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COMMUNITY NETWORK

Mental Health Wellness in the Workplace

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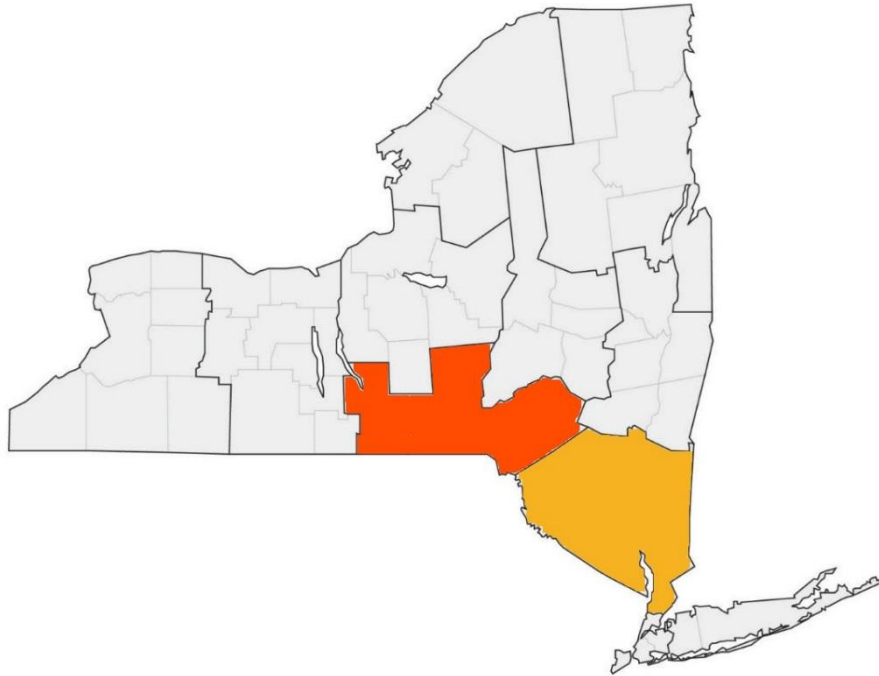


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Agenda

- ▶ Introduction to Southern Tier and Hudson Valley Population Health Improvement Program
- ▶ Introduction to Mental Health & Wellness
- ▶ Overview of the Workplace Wellness Mental Health Toolkit
- ▶ Examples from the Workplace Wellness Mental Health Toolkit pilot sites
 - ▶ Southern Tier
 - ▶ Hudson Valley

What is the HealthlinkNY Community Network?



HealthlinkNY Community Network is a division of HealthlinkNY serving residents in the Hudson Valley and Southern Tier of New York State.

As a neutral convener, the project seeks to identify, share, disseminate and help implement best practices and local strategies to promote population health and reduce health care disparities.

Southern Tier

In the Southern Tier, the work of the HealthlinkNY Community Network reflects the nature of its rural communities. From the project's inception, partnerships with Rural Health Networks in the region have ensured the unique assets, strengths, and needs of each county, and are reflected in the work being conducted.

In addition to bringing their organizational expertise and knowledge of the region's rural communities to the project, the Rural Health Networks employ Population Health Coordinators who engage in planning and technical assistance at the county level.



CHENANGO HEALTH NETWORK



Human
Services
Coalition

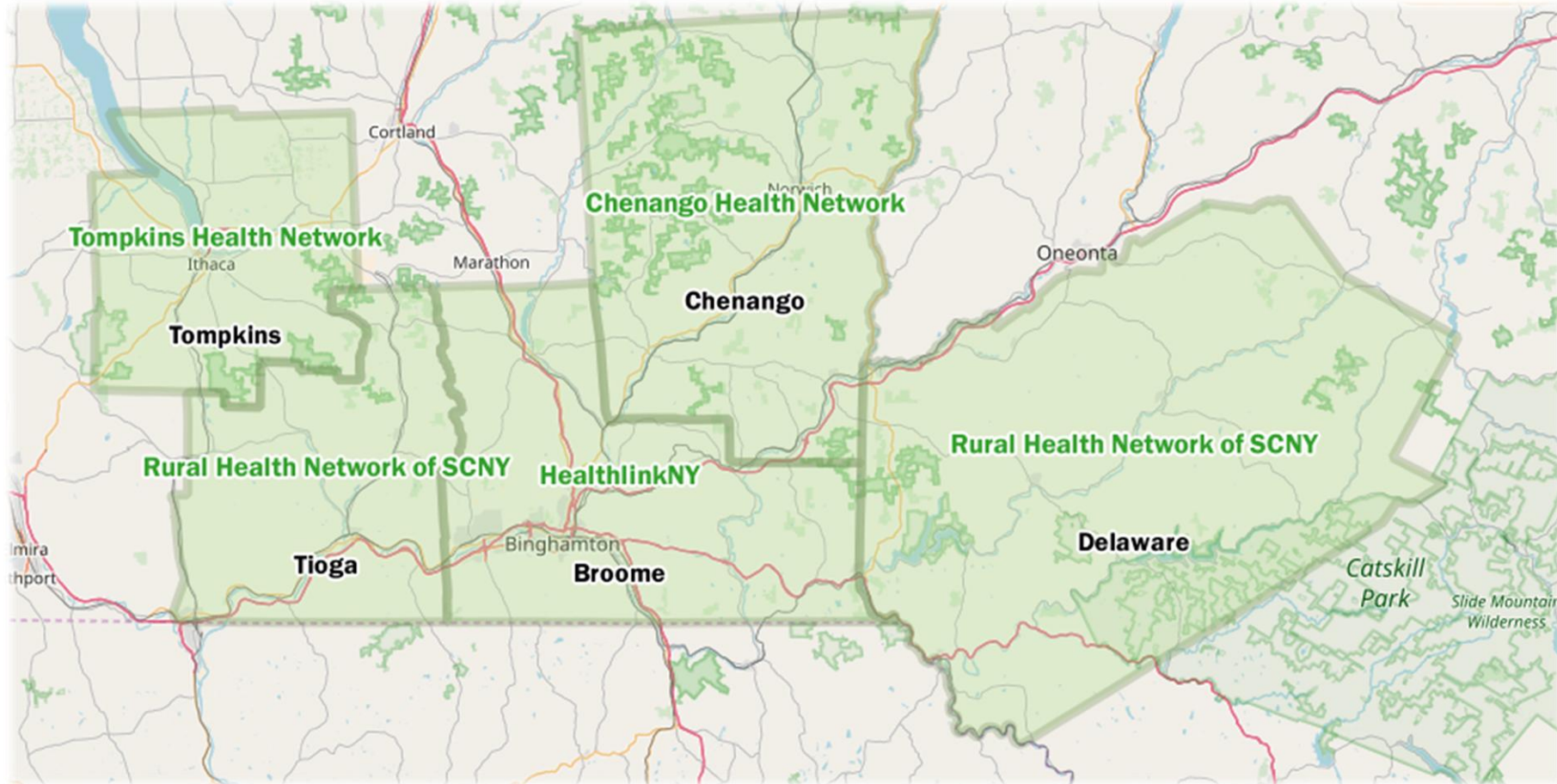


of South Central New York, Inc.



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Southern Tier – County Leads



Southern Tier Population Health Coordinators

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Why Care About Mental Health in the Workplace?



Pop Quiz

What are the chances you will develop a diagnosable mental health condition at some point in your life?

50%

In any given year, how many work days are lost as a result of symptoms of mental health disorders?

217 million

In a national survey, how many employees between the ages of 15 and 54 have reported they had experienced a mental health disorder in the previous month?

1 in 5

Anxiety & Depression

- Nearly 1 in 5 adults experience anxiety disorder or a major depressive disorder each year in the US
- Comorbidity is common for individuals with anxiety disorder
- Depression results in \$44 billion in lost productivity and performance annually
- In a 3 month period, employees who experience depression miss an average of nearly 5 work days and over 11 days of reduced productivity
- In the past 12 months, 1 out of every 3 employees experienced at least one panic attack

Substance Use

- 1 in 4 workers reported drinking at least once during the workday in the past year
- 1 in 12 workers have an alcohol substance use disorder
- 500 million workdays were lost due to excessive or heavy alcohol use
- 1 out of 10 victims in workplace fatalities had been drinking
- 1 out of 6 emergency department patients with an occupational injury tested positive for alcohol when breathalyzed

“
The bottom line is this: as an employer, you can't afford to ignore mental health. Investing in the mental health of your employees is central to taking care of your biggest asset – your workforce.
”

American Psychiatric Association



WORKPLACE WELLNESS

Mental Health Tool Kit

Workplace Wellness Mental Health Toolkit

At Work

- ▶ Evaluating Your Workplace Wellness Program
 - ▶ Company Mental Health Culture Audit
- ▶ Assessing Employee Needs
 - ▶ Workplace Wellness Survey
- ▶ Employee Assistance Programs
- ▶ Stigmatizing Language
 - ▶ Your Words Matter Poster
 - ▶ Words to Avoid List
- ▶ Workplace Mental Health Policy
- ▶ Stay Interviews

Workplace Wellness Mental Health Toolkit

Training

- ▶ Empowering Managers and Supervisors
- ▶ Suggested Mental Health Trainings for Managers
- ▶ Self-Care
 - ▶ Encouraging Self-Care
 - ▶ 7 Steps for Self-Care at Work
- ▶ Mental Health Wellness Activities
- ▶ How to Create a Wellness Committee

Workplace Wellness Mental Health Toolkit

Performance Support

- ▶ Return to Work Plan
- ▶ Maternity, Parenthood and Mental Health
- ▶ Caregiver Support
- ▶ Employee Resources

Workplace Wellness Mental Health Toolkit

Exit

- ▶ Exit Plan
- ▶ Employee Termination Announcement
- ▶ Exit Interview

Workplace Wellness Mental Health Toolkit: Pilot Site Examples

Example 1:

Employer Type: Hospital

Size: 300 Employees

Workplace Wellness: In place

Example 2:

Employer Type: Rural CBO

Size: 14 Employees

Workplace Wellness: Not in place

Example 3:

Employer Type: NBT Bank NA

Size: 1850 Employees

Workplace Wellness: Not in Place

Example 4:

Employer Type: Golden Artist Colors,
Inc.

Size: 200 Employees

Workplace Wellness: In Place

Workplace Wellness Mental Health Toolkit: Pilot Sites

- ▶ 16 Sites in the Hudson Valley
 - ▶ Monticello Central School District
 - ▶ Greater Hudson Valley Health System (GHVHS)
 - ▶ City of Peekskill Police Department
 - ▶ Putnam County Department of Health

Workplace Wellness Coordinator Training

Sullivan County



Workplace Wellness Coordinator Training

Sullivan County

- ▶ Weight of the Nation Short Film – Worksite Wellness Programs
- ▶ County Health Status Presentation
- ▶ Local Worksite Wellness Success Stories
 - ▶ Ideal Snacks
 - ▶ Sullivan ARC
- ▶ Wellness Committee Development/Motivation (ESNY)
- ▶ Worksite Wellness Program & Policy Resource Speed Networking!
- ▶ Commitment Cards

Workplace Wellness Coordinator Training

Sullivan County

- ▶ American Heart Association
- ▶ CRMC Cancer Services Program (GHVHS)
- ▶ HealthLinkNY – Community Network
- ▶ Sullivan County Public Health
- ▶ Sullivan Renaissance & Sullivan 180
- ▶ Cornell Cooperative Extension of Sullivan County
- ▶ Eat Smart New York

Workplace Wellness Coordinator Training Sullivan County

- ▶ 70 Participants from 43 organizations attended
 - ▶ 11 new worksite wellness committees formed in Sullivan County
 - ▶ 13 organizations signed up with HealthlinkNY
 - ▶ 5 became pilot sites
- ▶ Medals Ceremony in November
 - ▶ Bronze – Wellness Committee Formation
 - ▶ Silver – Education
 - ▶ Gold – Implementation

Workplace Wellness Coordinator Training

Orange County

- ▶ HealthlinkNY – Community Network
- ▶ Greater Hudson Valley Health Systems
- ▶ Cornell Cooperative Extension / Eat Smart New York
- ▶ American Heart Association
- ▶ POWR Against Tobacco
- ▶ Orange County Cancer Services Program
- ▶ Healthy Orange (Orange County Department of Health)

▶ QUESTIONS?

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