Population Health Strategy During COVID-19 Era
Moderators & participating panelists

Panelists

- **Tim Aumueller**, Managing Partner, MedPro Wellness
- **Margaret Biscarr**, Director for Global Partnership Solutions, Pepsico
- **Ray Fabius, MD**, Co-Founder, HealthNEXT
- **Josh Riff, MD**, CEO, Onduo
- **Seth Serxner, PhD**, Chief Health Officer, Optum
- **Josh Stevens**, President, DayTwo

Michael Thompson
President & CEO
National Alliance of Healthcare Purchaser Coalitions

Karen Moseley
President
Health Enhancement Research Organization (HERO)
The Covid-19 Era – Accentuating Forces related to Population Health

First Wave
Covid-19

Second Wave
Mental Health

Third Wave
Total Person Health

Fitness for Duty

Work at Worksite
Work at Home
Furloughed

Fitness for Life

Higher Risk for those with Chronic Disease

Mental Health Impact on Co-morbidities

Social Determinants & Health Equity

Covid-19 Era Impact on Risk Factors?

- Addiction
- Diet
- Cardio Fitness
- Ergonomics
- Obesity
- Sleep
- Stress
- Other

National Alliance of Healthcare Purchaser Coalitions
Driving Innovation, Health and Value
Have you implemented any virtual support for any of the following health risk factors?

- **Stress/Emotional health**: Currently in Place - 79%, Considering within the next 60 days - 7%, Not considering within next 60 days - 14%
- **Cardio Health/Fitness**: Currently in Place - 65%, Considering within the next 60 days - 6%, Not considering within next 60 days - 29%
- **Addiction Treatment/Substance use disorder**: Currently in Place - 60%, Considering within the next 60 days - 14%, Not considering within next 60 days - 26%
- **Diabetes**: Currently in Place - 57%, Considering within the next 60 days - 6%, Not considering within next 60 days - 37%
- **Cholesterol management**: Currently in Place - 56%, Considering within the next 60 days - 9%, Not considering within next 60 days - 35%
- **Obesity**: Currently in Place - 54%, Considering within the next 60 days - 9%, Not considering within next 60 days - 37%
- **Sleep**: Currently in Place - 53%, Considering within the next 60 days - 15%, Not considering within next 60 days - 32%
- **Smoking**: Currently in Place - 51%, Considering within the next 60 days - 14%, Not considering within next 60 days - 34%
- **Ergonomics**: Currently in Place - 47%, Considering within the next 60 days - 10%, Not considering within next 60 days - 43%

Source: National Alliance *Pulse of the Purchaser* Covid-19 Employer Survey - 05/2020 – Preliminary Data
Among organizations making plan changes, waiving co-payments/deductibles was most frequently cited.

What plan changes/increasing access are being made? Please select all that apply.

- Non-profit organizations are more likely to waive co-payments/deductibles.
- Organizations with fewer than 100 employees are more likely to waive out of network provisions.

- Waiving co-payments or deductibles: 60%
- Implementing telemedicine, if not in place: 30%
- Change in prescription access (e.g., home delivery): 30%
- Mail order limit changes: 28%
- Network expansions: 19%
- Waiving out of network: 15%
- Formulary updates: 14%
- Other: 14%

n = 337
Employers are expanding or introducing new well-being benefits.

As a result of COVID-19, has your organization expanded or introduced new well-being benefits?

- No changes to our well-being benefits: 48%
- Expanding existing well-being benefits: 27%
- Both expanding existing benefits and offering new benefits: 19%
- Offering new well-being benefits: 6%
Aside from promoting EAP resources, employers are sharing tips on well-being and virtual socialization.

What is your organization doing to support worker well-being, whether actively working or not? Please select all that apply.

- Promotion of EAP resources: 70%
- Sharing tips for physical and emotional well-being: 68%
- Encourage social connection (while maintaining physical distance): 55%
- Encourage physical activity: 47%
- Focus on social connection through work forums (less focus on productivity): 39%
- Leadership accountability to be tuned into staff well-being: 38%
- Make tools available for virtual workouts, yoga, mindfulness, etc. from home: 31%
- We have not taken additional steps to support worker well-being: 11%
- Other: 1%

n = 1,146
World Day for Safety and Health – April 28 International Labor Organization

• Highlights the occupational safety and health (OSH) risks arising from the spread of COVID-19

• Explores measures to prevent and control the risk of contagion, psychosocial risks, ergonomic and other work-related safety and health risks associated with the pandemic

• “safe and healthy working conditions are fundamental to decent work”
“The future of work is the future of worker wellbeing.” (Forbes)

• How do social determinants of health inform your population health strategy now?
How is employee health linked to your organization’s community health partnerships?

• Creating resources for all of our focus areas and populations, including diet, exercise, mental health, and more
• Making some of our medical content free for client or public use
• Partnering with United Way both for volunteers to offer assistance and for persons/groups to request assistance
• As an essential business, implementing cleaning/sanitizing and social distancing protocols. Crowd-source donations to local and national organizations
• Promoting need for blood drives
• Drive-thru screening
Open Panel Discussion

- Michael Thompson, National Alliance of Healthcare Purchaser Coalitions
- Karen Moseley, Health Enhancement Research Organization (HERO)
- Tim Aumueller, MedPro Wellness
- Margaret Biscarr, Pepsico
- Ray Fabius, MD, HealthNEX
- Josh Riff, Onduo
- Seth Serxner, Optum
- Josh Stevens, DayTwo
Employer Priorities in Light of Covid-19

- **Tele-behavioral health**
  - Dramatic impact on the delivery of telehealth and tele-behavioral health services.
  - Regulatory barriers have rapidly come down - must make these permanent
  - Raise the bar on Tele-behavioral requirements

- **Screening and testing for MHSUD (like COVID-19)**
  - Ramp up and expand screening and testing for MHSUDs to identify and track the need for care.
  - Early identification will allow for triage of more serious cases
  - Measurement-based care improve patient outcomes by 20% to 60%.

- **Integration of behavioral health into primary care**
  - As demand for BH escalates the need for integration in primary care has never been greater
  - Virtual tele-behavioral healthcare delivery must be extended to primary care providers.
Integrating Social Determinants and Health Equity into COVID-19 Strategy

**Understand Issues & Needs**
- Common definitions
- Metrics and benchmarks
- Customized employer assessment

**Connect To Resources**
- Facilitate relationships
- Connect to national networks
- Integrate regional initiatives

**Invest To Improve**
- Leverage regional initiatives
- Convene & share
- Potential RESET initiatives

Wellbeing in the Nation (WIN) construct
Upcoming Events & Contact Information

Future COVID-19 Employer Town Halls (at 5 PM ET):

• 5/14 Financial Impact of COVID-19
• 5/26 Rethinking Care Delivery in light of COVID-19


For more information on our COVID-19 Employer resources, including prior webinars and Employer town halls, visit our resources page.
https://www.nationalalliancehealth.org/www/resources-new/employer-resources-covid-19

Leadership Summits (June 15-16) - Register today:
https://nationalalliancehealth.swoogo.com/2020leadershipsummits/begin