

Moving the Needle on Mental Health and Cost Savings

How One Company Improved Employee Mental Health While Saving Money



Background

Beginning in 2019, a leading pharmaceutical company headquartered in the U.S. and internationally launched a new initiative for its U.S.-based population focused on employee mental well-being. They recognized the stigma surrounding mental health and the need to support employees on their mental health journeys. This led them to partner with Headspace Care to proactively address employee needs and reduce barriers to care.

After three years of partnership offering Headspace's digital-first coaching and clinical services to their employees, the organization sought to measure the impact of Headspace on their healthcare claims spend. Headspace partnered with Accorded, a third party actuarial intelligence company, to conduct detailed claims & savings analysis on the company's U.S. medical claims data.

Methodology

In the claims analysis, Headspace and Accorded analyzed 2022 medical claims data (with 2 months of claims runout) for employees enrolled in Headspace Care, as well as Headspace Care utilization data, including coaching and clinical sessions and outcomes assessments.

To measure Headspace's impact on total medical spend, Accorded compared Headspace member claims data to benchmark data from the Merative MarketScan® commercial claims database (2021). Each Headspace member was compared to a MarketScan benchmark (member) with similar age, gender, geography, core condition, and comorbidities.

THE ANALYSIS MEASURED:

1. Total spending by care engagement type vs. benchmark
2. Total spending by top diagnoses

Conclusion

Findings showed that Headspace Care not only helped to improve employee mental health, but the offering also drove a reduction in healthcare costs for meaningfully engaged members and those engaged in team-based care. By investing in employee mental well-being, the pharmaceutical company saw a return on their investment, in the form of happier, healthier employees, and reduced healthcare costs.

While all member segments performed well, members who **engaged meaningfully** with Headspace Care performed the best



Key results

\$37 PMPM

Savings vs. benchmark for members who meaningfully engaged (9% savings)

\$53 PMPM

Savings vs. benchmark for team-based care (15% savings)

\$32 PMPM

Savings vs. benchmark for coaching-only member cohort (7% savings)

Lower Spend

For members with comorbid conditions, including Cancer, Maternity, Musculoskeletal, Metabolic Health