

2020 AHA Workplace Health Symposium

Breakout Session Summary: Maximize the Mental Wellbeing of your Workforce

Overview

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The state of mental healthcare in the US and Colorado continues to worsen and the overall cost to employers and the health system continues to increase.

- 47,000 people died by suicide in 2017, second leading cause of death among individuals between the ages of 10 and 34, and the fourth between the ages of 35 and 54
- 40% of US office workers feel burned out
- Major depressive disorder (MDD) is one of the leading cause of disability in the US
- Workers with depression reported the equivalent of 27 lost work days per year ≈ \$8,500 (BA level employee)

In this session, attendees received a snapshot about the provider shortage, where mental health dollars are currently spent, and breaks down the gap in those who need mental healthcare and those who are actually receiving care, such as:

- No insurance or limited coverage of services.
- Shortfall in psychiatrists, and an overall undersized mental health workforce. In Colorado, 27-39% of mental health care professional need was met as of 2018.
- Lack of available treatment types (inpatient treatment, individual therapy, intensive community services).
- Disconnect between primary care systems and behavioral health systems.
- Insufficient finances to cover costs – including copays, uncovered treatment types, or when providers do not take insurance.

What are Colorado employers doing to maximize mental wellbeing in their workforce?

RK's Work in Suicide Prevention

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- **NPR Article:** [Construction Company Embraces Frank Talk About Mental Health to Reduce Suicide](#)
- **NPR Video:** [Safety Talk from NPR](#)
- **Case Study:** [Suicide Prevention Finds a Home at RK](#)
- **RK Featured on Denver 7 News:** [National Model for Suicide Prevention](#)

Vail Resorts - Epic Wellness

Corey Levy - Wellness Manager, Epic Wellness, Vail Resorts | Ctlevy@vailresorts.com

Through its Epic Wellness program, Vail Resorts is working to raise awareness of the many health-based resources available to its 55,000 global employees and remove any stigma associated with mental health. This initiative, designed by Dr. Corey Levy, clinical psychologist and wellness manager at Vail Resorts, highlights tools available to staff, dependents, and household members, in the following areas:

- **Mind** | Practical and useful information relating to helping employees and others through life's issues.
- **Body** | Resources and incentives to help employees live a healthy life.

- **Wallet** | Tips and resources on setting up a budget, paying off debt, saving for the future, ways to save money and more.

One pivotal **Mind** tool is the Employee Assistance Program (EAP), which provides a confidential counseling program for employees, their family members, and their roommates – including up to six sessions with a therapist – at no cost. Creating a direct line of contact between employee and therapist has greatly increased use of the program. Additionally, Epic Wellness' 'Caring for a Coworker' offers tools to empower all employees with the ability to help those around them through resources and workshops. Since the start of the program five years ago, Vail Resorts has seen a remarkable 350 percent increase in utilization of its mental wellness resources. In many mountain communities there is a shortage of mental health care providers and Vail Resorts, through Epic Wellness, looks to increase resources by partnering with available providers to implement scalable, proactive, and applicable behavioral health support. Through Epic Wellness, the company has been able to better address the needs of individuals, resorts, and communities by maximizing resources and empowering employees to care for themselves and their peers, building a stronger and healthier environment.