a long-term basis, so employers must position themselves to address macro forces that contribute to evolving expectations.

Learned helplessness and decreasing control

Increasing dependency on technology

Inflation of the cost of care

Volatility and changes in work structure

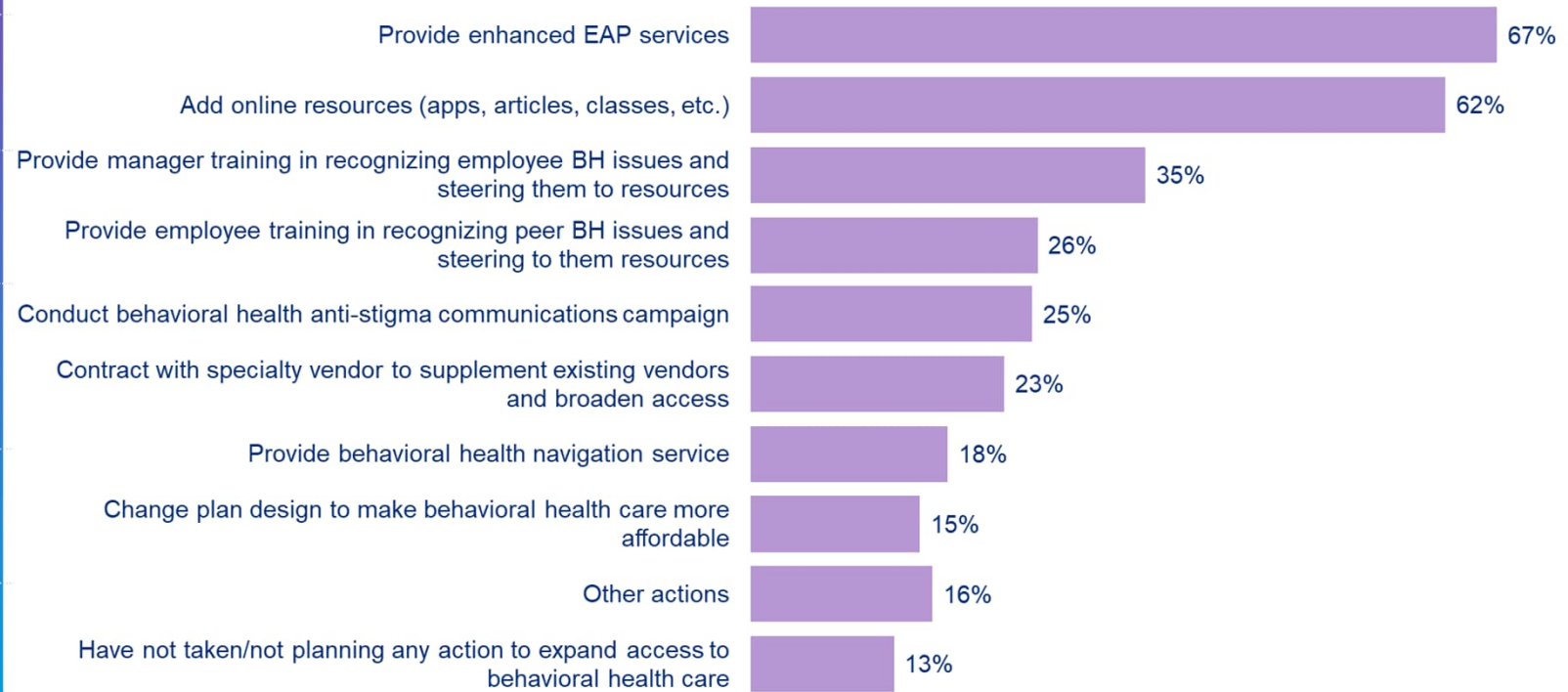
Evolving need for specialized resources

Increasing and exacerbated underlying behavioral health concerns

What employers are doing to provide support

- No wrong front door
- Leadership support
- Destigmatization campaigns
- Rebranding & enhancing communications
- Support groups
- Strategic alliances & steering committees

Most employers are expanding access to behavioral health care Strategies in place or planned for 2023



What employers are doing to provide resources

Best practice is to provide support across the spectrum

Skill building/prevention

Traditional EAP

EAP replacement

Point solutions delivering care



A new approach to EAPs

	Foundational EAP	Foundational EAP with Point Solution Overlay	Innovative “EAP”
Network	Broad	Broad + Evidence-based	Curated Evidence-Based, often integrating with health plan
Intake	Customer Service/Telephonic	Customer Service/Telephonic + Engaging technology/multi-modal access	Online Assessment & Navigation
Triage to Care	Generally Provide List of Provider Names	List of Providers via EAP + Additional avenue for support (digital)	Match to Provider Based on Clinical Presentation and Preferences
Telehealth	Some Tele-mental Health Supports	Tele-mental Health Supports with enhanced capabilities via point solutions	Strong Use of Virtual Treatment and Back-End Technology
Longer-term Care	Crisis Intervention & Short-Term Focused	Crisis Intervention & Short-Term Focused Some longer-term support (As Needed)	Clinical Focus with Option for Longer-Term Support (As Needed)
Work-Life	Standard	Standard via EAP	Delivered via Partnerships
Price Point	\$	\$\$	\$\$\$

Current State



Future State

Learning from others

Employers are offering **innovative solutions** to provide emotional well-being and mental health support for their employees – more than access to an employee assistance program (EAP).

Raising awareness, focusing on key utilization trends to support **emerging needs** and **manager training** are well underway.

Solutions that focus on **diversity, equity, & inclusion (DEI)**, **technology**, and **increased access to quality providers** will lead for 2023+.



If you build it, they will come



Starting the Conversation



Data-Driven Strategy



Addressing Stigma

Building your strategy

Questions for consideration

WHAT AREAS ARE MOST IMPORTANT TO ADDRESS FOR THE POPULATION?



WHAT ARE THE MAIN CHALLENGES THAT YOU ARE HOPING TO RECTIFY?



HOW ARE RESOURCES AND MODALITIES AVAILABLE FOR THOSE NEEDING BEHAVIORAL HEALTH SUPPORT MONITORED?



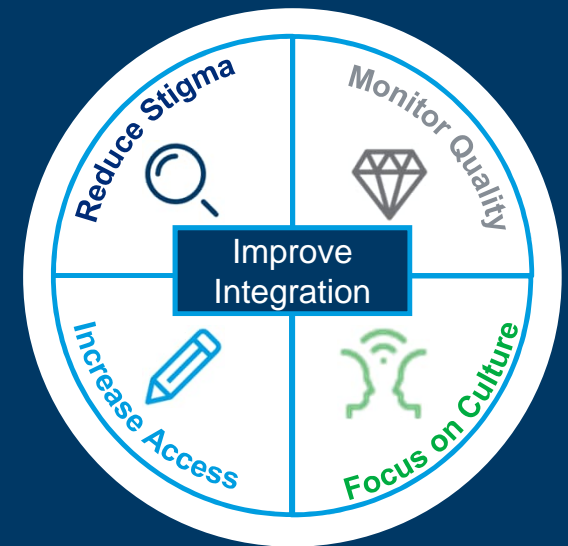
HOW ARE YOU PROMOTING AND SUPPORTING NAVIGATION TO AVAILABLE RESOURCES?



DO MEMBERS KNOW WHAT RESOURCES THEY HAVE CURRENTLY AVAILABLE TO THEM?



Best practices for supporting mental health



Employer support *and* resources are needed to make a difference

