

Best Buy is regularly communicating with employees about the importance of mental well-being and the realities of mental illness, using an array of media and testimonials from leaders and employees across the organization.

# REDUCING STIGMA

The Best Buy Company



Action Group Members

# Collaborating for **IMPACT**

**"Because of the challenges our employees and their family members face when it comes to getting the mental health care they need, we knew it was imperative that we participate in this Learning Network. We will be making our collective expectations known in the marketplace, in a way that is a powerful force for change."**

**Ken Horstman, Senior Director of Total Compensation, University of Minnesota**



Insights and Actions to  
Help Minnesota Employers  
Advance Mental Health  
in the Workplace

**WORKING WELL  
IN MINNESOTA**



**The Action Group's Mental Health Learning Network united 11 leading Minnesota employers, representing an array of public and private sector organizations, diverse industries, and organizations of various sizes. After a period of extensive learning, the group created a guide to help other employers advance mental health in the workplace.**

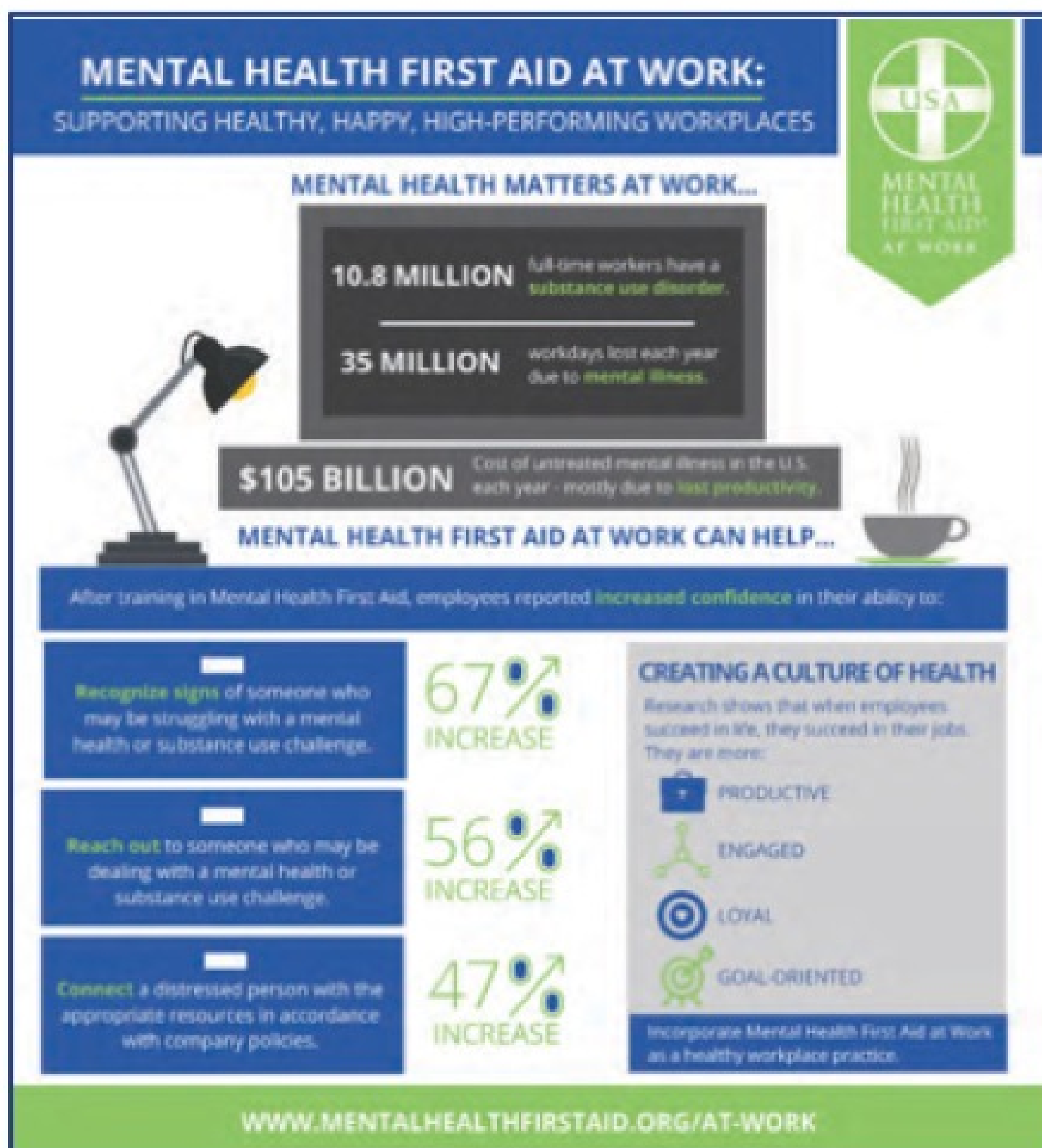
# TRAINING

## for HR Professionals

Rosemount Inc.

While CPR training is widely available in the event of emergency, many employees don't know how to respond to a mental health crisis in the workplace.

Rosemount recognized the importance of training and worked with the National Council on Behavioral Health to bring the Mental Health First Aid at Work program to the HR team.





# Mental Health PAYMENT REFORM

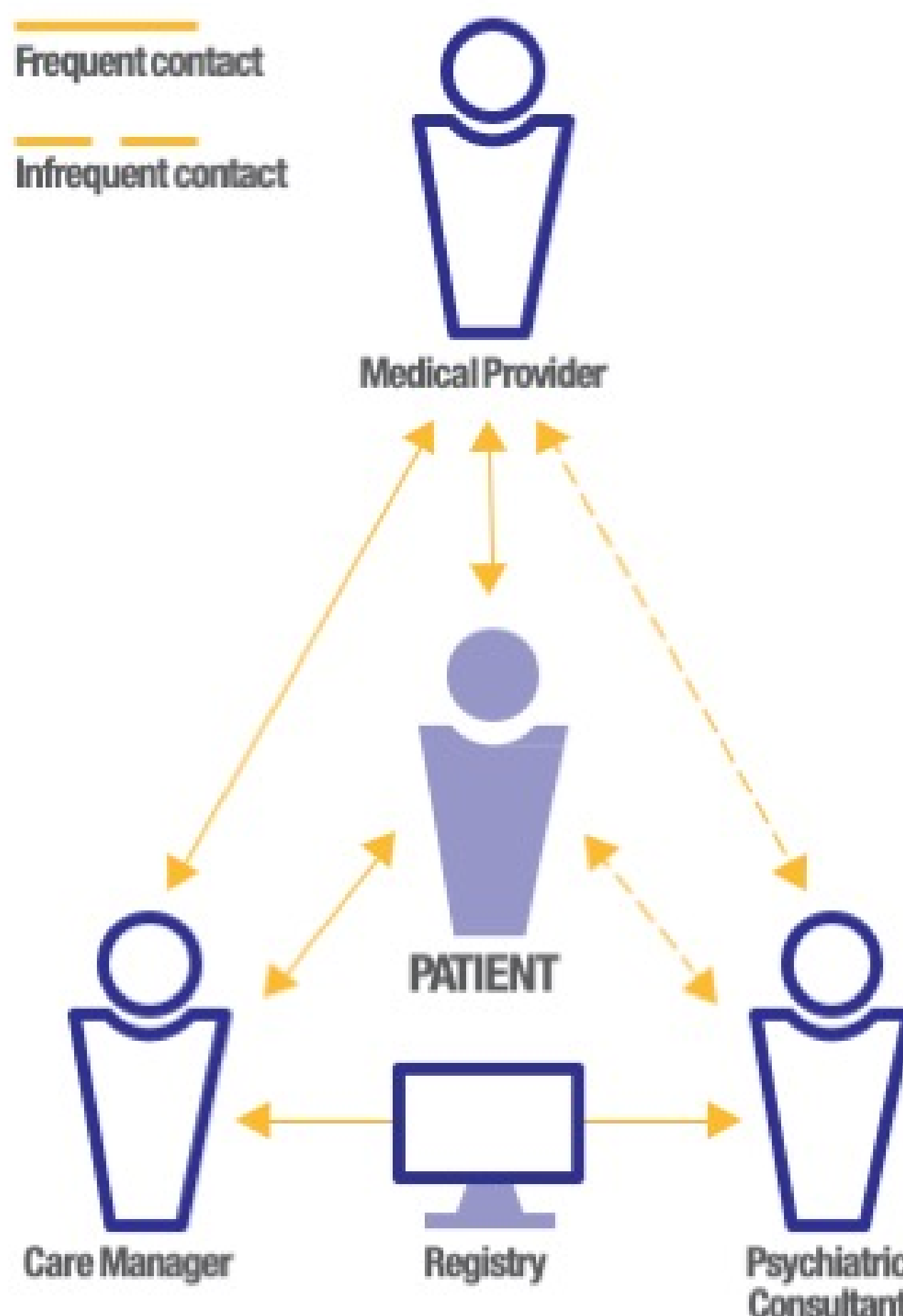
State Employees Group Insurance Program (SEGIP)

Gaps in care are a significant issue. Effective January 1, 2018, SEGIP reimburses providers for collaborative care. Over time, the group expects to see increased utilization of the codes and improved outcomes for patients.

In addition, SEGIP supports diabetes patients with mental health conditions by allowing individuals to receive medication at low/no cost to improve adherence and outcomes. While this is still new, there is early evidence that it is making a difference for employees!

## Benefits of Collaborative Care

- Improved depression screening/diagnosis
- Better care delivery
- Adherence to treatment
- Improved symptoms, response, remission, and recovery
- Greater patient and physician satisfaction



## Four Essential Elements of Collaborative Care

- 1 Team-driven
- 2 Population-focused
- 3 Measurement-guided
- 4 Evidence-based

# Increasing ACCESS and AFFORDABILITY

Hennepin County

A 2017 national study by Milliman revealed that patients still struggle to get the mental health treatment they need. Among the findings:

- In 2015, behavioral care was four to six times more likely to be provided out-of-network than medical or surgical care.
- Insurers paid primary care providers 20 percent more for the same types of care than they paid addiction and mental health care specialists, including psychiatrists.



Effective January 1, 2018, Hennepin County eliminated deductibles and copays for in- and out-of-network mental health office visits. The goals of this change were to:

- Improve access to care
- Eliminate financial obstacles to care
- Minimize patient disruption due to changes in provider network

# Changing the CONVERSATION

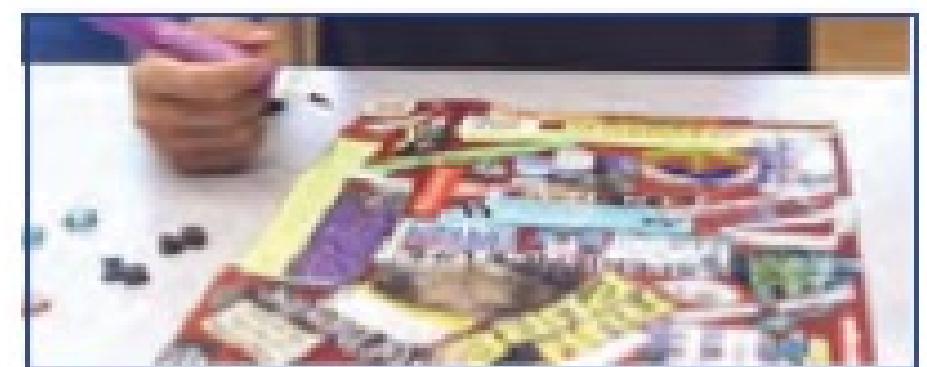


Many people wait years before seeking mental health treatment. Too often, the shame surrounding mental health conditions is a big part of delaying treatment.

HealthPartners is committed to changing the conversation and helping employees and their family members get the treatment they need through readily accessible events and programs.



Beating the Blues



DayBridge Intensive Therapy for Dealing with Life's Daily Stresses



Growing Through Grief at Park Nicollet for Students Experiencing Loss



HeroCare for Veterans at Regions Hospital



BeWell Emotional Resilience



NAMIWalks Minnesota