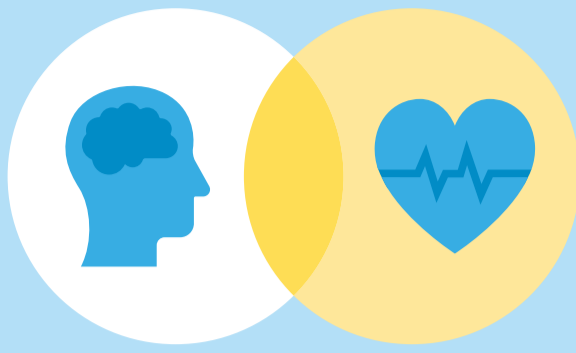


# THE BENEFITS OF INTEGRATED CARE FOR YOUR EMPLOYEES



## Health can't be half-measured.

Improving the overall well-being of your employees takes understanding the whole picture. Integrating care that addresses mental and physical health together in primary care and other healthcare programs helps bring the picture of full health into focus. What's the benefit for your organization and your workforce? Well, studies show that healthcare costs for treating individuals with behavioral and chronic medical conditions are 2-3X higher than for those without behavioral health conditions.<sup>1</sup> Meanwhile, integrating healthcare increases employee engagement in their health and wellness, leads to better outcomes and lowers healthcare costs.

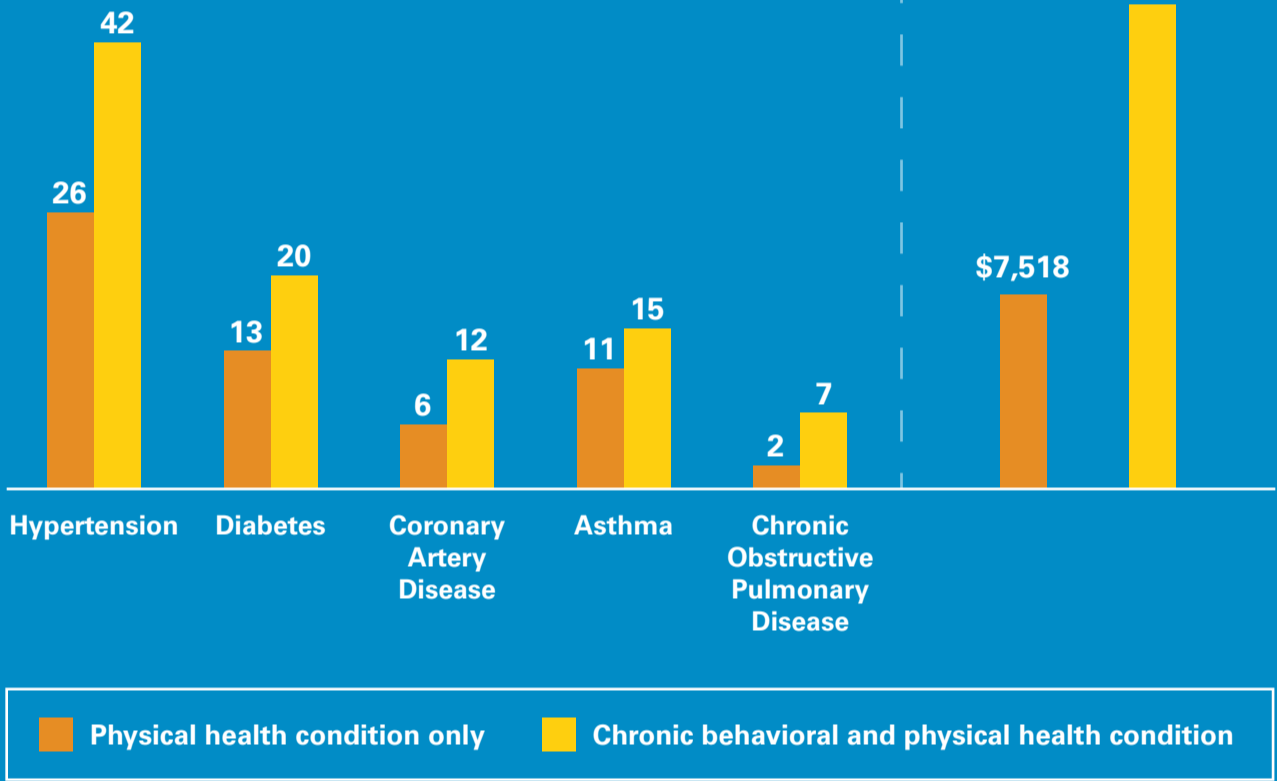
<sup>1</sup> Milliman Research Report, "Potential Economic Impact of Integrated Medical-Behavioral Healthcare," 2017.

## The compounding challenge.

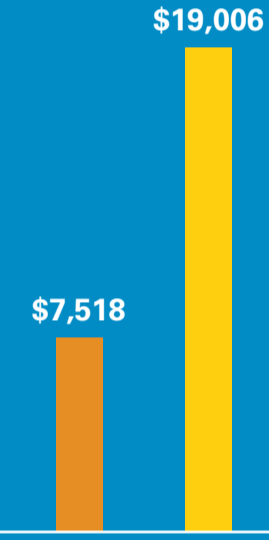
Mental and physical health are often linked. In fact, according to BCBS Health Index data, patients with a top five behavioral health condition can be up to 3X more likely to have a chronic physical health condition, such as diabetes or COPD. Known as comorbidity, this plays a big part in rising healthcare costs and affecting overall health. Those with both a common behavioral health condition and a chronic physical health condition have total costs nearly 3X higher than those with just a chronic physical health condition.

### Prevalence Rate of Common Chronic Conditions Among Those With and Without Top 5 Behavioral Health Conditions<sup>2</sup>

Rate per 100



### Cost per Member per Year<sup>2</sup>



<sup>2</sup> Top 5 Behavioral Health Conditions adversely affecting health are Major Depression, Alcohol Use Disorder, Substance Use Disorder, Psychotic Disorders, and Tobacco Use Disorder.

<sup>2</sup> Ages 18-64, Blue Cross Blue Shield Health Index, 2018.

## The exponential potential.

Evidence shows that by treating both physical and mental health together, integrated care is more efficient and effective. It helps your employees better manage their health conditions, with less visits to and less time in the hospital or emergency room. And it leads to fewer workdays missed, increased productivity and savings for employees and employers.

**37%** reduction in hospitalizations can be achieved through proper care coordination<sup>3</sup>

**UP TO 17%** annual cost savings are attainable through integration of physical and behavioral healthcare<sup>4</sup>



<sup>3</sup> Grail Dorling, Tim Fountaine, Sorcha McKenna, Brindan Suresh, "The Evidence for Integrated Care," McKinsey & Co., 2015.

<sup>4</sup> Milliman Research Report, "Potential Economic Impact of Integrated Medical-Behavioral Healthcare," 2017.

## It all adds up: Employees need integrated care and employers are responding.

**71%** of employers with 100+ employees are integrating their benefits program or considering it—up from 60% in 2016<sup>5</sup>

**76%** of Millennials say mental health is just as important as physical health<sup>6</sup>

**19%** of employers (up from 8% since 2016) reported initiating integration programs because "it's the right thing to do" for their employees<sup>7</sup>

<sup>5</sup> Anthem Blue Cross, "Integrated Health Care Report: Edition 3," 2019.

<sup>6</sup> National Council for Behavioral Health, America's Mental Health, PPT, 2018.

<sup>7</sup> Anthem Blue Cross, "Integrated Health Care Report: Edition 3," 2019.

## GIVING FULL HEALTH OUR FULL ATTENTION.

**THIS IS HOW**

The continued growth of behavioral health conditions across all generations means the time for action is now. Finding solutions that improve outcomes for your employees and lower costs for your organization will require a full-on approach. We're here to help.

Explore our latest eBook and full suite of resources designed to help you take behavioral health head-on at [smarterbetterhealthcare.com](http://smarterbetterhealthcare.com).



DOWNLOAD OUR EBOOK