



June 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

Depression Counseling for Worksite Center Staff – June 28, 2022, 10 AM CT - Webinar

In this webinar you will learn about a proposed project between the Tufts Medical Center and NAWHC aimed at disseminating the “Be Well at Work” program's evidence-based, depression counseling techniques to worksite center personnel. Participants will learn about the training and support to be offered, benefits and costs of implementing Be Well at Work and requirements for participating in this project. NAWHC and Tufts will be looking for up to ten participants from the same or different employer/vendor/provider organizations to participate. If your organization is interested learning more about this resource or in having its clinical teams receive this training, [REGISTER HERE](#)

Validating the Cost Savings and Quality Outcomes of Worksite Health Centers – July 12, 2022, 11 AM CT - Webinar

We will be conducting an information session on a proposed project the NAWHC is organizing with Northwestern University to understand how worksite health centers generate improved value in health spending. This project will be submitted to outside groups for funding during 2022, with implementation in 2023. If your organization is interested in learning more or being a participant in this project, [REGISTER HERE](#)

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

Plan to attend NAWHC's 10th Annual Forum in Nashville, Tennessee. Hear from employer, provider and vendor partners and experts on the new directions of worksite centers; incorporating behavioral health, chronic disease and virtual care services; how to measure your centers and its manager; and how to increase utilization and savings. [REGISTER HERE](#)

ADVOCACY

Changing the “Fair Market Value” Requirement

NAWHC is working with ERIC (the ERISA Industry Committee) and over 30 organization to revise the IRS Code to allow workers with Health Savings Accounts to fully utilize an employer's worksite center services without having to pay a “fair market value” fee or risk jeopardizing their eligibility to fund their account. Members are asked to contact their Congressional representatives and urge them to support [HR 7487](#), “The Employee Access to Worksite Health Services Act,” sponsored by Rep. Terri Sewell and Brad Westrucht. If you want more information, contact Larry Boress at lboress@nawhc.org.

BENCHMARKING

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Evaluating Workplace Health Programs

The [Integrated Benefits Institute \(IBI\)](#) released its study of employer worksite health programs. While most of the employers surveyed had under 500 workers, the findings are relevant to all worksite health center sponsors:

- Evaluation begins with measurable, strategic goals which establishes the early key performance indicators. Progress toward these goals are initial indicators of success
- One out of two worksites with health programs collect data to evaluate program success, and only half of worksites with health programs use data to decide which programs to offer
- Participation and feedback are most measured, while productivity measures were least common
- Nearly one in two worksites indicated a need for training and technical assistance on how to plan, implement, and evaluate their programs and on documenting health improvements and cost impacts
- While cost savings are important, the combination of the physical, mental, and emotional health of the employee gives a much more complete picture
- There are also benefits in terms of employee happiness, engagement, productivity, talent attraction and retention, industry recognition, and general organizational culture. All these elements are useful in demonstrating value to leadership

Virtual Care Utilization in 2020-2021

The [Integrated Benefits Institute \(IBI\)](#) reviewed claims data on worker use of telehealth and virtual care in 2020-2021. Key findings:

- One in five employees used virtual care, more women than men
- 18–24-year-olds are *least likely* to use virtual services
- Virtual care was higher among those who utilized urgent care and the ER
- Virtual care use is highest among employees diagnosed with COVID or anxiety/depression

Recommendations for higher use of virtual care:

- Move away from just convenience to showing the value of and providing access to virtual care, including through national virtual vendor providers
- Use data, such as outcomes and provider quality, to support virtual care programs
- Make communications focused, concise, and intentional
- Expand virtual care to meet the needs of the individual - towards a medical home model and meeting all pillars of wellbeing (physical, emotional, financial, and social)

Nurse Salaries

The *Nurse Salary Research Report 2022* from Nurse.com revealed:

- Median salary for an RN: \$78,000
- Median salary for an APRN: \$120,000
- Median salary for an LPN/LVN: \$48,000

MARKET DEVELOPMENTS

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Oracle Acquires Cerner

On June 8th, [Oracle purchased Cerner](#), a major IT and onsite health center vendor. Oracle said Cerner will be the company's "anchor asset" to expand into healthcare and it's expected that the acquisition should help Oracle scale up its cloud business in the hospital and health system market. It is uncertain how this will impact Cerner's worksite health center business.

RESOURCES

Understanding LGBTQIA+ Health Care Needs

[First Stop Health](#) recently published a blog on "Understanding LGBTQIA+ Health Care Needs." The article recommended the following ways a health care provider can accommodate this population:

- Create an inclusive environment. Using inclusive language and meeting patients where they are can be important ways to create open dialogue between doctor and patient. Open dialogue promotes better outcomes in diagnosing and treating any problem
- Educate providers. From intake personnel to doctors, every interaction contributes to a patient's healthcare experience. Educating these providers on biases, history and specific health issues regarding LGBTQIA+ people builds a better atmosphere
- [Culturally competent care](#). Considering the impact of social determinants of health within this minority group allows for treatment that addresses a person's entire wellbeing and lifestyle

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*.