

MEADOWS
MENTAL HEALTH
POLICY INSTITUTE

Mental Health in the Workplace

Andy Keller, PhD, Meadows Mental Health Policy Institute | April 22, 2021

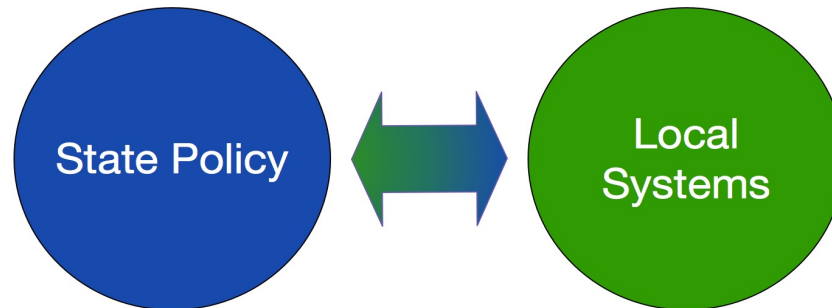
Meadows Mental Health Policy Institute

Vision

We envision Texas to be the national leader in treating all people with mental health needs.

Mission Statement

To provide independent, non-partisan, data-driven, and trusted policy and program guidance that creates equitable systemic changes so all Texans can obtain effective, efficient behavioral health care when and where they need it.



7,632
SUBSTANCE
RELATED DEATHS
in Texas in 2018

THE CURRENT MENTAL HEALTH CARE SYSTEM

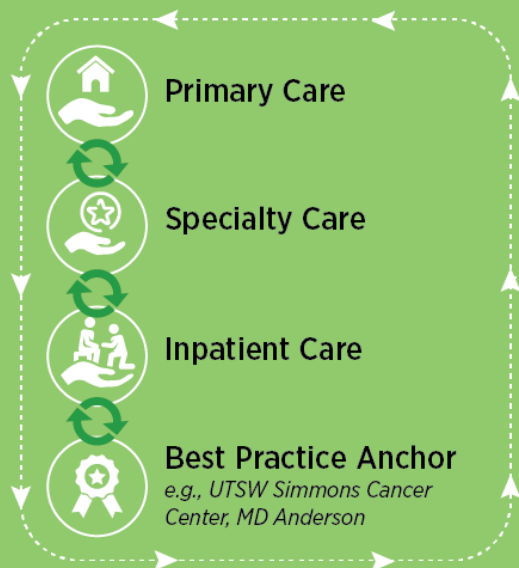
3,930
DEATHS BY
SUICIDE
in Texas in 2018

The Goal of Health Care: **LIVING YOUR LIFE** in the COMMUNITY

PHYSICAL



MENTAL



**The best Mental Health Care
is like the best Health Care**



Fragmented Care

Specialty Care
Insufficient Network Capacity

Primary Care

Best Practice Boutique
e.g. McLean, Johns Hopkins

COVID-19 and Mental Health: Big Picture

- COVID-19 has dramatically increased mental health needs. The Centers for Disease Control and Prevention (CDC) now tracks mental health needs weekly. As of March 1, 2021:
 - Symptoms of anxiety disorders are up 4-fold (33.4% vs 8.2%),
 - Symptoms of depression are up 4-fold (27.7% vs 6.6%),
 - The number of people seriously considering suicide doubled.
 - Mid-March through October 2020, the proportion of mental health-related emergency department visits increased 24% among children aged 5–11 and 31% among adolescents aged 12–17.
- In late April, we began a series of reports projecting the mental health impacts of the pandemic overall, for veterans.
- Multiple national groups and media sources (Washington Post, Wall Street Journal, NPR, CNN) are using our estimates.
- We project that for every five-percentage point increase in unemployment in Texas during the COVID recession across a year, an additional 725 Texans could die each year from suicide (300) and drug overdose (425).
- Universal access to Collaborative Care (a proven, team-based approach to detect and treat mental illness in primary care) to treat major depression could reduce suicide deaths by 725 to 1,100 per year in Texas.

THE IDEAL SAN ANTONIO MENTAL HEALTH SYSTEM

The Goal of Health Care: **LIVING YOUR LIFE** in the COMMUNITY



WORK



SCHOOL



HOME



FAITH



FAMILY

HEALTH CARE

MENTAL HEALTH CARE

Integrated Primary Care



Measurement Based Care ↔ Collaborative Care

SPECIALTY CARE

SPECIALTY CARE

Sufficient Network Capacity

Sufficient Networks

Outpatient

Outpatient

Rehabilitative Care

Rehabilitative Care

Inpatient Care

Inpatient Care

Best Practice Anchor

e.g., UTHSA MD Anderson Cancer Center, Brooke Army Medical Center, Methodist Healthcare

Best Practice Anchor

e.g., Mulva Clinic for the Neurosciences at Dell Med, New York Presbyterian Hospital

The best Mental Health Care
is like the best Health Care

The Path Forward for Mental Health and Substance Use

- The Path Forward is a coalition of leading national groups representing business, government, nonprofits, and health care providers and plans working to re-focus the nation's healthcare delivery systems through early detection and broad access to effective mental health and substance use care.



The Path Forward
for mental health and substance use
Health Equity for all Americans

- **It is the only national behavioral health initiative:**
 - Using a market-driven approach to assure major advances by leveraging the “purchaser” influence of employer coalitions
 - Focusing on both behavioral specialists and primary care providers
 - Transforming behavioral healthcare at a population level and achieving health equity for all Americans

Five-Year Plan

Network
Access

Measurement-
Based Care

Collaborative
Care

MH Parity
Compliance

Tele-Behavioral
Health

NATIONAL STEERING COMMITTEE

National Alliance of Healthcare Purchaser Coalitions
HR Policy Association and American Health Policy Institute
American Psychiatric Association

APA Center for Workplace Mental Health
Bowman Family Foundation
Meadows Mental Health Policy Institute



National Technical Resource Team

Education to National Stakeholders
(Consultants, Industry Groups)

Advise and Support Coalitions

Website /Tools/Speakers Bureau



Eight RESET Regions Multi-Stakeholder Change Initiative

Establish Regional Baseline

Foster Stakeholder Plan

Project Management/ Problem Resolution



30 Non-RESET Coalitions Purchaser Engagement Initiative

Educate consultants /employers

Enlist Purchaser "Sign-On" to Initiative

Execute 10 Universal Action Steps

RESET

R egional
E mployer
S takeholder
E ngagement
T eam

BEHAVIORAL HEALTH SUPPLY CHAIN

Benefits Consultants



Employers/Plan Sponsors



Health Plans/TPAs
PBMs



Health Systems
Primary Care
BH Specialists

Milliman High-Cost Study Published August 2020

A Milliman High-Cost Study commissioned by The Path Forward of 21 million lives nationally, published in August 2020 shows:

- Of the total population, the *most expensive 10%* of patients *accounted for 70% of annual total healthcare costs*;
- A majority of the top 10% (57%) - **5.7% of the total population** - had both **behavioral and physical** health conditions - and accounted for **44% of the annual total healthcare costs** of the total population; and
- **50% of this 5.7% (high-cost behavioral patients)** had **less than \$95 per year** of total spending for **behavioral health (BH) treatment**.

See The Path Forward Press Release with link to study: <https://www.globenewswire.com/news-release/2020/08/13/2078017/0/en/Study-Reveals-Individuals-with-Behavioral-Health-Conditions-in-Addition-to-Physical-Conditions-Drive-High-Total-Healthcare-Costs-Small-Portion-Spent-on-Behavioral-Treatment-Vast-Ma.html>

Okay to Say in the Workplace

Hiring Our Heroes

MEADOWS
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okay to say

MENTAL HEALTH RESOURCES

If you think a friend or family member may be experiencing a mental health issue, speak up, listen, and share resources. Your support could help them seek treatment.

SUPPORT A FRIEND OR FAMILY MEMBER
 Not sure what to say? It's okay. These tips can give you the knowledge and confidence to help support a friend or family member in their mental health journey.

GET HELP
 If you are experiencing a mental health concern, talk to your primary care doctor. Your employee benefits may also have resources for you.

MENTAL HEALTH RESOURCES
 For more tips on how to support a friend or family member, visit okaytosay.org.

MENTAL HEALTH CONDITIONS ARE MORE COMMON THAN CANCER AND DIABETES*

*Centers for Disease Control and Prevention

But most people don't talk about depression and anxiety at work. We're here to say, it's okay. If someone in your life seems to be struggling, reach out. Your support could help them seek treatment.

For more tips on how to support a friend or family member, visit okaytosay.org.

#okayto

It's okay to talk to me

If you're struggling with your mental health, you're not alone. There are many resources available to help you get the support you need. Reach out to your employer, a friend, or a professional. It's okay to ask for help.

WELLBEING IN THE WORKPLACE

A PRACTICAL GUIDE FOR BUSINESS

HIRING OUR HEROES
U.S. DEPARTMENT OF COMMERCE
FOUNDATION

PREVENTS
The President's Foundation for Employer Wellness
and a National Trustworthy Institute

MEADOWS
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THE HACKETT CENTER
FOR MENTAL HEALTH

Contact Information:

Dr. Andy Keller
President & CEO
(231) 881-0770
akeller@mmhpi.org

Becca Brune
Regional Executive Dir., South Texas
(210) 319-0353
bbrune@mmhpi.org



The truth is: mental illness affects more people than you may think, and we need to talk about it. It's Okay to say... okaytosay.org
