



WELCOA[★] CONNECT
- IDEA COLLECTIVE -

New social constructs – considerations for
changing work environments

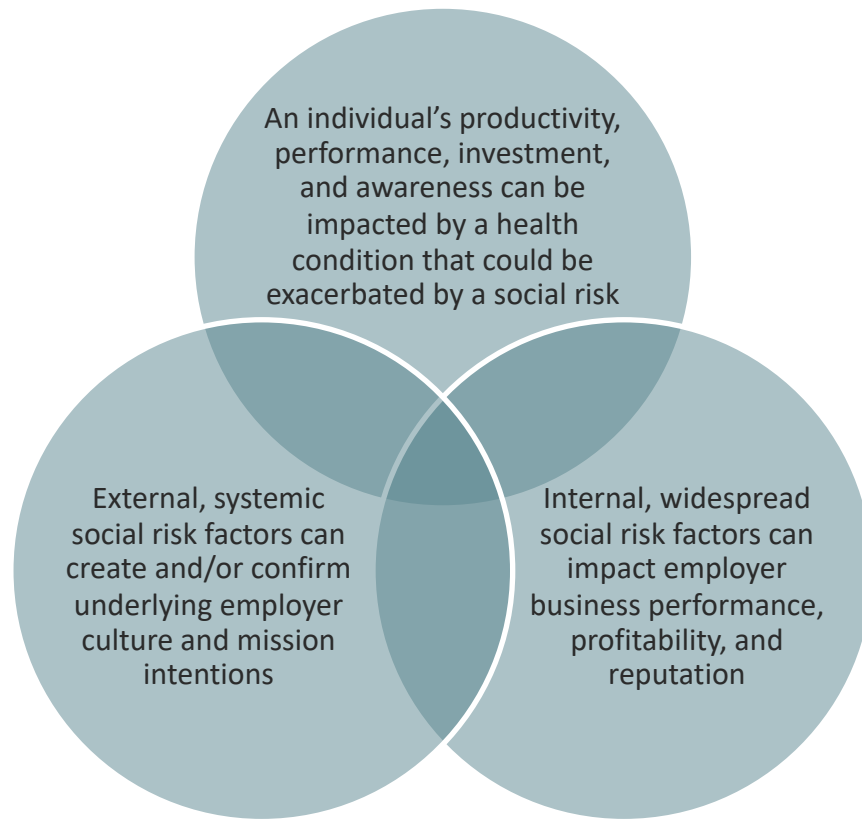
LEIGH MCCORMACK, MS

What Defines an Individual's Wellness / Health?

Genetics + Behaviors + Motivations + Environment



The Impact of Social Risks



New Social Constructs

Pandemic

- *Mental Health*
- *Diversity and Inclusion*
- *Basic Needs Security*
- *Legal and Regulatory Changes*
- *Work/Life Balance*
- *Stress and Anxiety*
- *Education Divide*
- *Connection*

Social
Justice
Movement



Employer Programs in Light of COVID-19

Programs/Initiatives Focused On...	Currently in Place	Considering in Next 60 Days
Increased Communication on Existing Resources	90%	8%
Emotional Health	88%	3%
Financial Management	68%	12%
High Risk Populations	58%	27%
Training for Managers to Manage Virtual Teams	53%	27%
Employees Who Are Pregnant	52%	18%
Choosing Wisely/Shared Decision Making	46%	23%
Caregiving Support Services	42%	18%
Social Determinants of Health Impacting Your Workforce	40%	28%
Cultural and Ethnic Diversity	40%	17%

National Alliance of Healthcare Purchaser Coalitions. Covid-19 Employer Return to Work Strategies: Survey Results



Some Common Sense Advice

- Recognize your role...workplaces can be both a contributor and addressor of social risks
- Find trusted partners...the good news is this space is already filled with innovative ways to understand and support social risks or needs for both individuals and organizations
- Consider likely obstacles...social risks and needs are often a delicate and/or private matter so be certain you recognize and respect an individual's situation
- Manage your expectations...addressing social needs is a long-term initiative and should be inherent in your culture and mission indefinitely
- Be alert...social needs and risks can shift abruptly and having dedicated eyes on internal and external factors can be beneficial
- Communication and utilization is vital...using data to help identify individuals in most need will help increase effectiveness

Data &
Analytics
Strategies are
Key



Value of Data & Analytics

- Lots of publicly available data and industry-standard social needs assessments
- Many programs can be expensive so knowing which ones to pursue and the right KPIs to track can be valuable, focusing on engagement to start
- Adding social components to risk stratification efforts can provide upwards of a 20% increase in the proper and timely identification of at-risk individuals
- Programs that address both the physical and social health of employees have been shown to have a 10% decrease on medical claims cost annually





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Thank you!