



Atrium Health

Employer Services Overview

Prepared for Union County Chamber of Commerce

April 2023

Challenges Facing Employers



Rising Health Care Costs

Health care costs for large employers are projected to increase to \$13,800 per employee in 2023.

Aon



Attracting and Retaining Workers

There were 10.5 million U.S. job openings and fewer than 1 available worker for every job opening at the end of Dec. 2022.

*America Works Data Center
U.S. Chamber of Commerce*



Employee Mental Health and Wellbeing

1 in 4 Americans experience a mental illness or substance use disorder each year, and most also have a comorbid physical health condition.

Behavioral Health Workforce Issues | AHA



Workplace Injuries

The total cost of work injuries in 2020 was \$163.9 billion.

The National Safety Council



Absenteeism and Presenteeism

Workforce shortages have placed greater emphasis on absenteeism and presenteeism, which hurt an employer's bottom line as well as their workplace culture.

Our Mission

We make health care easy.

We Keep People
Well and Working *by*



Improving Access
to Health Care



Improving Health
Outcomes



Increasing Value

Connection to Atrium Health Network of Specialists

Client Specific Wellness Website Worksite Vaccination Clinics

Care Navigation

Mobile Health Solutions

On-site Pharmacy

Health Risk Assessment

Customized Health Screenings

Claims Analysis

COVID-19 Return to Work Services

Behavioral Health

Occupational Health

Health Coaching

Executive Health

Athletic Training

Virtual Care

Population Health

Mobile Mammograms

Educational Classes and Programming

On-site Clinics and Sick Care

Our Clients



Integrated Care

Preventive Care. Primary Care. Urgent Care.

It's all about Access



On-Site Clinics

located at the worksite



Near-Site Clinics

located near the worksite



On-Site Nurses

located at the worksite



Virtual Care

delivered by video or phone

“The financial impact of the clinic has been tremendous.”

Finance and Insurance Manager
City of Rock Hill

- Convenient, accessible and relationship-centered care
 - Affordable for employees and employers
 - Reduces absenteeism and time off work
 - Improves quality of care, patient outcomes and safety through integration with the Electronic Medical Record
-

Common Services

- Preventive care/wellness exams
- Sick visits
- Chronic condition management
- Behavioral health support and intervention
- Patient navigation
- Routine/preventive vaccinations
- Sports physicals
- On-site blood/urine collection

Occupational Medicine



Urgent Care Centers and Occupational Medicine Clinics
located near the worksite



On-Site Clinics
located at the worksite



On-Site Nurses
located at the worksite



Virtual Care
delivered by video or phone

- Reduces risk, accidents, and injuries by identifying and mitigating hazards
 - Helps employees get back to work faster
 - Reduces costs associated with accidents or injuries
 - Lowers insurance premiums resulting from fewer workplace incidents and workers' compensation claims
-

Common Services

- Pre-employment and surveillance fitness-for-duty physicals
 - DOT exams
 - Drug testing and breath alcohol testing
 - COVID-19 testing and vaccination
 - OSHA respirator clearances and spirometry
 - Respirator fit testing
 - Workers' compensation services
 - Vision and hearing screenings
 - Tuberculosis (TB) screening
-

“You have taken such good care of our injured employees.”

Carla V. Blackburn, R.N., Occupational Health Nurse
Corning Optical Communications

Behavioral Health



On-Site Clinics

located at the worksite



Near-Site Clinics

located near the worksite



Virtual Care

delivered by video or phone



“I believe this [behavioral health consultant service] has been life changing for our employees.”

Beth McCuiston, Manager of People Operations
Ralph Lauren

- Approximately 1 in 4 Americans experience mental illness each year.¹
- Employees with behavioral/mental health conditions spend 2 to 4 times more money treating their chronic conditions than those without behavioral health conditions.²

Services

Behavioral Health Consultant

A licensed mental health professional serves as your organization’s dedicated behavioral health resource.

Training & Education

- Mental Health First Aid
- First Responders
- Stress Management, Resiliency, and Well-Being
- Koru Mindfulness
- Customizable seminars

Employee Assistance Program

With unlimited consultation and training for leaders, this program goes far beyond traditional EAP by serving as an extension of your HR department.

Virtual Support Services

A behavioral health support team including licensed clinicians, coaches, consulting psychiatrists and pharmacists, work together to address employees’ behavioral health concerns and assist them with setting and achieving personal goals.

1. Behavioral Health Workforce Issues | AHA
2. The Enterprise Impact of Behavioral Health, CastLight

Background



- ❑ Limited access to needed occupational medicine services in Union County. Great need for after-hours drug and alcohol screening.
- ❑ Limited access to same day/next day primary care/sick visit services in Union County
- ❑ Union County leadership and businesses have approached Atrium Health over the last several years to work with them on a dedicated solution to meet the health and wellbeing needs of employees and their families.
- ❑ Survey was sent out to Union County Chamber Members in early April 2023

Survey Results – April 2023



- 18 Union County companies responded
- Representing 6,200 employees
- Universally indicated need for Occupational Medicine Services
- 6 Self-insured companies expressed interest in dedicated near site care for their 3,200 employees (and some dependents)
- 5 Others indicated interest in dedicated near site but are not self-insured
- 7 Respondents indicated interest in EAP services

Potential Option/Approach

- Establish near site occupational medicine clinic open to community (not exclusive)
- Co-locate dedicated primary/urgent care services available to member company employees and beneficiaries only
 - ✓ Same day/next day primary care (including physicals/annual labs), urgent care & sick visits.
 - ✓ Vaccines, labs and limited onsite dispensing available. Behavioral Health available.
 - ✓ M-F 8-5 proposed. Saturday hours possible. Actively exploring after hours solutions.
 - ✓ Clinic operates similar to a “co-op” where all member companies pay a monthly fee based on # of eligible employees (+ beneficiaries). Rate will cover the cost of care and preferred access. An initial start up fee will also be assessed.



ORO MANUFACTURING COMPANY

ASSA ABLOY



Next Steps

- ❑ Solidify commitments from interested companies, particularly for Primary Care/Sick Care services
- ❑ Meet with employers to finalize services, operating schedule, and recommended staffing
- ❑ Finalize per member/per month pricing based on services, schedule and staffing
- ❑ Share final pricing, services, schedule, location and opening date with committed companies
- ❑ Secure contracts with each participating company
- ❑ Start countdown to opening!



APPENDIX

Executive Health

Executive Health isn't just about recruiting and retaining top leaders—it's about protecting your organization and ensuring your executives are functioning at the top of their game.

Our Executive Health services prevent potential illness, uncover existing health problems, and provide vital health information.

"I felt like I was the only patient and had a team assessing my health and needs."

Hans Warren, President
Warco Construction



Executive Physical

- One-day, all-inclusive physical examination that occurs annually
- Includes focused Healthy Heart and Healthy Brain exams customized for each patient
- Personalized blood and lab tests
- In-depth fitness assessment, including personal evaluation and exercise prescription via our board-certified exercise physiologist
- Nutrition consultation
- Age-appropriate cancer screenings and vaccinations
- Post-exam recommendations and extensive follow-up report to review all studies

Executive Concierge Program

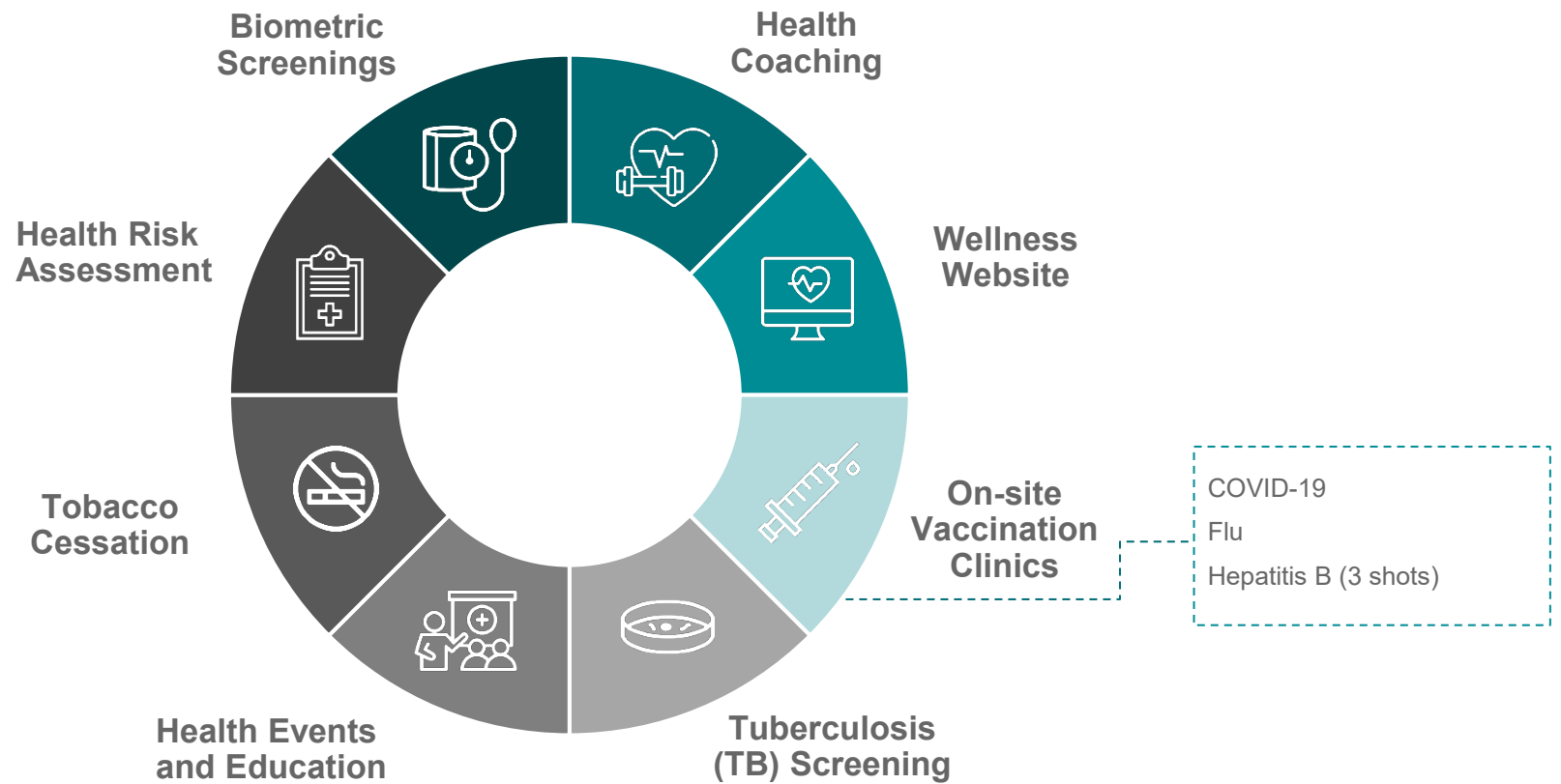
Care begins with the Executive Physical.

- Lower number of patients per physician than standard primary care
- Customized preventive health plan
- 24/7/365 access to care providers via phone, text or email for questions and concerns
- Priority same-day or next-day appointments
- Flexible, unhurried visits
- Convenient radiology and specialty services
- Dedicated team of clinicians

Prevention and Wellness

We have many offerings that complement our on-site solutions and provide a greater health impact for your team.

- Preventable chronic conditions are a major contributor to the costs of health insurance premiums and employee medical claims.
- High blood pressure, diabetes, smoking, physical inactivity, and obesity cost U.S. employers **\$36.4 billion a year** due to employee absences.



Impact Stories

We Keep People Well and Working by improving access to health care, increasing value for employees and clients, and improving health outcomes.



Town of Wilkesboro:

Wellness Nurse Program



The Town of Wilkesboro implemented a Wellness Nurse Program in 2019. The Town Manager commissioned a graduate school team at UNC Chapel Hill to study the impact of this program.

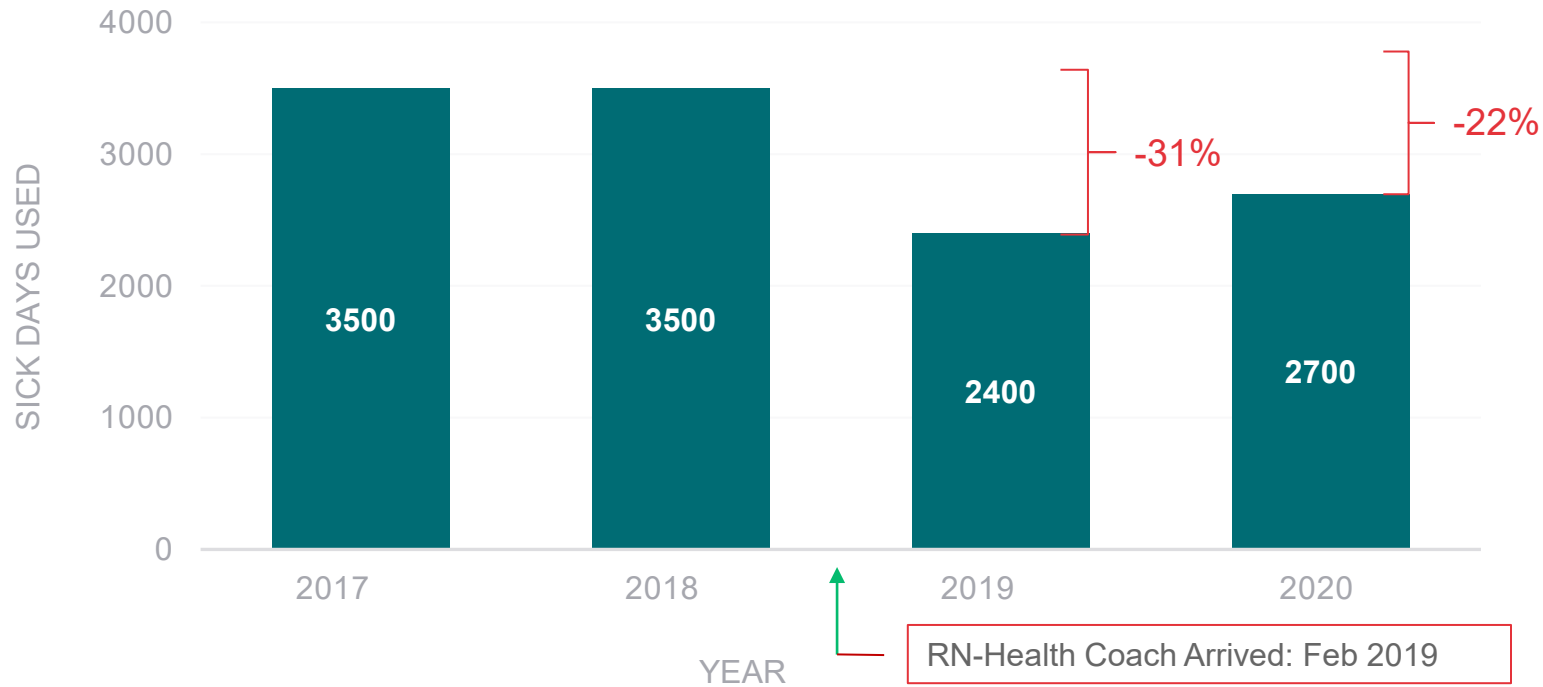
Findings of the study show: "...the municipality recognized a multitude of benefits, including significant cost savings in annual sick leave and overtime pay, a reduction in sick leave used, drastic employee health improvements, as well as maintaining a consistent employee attrition rate below 10%."

"Our experience with the team and our on-site nurse has been fantastic. Our benefits and wellness plan are finally something fun to talk about. Employees are competing in wellness challenges, encouraging each other on social media, reducing their maintenance medications by as much as half, losing 30-plus pounds, and more. The team has definitely delivered on the vision."

***Assistant Town Manager/Finance Director
Town of Wilkesboro***

Town of Wilkesboro: Wellness Nurse Program

Sick Days Used per Year (2017 – 2020)



Savings of over \$300,000 in overtime and sick leave in FY19-20

Savings of \$250 PMPY in health care costs in FY19-20

22% decrease in sick days in FY20 occurred during the COVID-19 pandemic

City of Rock Hill:

On-Site Clinic



Since 2012, Atrium Health has partnered with the City of Rock Hill to provide an on-site health center for employees and insured dependents. While the health center started out as an acute care facility, over time needs expanded and services were increased.

The health center now gives over 1,000 City of Rock Hill employees, spouses and dependents easy access to:

- **Primary care services**, like chronic disease management, lifestyle counseling, health screenings and other preventive care
- **Acute care** for a range of illnesses and injuries, from colds and asthma to rashes and muscle strains
- **Wellness services**, including exams to check important health indicators, such as blood pressure, cholesterol, weight, etc.
- **Occupational medicine services** such as pre-employment physicals, DOT exams and drug and alcohol testing

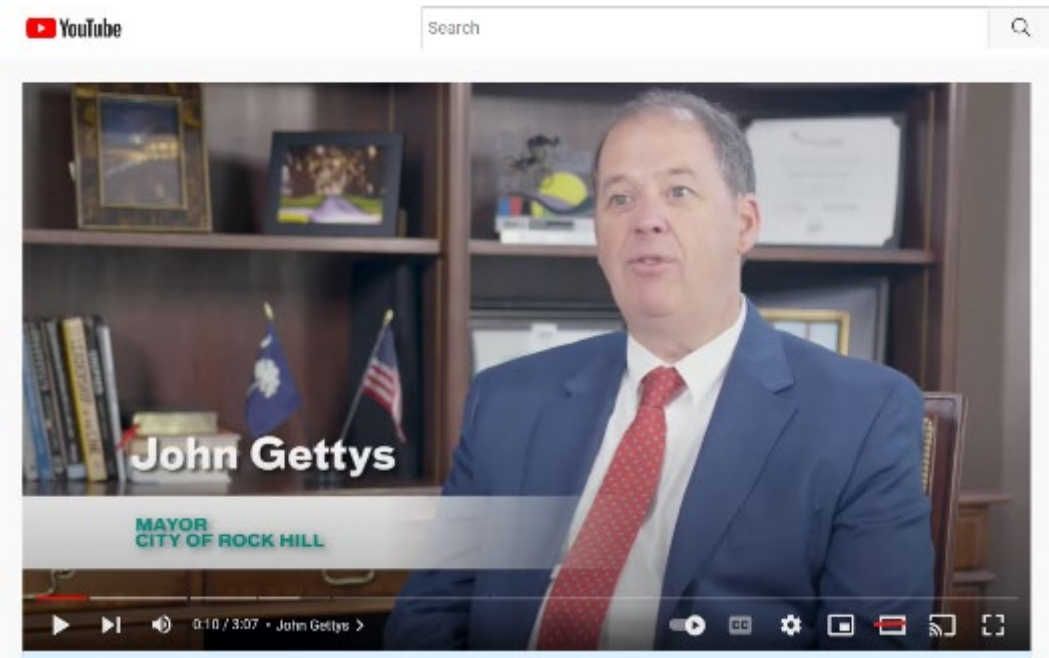
“Our employees have the opportunity to see medical professionals on-site who will invest in their outcomes. To have that kind of relationship in-house really makes a huge difference for our employees, and it’s allowed us to keep healthcare costs down.”

*John Gettys, Mayor
City of Rock Hill*

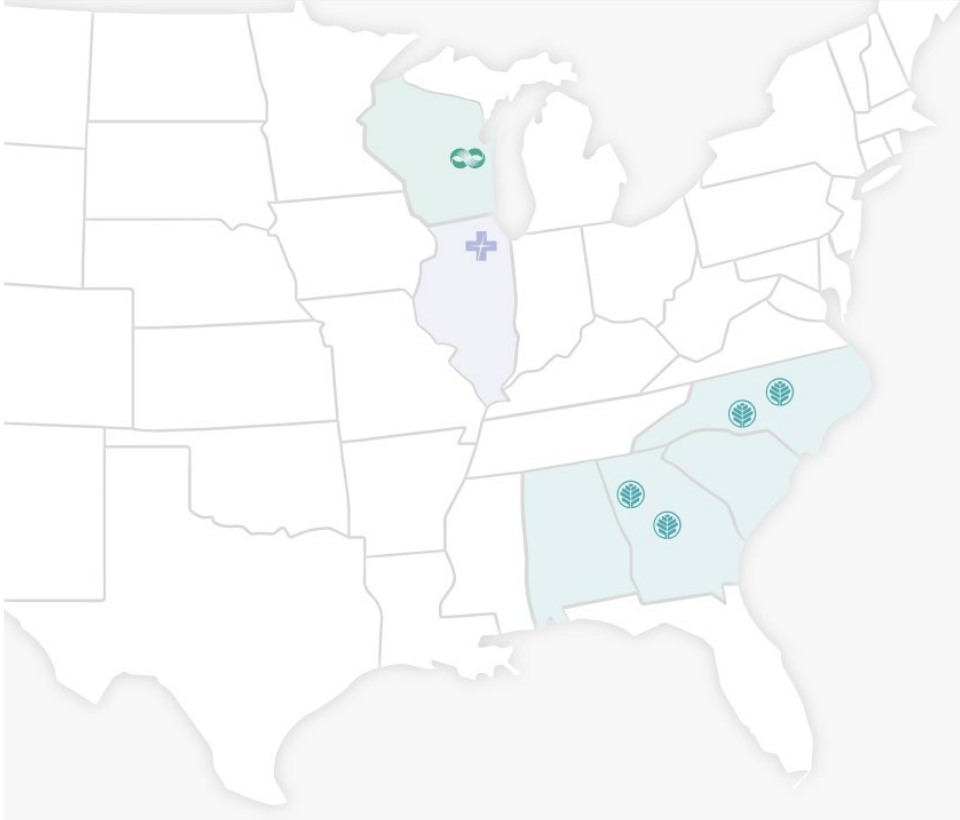
The Results

The on-site health center has been a huge success for the City of Rock Hill. It provides earlier, more convenient access to health care, which can improve outcomes. And with the clinic's expanded hours, trusted care is available on the weekends – keeping people out of higher-cost emergency facilities for non-emergencies.

In fact, the health center has led to tremendous financial savings. Over the past 6 years, employees have **saved over half a million dollars** in copayments. The City of Rock Hill has also been able to avoid rate increases in insurance premiums for the last 4 years.



To learn more, [watch the video here.](#)



About Advocate Health

Advocate Health is the fifth-largest nonprofit integrated health system in the United States – created from the combination of Advocate Aurora Health and Atrium Health.

Providing care under the names [Advocate Health Care](#) in Illinois, [Atrium Health](#) in the Carolinas, Georgia and Alabama, and [Aurora Health Care](#) in Wisconsin, Advocate Health is a national leader in clinical innovation, health outcomes, consumer experience and value-based care, with [Wake Forest University School of Medicine](#) serving as the academic core of the enterprise.

Stronger together

nearly
150K
teammates

more than
21K
doctors

nearly
42K
nurses

serving nearly
6M
patients

67
hospitals

more than
1K
sites of care

Contact Information

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AtriumHealth.org/EmployerServices