



July 2022

NAWHC NOW! provides information on surveys, activities, programs and resources offered by the National Association of Worksite Health Centers, as well as from other industry sources related to onsite, near-site, mobile and virtual worksite clinics. Visit www.nawhc.org for details and membership information.

EDUCATION and PROJECT INFORMATION SESSIONS

NAWHC's 10th Annual Forum: Creating and Expanding Worksite Health Centers – September 8-9, 2022, DoubleTree Hilton Downtown, Nashville, Tennessee

Join the 10-year celebration of NAWHC's founding and timely sessions on operating an onsite, near-site and virtual health center at the NAWHC Annual Forum in Nashville, Tennessee. The cost for NAWHC members is only \$150 for the two-day event.

The Annual Forum will feature sessions on:

- *The direction of employer centers in a post-COVID-19 world*
- *Planning and design of worksite health centers*
- *Operations, staffing, and management of worksite health centers*
- *Legal and regulatory aspects of worksite health centers*
- *Integrating behavioral health into primary care services*
- *Measuring health center performance*
- *Increasing utilization and engagement*
- *Pharmacy services*
- *Integrating virtual care into a worksite health center's services*

REGISTER HERE

Recording of Project Orientation on Validating the Cost Savings and Quality Outcomes of Worksite Health Centers

For those who missed it, [here is a recording](#) of the recent information session on a proposed project the NAWHC is organizing with Northwestern University to study the key features of worksite health centers that are needed to generate improved value by lowering costs and improving quality.

This project is seeking 4-10 employers or centers for a multi-year study. Funding will be provided to employers interested in participating. The project will be submitted to outside groups for funding in September and October of 2022, with implementation in 2023. If your organization is interested in learning more or being a participant in this project view the recording and contact Larry Boress at lboress@nawhc.org by the end of August.

ADVOCACY

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Changing the “Fair Market Value” Requirement

Members are asked to contact their Congressional representatives and urge them to support [HR 7487](#), “The Employee Access to Worksite Health Services Act,” a bill to revise the IRS “fair market value” requirement to allow those with Health Savings Accounts to take full advantage of their employer/union health center. We’re seeking employers with operations in the following states: CA, CT, IL, MI, NJ, NY, PA and WI. If you are willing to send a letter to your congressman/woman or want more information, contact Larry Boress at lboress@nawhc.org.

BENCHMARKING

Employer Health and Benefit Strategies for 2023

Mercer’s [Survey on Health and Benefit Strategies for 2023](#) showed 61% of participating US employers are conducting surveys on employee benefit preferences. The survey also found that:

- Health benefit strategies will be focused less on reducing healthcare costs and more on supporting the emotional, physical, social and financial well-being of employees – which starts with convenient access to affordable health care
- Virtual care is now playing an increasingly central role, given its potential to replace some in-person care with lower-cost virtual services and engage employees through channels they are comfortable with.
- While traditional telemedicine services (a critical source of care during the pandemic) is now offered almost universally, the majority of survey respondents will offer virtual care solutions beyond telemedicine in 2023, with over half of large employers (52%) offering virtual behavioral health care in 2023, and 40% offering a virtual Primary Care Physician (PCP) network or service.
- Nearly a third of large employers surveyed will offer benefits such as access to fertility treatment coverage and adoption and surrogacy benefits by 2023, and almost another third are considering it.
- Only about half of respondents cover hearing aids and cochlear implants (49%), and cover body support devices and prostheses (48%)
- 37% of survey respondents provide at least one specialized benefit or resource to support reproductive health
- To address health inequities, the two most common initiatives currently in place are advanced search functions to help plan members find acceptable health care providers and multilingual communications (each offered by a third of respondents)

2022 Benefits Trend Report

Because of the COVID-19 pandemic and resultant tight labor market, employers are competing for talent by re-examining their workplace benefits according to the [“NFP 2022 Benefits Trend Report.”](#) Among employers, 55% have introduced virtual mental health solutions and 54% has introduced primary care solutions.

RESOURCES

The Health and Productivity Impact of MSK

Back pain is caused by conditions such as intervertebral disc disorders or ankylosing spondylitis not only

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degrades the quality of employees' lives -- but it also has business costs for employers and the economy at-large.

The findings from the Integrated Benefit Institute's series on the health and productivity impact of chronic conditions provide a scalable benchmark of what back pain costs employers and shows what they stand to gain from helping employees prevent, treat, and manage this condition. Overall, for every 1,000 U.S. employees, back pain in the workforce costs about \$442,000 in excess healthcare treatments and lost work time. This does not include the value of returns to lost labor inputs, early exits from the labor force, excess turnover costs and presenteeism (underperformance on the job due to back pain). Full analysis can be found in [the report](#).

Please visit our website at www.nawhc.org and be sure to check in and sign-up at the [NAWHC LinkedIn Group](#) to stay abreast of developments *in NAWHC and in worksite health and wellness*.