


**Behavioral Health:**  
 The Keys to Improving Access and Outcomes  
 Howard Willson, MD, MBA




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**AGENDA**

- Background
  1. Prevalence / Employer impact / Cost impact / Access
  2. Behavioral Health & Opioids
  3. Behavioral Health & Chronic conditions
- Barriers to care
- Solutions in behavioral health
  - Outcomes and case studies




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**WHY HAS BEHAVIORAL HEALTH COME TO THE FOREFRONT?**

-  Younger generations who have grown up with **social media** may be more willing to talk publicly about mental health and emotional well-being
-  The **opioid epidemic** has thrust issues like addiction into the national spotlight
-  The scope and impact of mental health on worker **productivity and costs** are clearer
-  **Employers** increasingly understand that the value proposition for workers to remain at their company includes benefits like social connectedness, financial security and emotional health




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**BACKGROUND**

- Prevalence
- Employer impact
- Cost impact
- Access



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**BEHAVIORAL HEALTH DISORDERS AMONG MOST PREVALENT**

Most of those suffering go untreated

**25%**  
of employees  
have a  
diagnosable  
behavioral  
health issue



Source: National Study on Drug Use and Health, OAS, SAMHSA, FHS, 2009; Workplace Mental Health: The Standard, 2013. [Continued](#) | 4

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**BEHAVIORAL HEALTH DISORDERS AMONG MOST PREVALENT**

Most of those suffering go untreated

**>70%**  
OF IMPACTED  
EMPLOYEES GO UNTREATED

25% have a diagnosed behavioral health issue

50% seek help for behavioral health



Source: National Study on Drug Use and Health, OAS, SAMHSA, FHS, 2009; Workplace Mental Health: The Standard, 2013. [Continued](#) | 4

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### THE PREVALENCE OF BEHAVIORAL HEALTH ISSUES IS ALARMING

1 in 5

Americans suffer from a mental health condition

- Heart disease: 11.7%
- Diabetes: 9.3%

Source: CDC

8%

of adults in the US suffer from a substance use disorder

Source: NIAH

51%

of US adults with substance use disorder are employed full-time

Source: The MSDUH Report, SAMHSA

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### ...AND IT HAS A VERY BIG IMPACT ON EMPLOYERS

4.8

Days missed, in a 3-month period, in patients with depression

Source: CDC

1/3

People with substance use disorder issues are 1/3 less productive than other employees

Source: US Department of Labor

15%

Over 15% of U.S. workers report being impaired by alcohol at work at least one time during the past year

Source: CDC

85%

Nearly 85 percent of all suicides occur among the nation's workforce, Americans ages 25-65

Source: Value Options

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### THE IMPACT ON COST CAN BE ALARMING

**The most costly medical problems**

The direct medical spend from chronic medical conditions in 2013 (mean on any day) (includes or medical conditions, according to a new study)

Medical condition	Cost
Mental disorders	\$112 billion
Heart conditions	\$107 billion
Cancer	\$103 billion
Respiratory conditions	\$98 billion
Diabetes	\$93 billion
Stroke	\$87 billion
Chronic kidney disease	\$82 billion
Chronic liver disease	\$77 billion
Chronic obstructive pulmonary disease	\$72 billion
Chronic pain	\$67 billion
Chronic back pain	\$62 billion
Chronic depression	\$57 billion
Chronic anxiety	\$52 billion
Chronic insomnia	\$47 billion
Chronic fatigue	\$42 billion
Chronic headache	\$37 billion
Chronic asthma	\$32 billion
Chronic arthritis	\$27 billion
Chronic hypertension	\$22 billion
Chronic hypothyroidism	\$17 billion
Chronic hyperthyroidism	\$12 billion
Chronic osteoarthritis	\$7 billion
Chronic rheumatoid arthritis	\$2 billion

Source: Health Affairs

Mental illness and substance use disorder are 22%+ of employer medical spend

Source: Kessler et al.

A single suicide costs an estimated **\$1.3 million** in medical costs and lost productivity.

Source: CDC

Source: IBM

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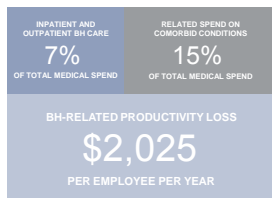
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...AND A FINANCIAL ONE

Based on Castlight's book of business numbers:



Source: C&T Book of Business and Clinical review and indirect costs = \$2,025 PEPPY, 20% of \$10,125 PEPPY, based on September 2016, Boston 00A, Health and Productivity Plus 10. BH based on analysis from C&T Clinical Team.

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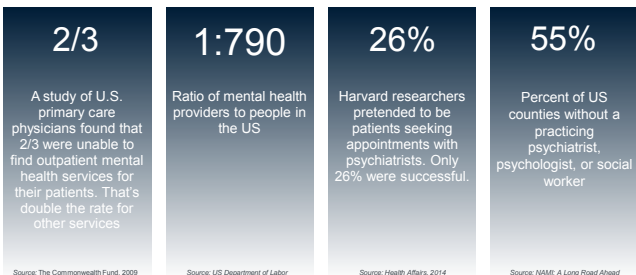
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ACCESS: A PROBLEM UNIQUE TO BEHAVIORAL HEALTH



Source: The Commonwealth Fund, 2009

Source: US Department of Labor

Source: Health Affairs, 2014

Source: NAM: A Long Road Ahead

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BEHAVIORAL HEALTH & OPIOIDS



Source: NAM: A Long Road Ahead

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### SUBSTANCE ABUSE – ESPECIALLY OPIOIDS – ADDS TO COSTS

**Drug overdose deaths:**

1999	4,030
2011	16,917
2015	52,404

For every overdose death, **10** hospital admissions and **32** emergency room visits

Source: NBDH

A 2016 Castlight Health study of employer claims potentially abused:

- 32% of opioid prescriptions dispensed to 4.5% of members

Costs from abuse of prescription opioids:

**\$78.5 billion** in 2016

Source: CDC

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### CASTLIGHT RESEARCH CASTS LIGHT ON OPIOID MISUSE

**PRESCRIPTIONS**

One out of every three opioid prescriptions is being abused

**MEDICAL SPENDING**

Opioid abusers cost employers 2X as much

**AGE**

Baby boomers 6X more likely to abuse opioids than Millennials

**BEHAVIORAL HEALTH**

Behavioral health patients 16 times likely to abuse opioids

**PAIN**

Top four pain-related conditions for opioid abuse: HEADACHE, BACK, ABDOMINAL, and other.

Opioid abusers have 2X as many pain-related conditions as non-abusers

**GEOGRAPHY**

Top five states with most opioid abuse: OK, AL, NC, LA, TN

Opioid abusers more likely to live in the South

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## BEHAVIORAL HEALTH & CHRONIC CONDITIONS

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**BEHAVIORAL HEALTH IS A COST MULTIPLIER**

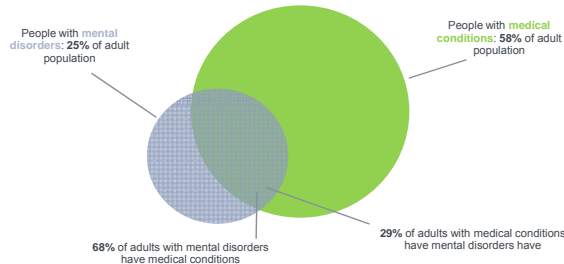
Milliman report for American Psychiatric Association (2014):

Chronic Medical Condition	Impact of Behavioral Comorbidities, Commercial Population – Total PMPM Costs							
	No Mental Health/Substance Abuse Disorder	Serious Persistent Mental Illness	% of baseline	Non-Serious Persistent Mental Health Disorder	% of baseline	Substance Abuse Disorder	% of baseline	
<b>Asthma</b>	\$ 569	\$ 1,851	325%	\$ 1,389	244%	\$ 1,774	312%	
Cancer	\$ 2,967	\$ 2,929	100%	\$ 2,938	100%	\$ 2,988	100%	
Chronic Kidney Disease	\$ 4,650	\$ 4,664	100%	\$ 4,232	91%	\$ 4,901	105%	
Congestive Heart Failure	\$ 1,274	\$ 2,649	208%	\$ 1,955	153%	\$ 2,827	222%	
COPD (Chronic Obstructive Pulmonary Disease)	\$ 992	\$ 2,719	274%	\$ 2,088	210%	\$ 2,028	204%	
Chronic Pain	\$ 1,299	\$ 2,355	182%	\$ 1,780	137%	\$ 2,387	183%	
Back Pain	\$ 1,624	\$ 3,109	192%	\$ 2,395	147%	\$ 2,705	167%	
Headache	\$ 1,659	\$ 3,111	188%	\$ 2,221	134%	\$ 3,154	190%	
Diabetes (with complications)	\$ 1,821	\$ 3,366	185%	\$ 2,681	147%	\$ 3,678	202%	
Diabetes (without complications)	\$ 811	\$ 1,775	219%	\$ 1,353	167%	\$ 1,848	228%	
Hypercholesterolemia (with complications)	\$ 3,369	\$ 2,769	82%	\$ 2,051	61%	\$ 2,549	76%	
Hypercholesterolemia (without complications)	\$ 649	\$ 1,498	231%	\$ 1,065	164%	\$ 1,411	217%	
Hypertension (with complications)	\$ 1,447	\$ 3,058	212%	\$ 2,220	153%	\$ 2,621	182%	
Hypertension (without complications)	\$ 688	\$ 1,641	238%	\$ 1,157	168%	\$ 1,464	213%	
Ischemic Heart Disease	\$ 1,443	\$ 3,006	208%	\$ 2,319	161%	\$ 2,335	162%	
Dislipidemia	\$ 874	\$ 2,312	265%	\$ 1,592	182%	\$ 1,700	195%	
Stroke	\$ 1,673	\$ 3,556	213%	\$ 2,590	155%	\$ 2,554	153%	
No Medical Condition	\$ 221	\$ 762	345%	\$ 528	239%	\$ 615	278%	
Any Medical Condition	\$ 691	\$ 1,690	243%	\$ 1,271	183%	\$ 1,577	227%	
Average (across total population)	\$ 340	\$ 1,197	352%	\$ 903	266%	\$ 1,071	315%	

"Economic Impact of Integrated Medical-Behavioral Healthcare, Milliman, Inc. April 2014"

**MEDICAL + MENTAL ILLNESS: JUST HOW COMMON IS IT?**

Percentage of adults with mental disorders and/or medical conditions



Source: Robert Wood Johnson Paper on mental disorders and medical comorbidity (2011)

**DOES HAVING A CHRONIC CONDITION CAUSE MENTAL ILLNESS ...OR THE OTHER WAY AROUND?**

It turns out that *both* are true: Medical conditions cause mental illness *and* vice versa

**Examples:**

**Chronic conditions → Mental illness**

Medical conditions that are accompanied by debilitating symptoms, like migraine headaches or back pain, can lead to depression

**Mental illness → Chronic conditions**

At the same time, depression is a risk factor for developing medical conditions, such as cardiovascular disease.

The relationship between medical and mental illness



"From Robert Wood Johnson Paper on mental disorders and medical comorbidity"

"http://www.rwjf.org/content/dam/brand\_research/images/2011/11/rwjf10438"



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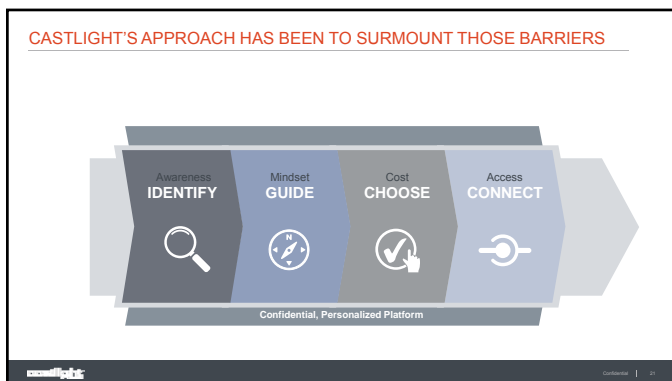
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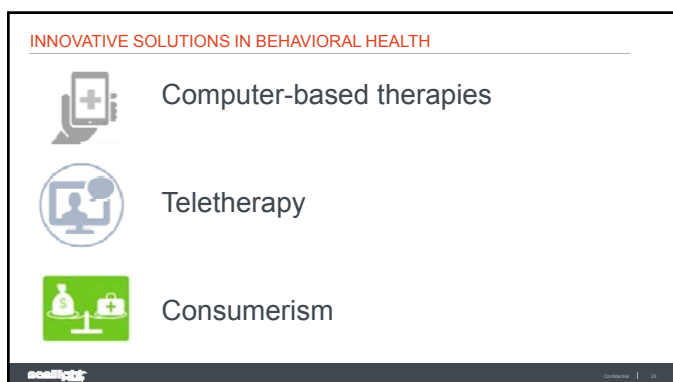
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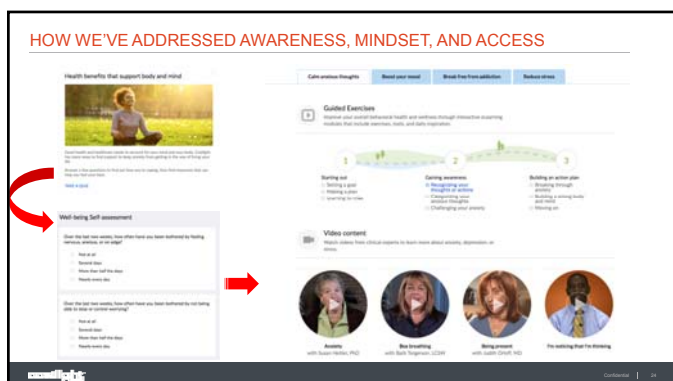
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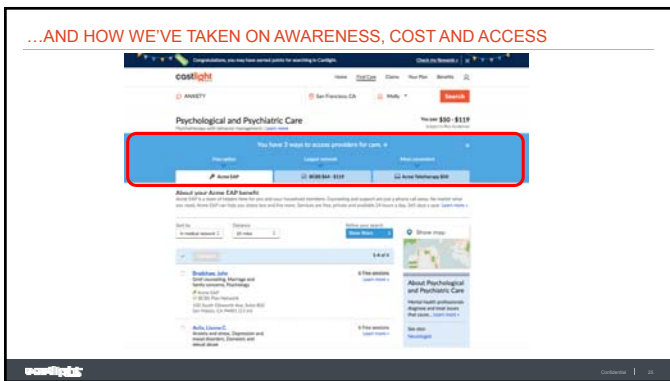
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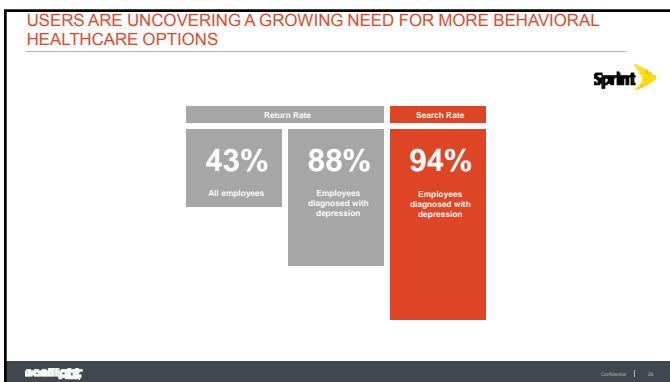
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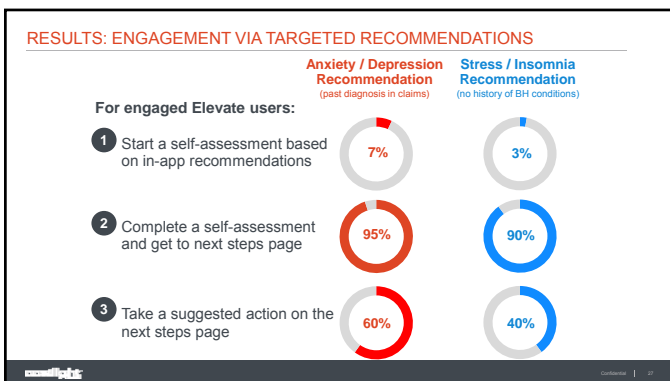
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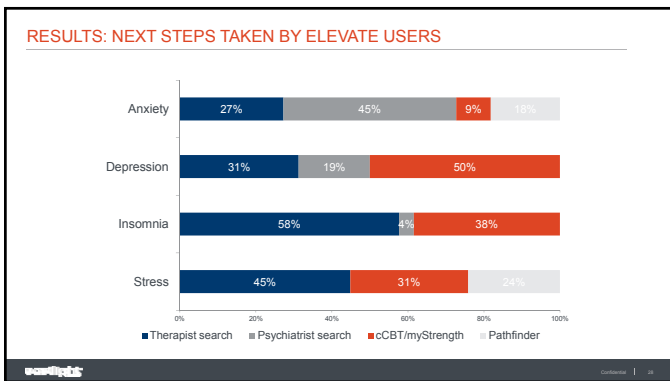
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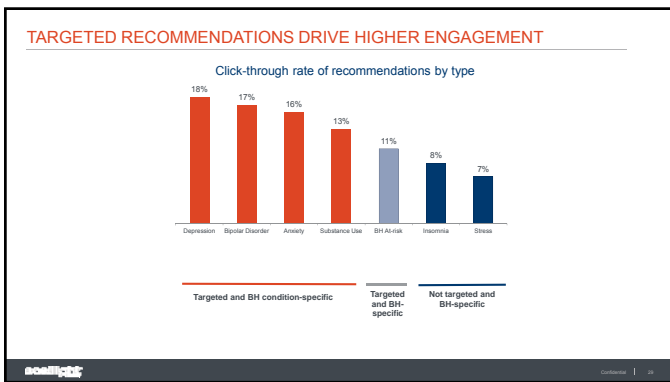
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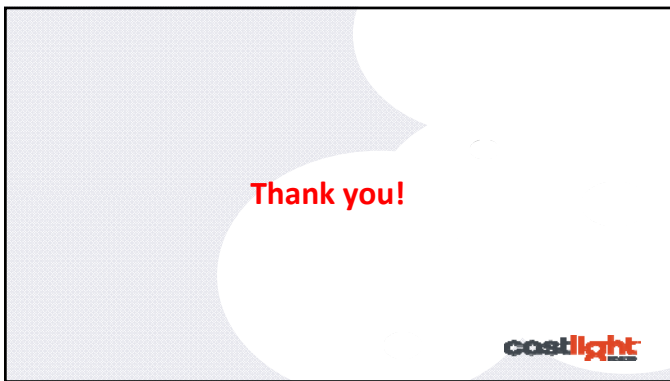
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