

Supporting Women's Health in the Workplace

The Florida Alliance
Best of the Best
January 11, 2024



METRO
NASHVILLE
PUBLIC
SCHOOLS

VANDERBILT  HEALTH



Differences in Women's Health Goes Beyond Anatomy

When asked to rate their own health, women, on average, consistently report being in worse health than men do, and a study from researchers in Spain says this is because women have a higher rate of chronic diseases.

- The data did reveal that women's higher rate of chronic problems can be most strongly attributed to five chronic disorders: arthritis, mental disorders, neck pain, headaches and back pain.

When it comes to mental illness, the sexes are different: Women are more likely to be diagnosed with anxiety or depression, while men tend toward substance abuse or antisocial disorders.

- The researchers also found that women with anxiety disorders are more likely to internalize emotions, which typically results in withdrawal, loneliness and depression. Men, on the other hand, are more likely to externalize emotions, which leads to aggressive, impulsive, coercive and noncompliant behavior.



Metro Nashville Public Schools

41st largest district
(88,000 students)

Teacher's health plan
(9,200 active and retired teachers)

Support staff covered by Metro Nashville
Government
(4,000 active employees)

*With a core belief that healthy
employees are better employees*

2022 MNPS Active Certificated Employee Demographics

5952 Certificated staff (*Teachers, Administrators, Counselors*)

All college educated

Consistent salary structure

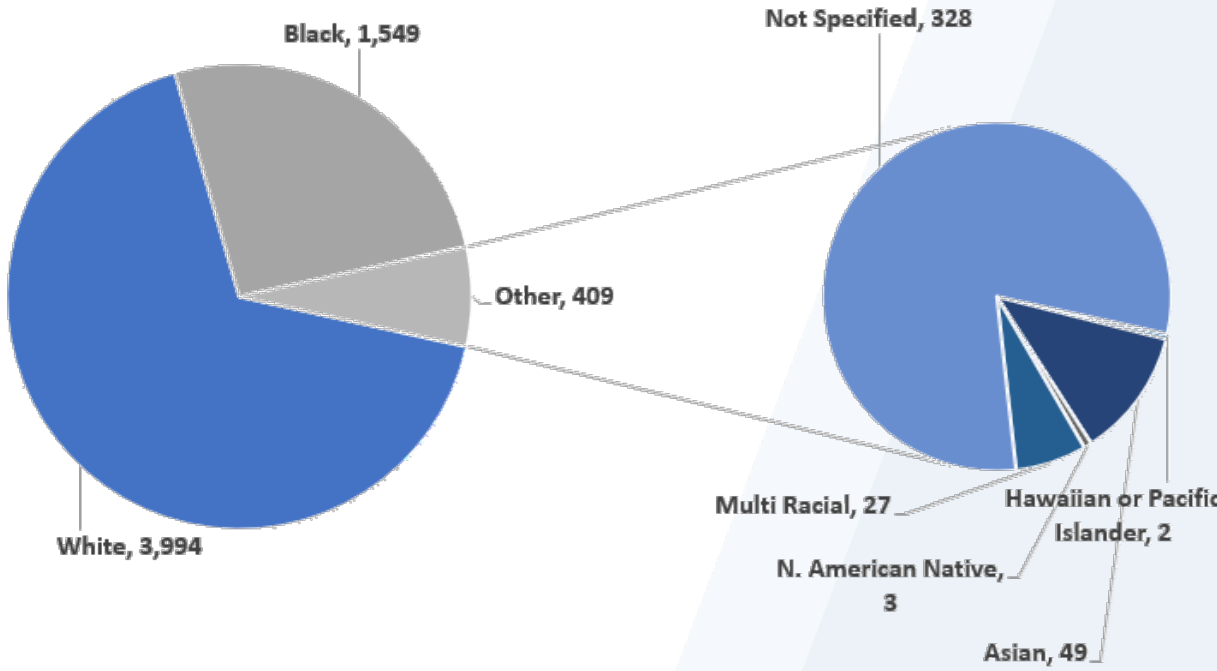
Live/work in greater Nashville area

Equal access to onsite medical

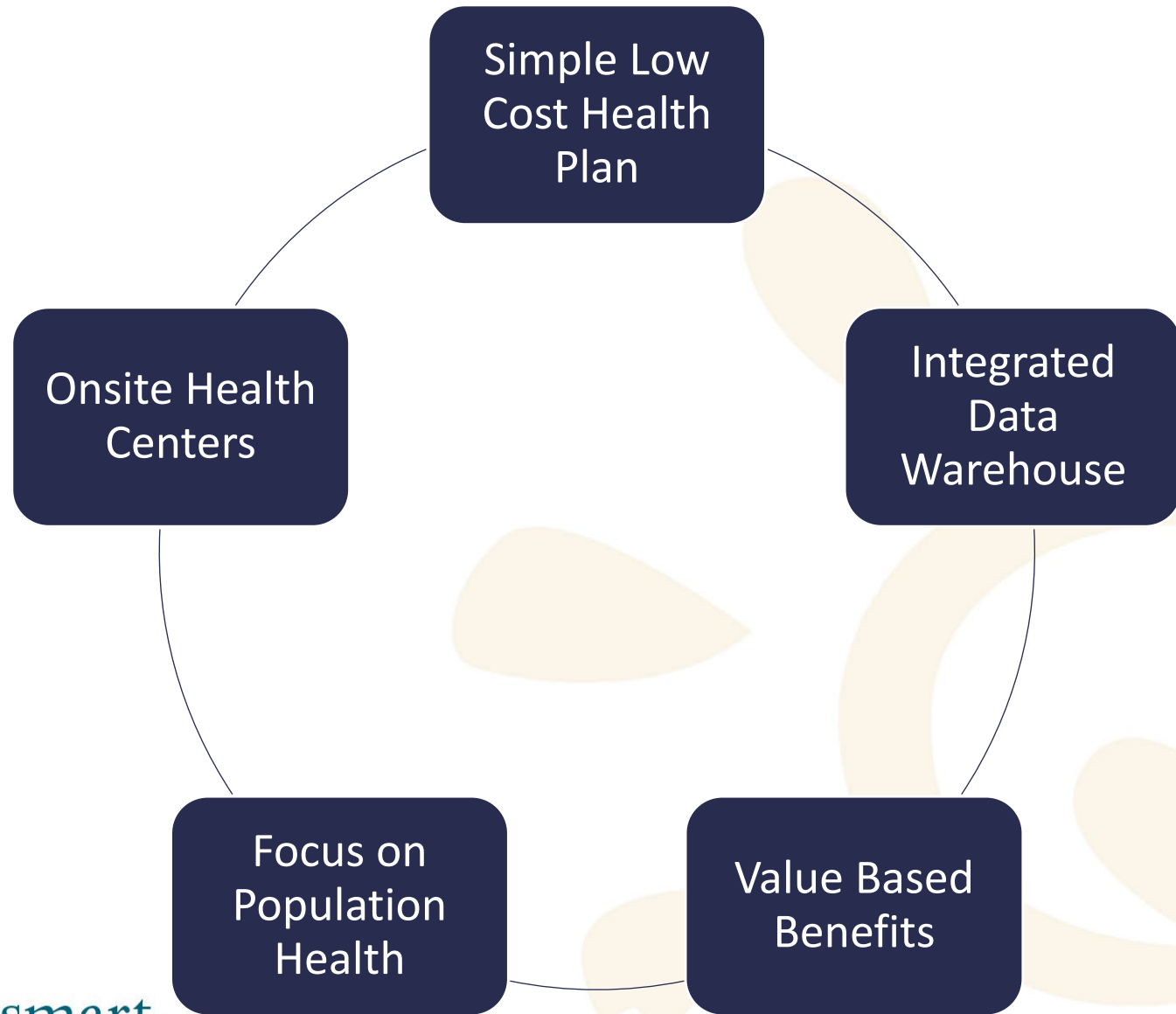
Low-cost health plan

79% of those reporting gender were female, average age 41

Subscribers by Race



Source: Benegration (MNPS Data Warehouse), November 2022



MNPS Classroom Portable Repurposed to Health Clinics



MNPS Employee Healthcare Centers



Vanderbilt Health
at Metro Nashville Public Schools
Employee & Family Health Care Centers



Primary Care

All Vanderbilt Health at MNPS Employee & Family Health Care Centers locations provide comprehensive health care services that include:

- Office visits for acute illnesses and injuries
- Primary care
- Women's and men's health
- Adolescent health
- Annual physicals and exams
- School and sports physicals
- Immunizations
- Chronic condition management
- Access to health coaches
- Health risk assessments



Women's Health

Nearly 80% of MNPS employees are women, so we're pleased to offer a growing women's health program through the MNPS Health Care Centers.

Women's health care is complex. It can be confusing to know which [screenings](#) you need and how often. We can help! In addition to providing care when you're sick, we also offer care for these women-related concerns:

- Well-woman exam (an annual exam is recommended)
- Breast, cervical and other types of cancer prevention
- Body image/weight concerns
- Sexual health
- Sexually transmitted diseases/illnesses (STDs/STIs)
- Menstruation
- Birth control
- Preconception counseling
- Pregnancy testing and OB referral
- Perimenopause and menopause
- Stress/anxiety/depression
- Heart health
- Other issues, including nutrition/eating disorders, substance/tobacco use, skin care, sleep, exercise and more!



Physical Therapy Services



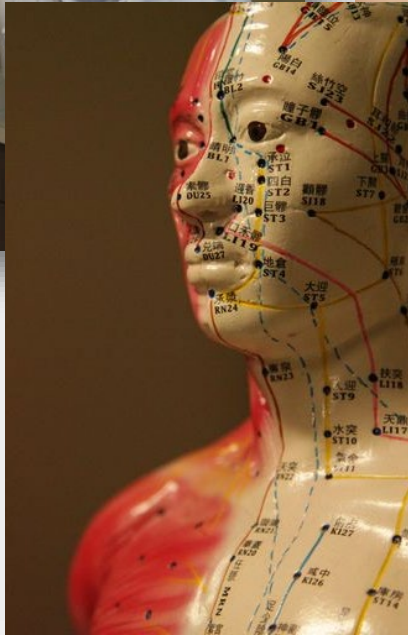
We treat a variety of conditions, including:

- Back and neck pain
- Foot, knee and ankle pain
- Shoulder, elbow and wrist pain
- Jaw (TMJ) pain
- Overuse injuries
- Orthopedic and sports injuries (any level of athletic and performance ability)
- Post-surgical rehabilitation
- Arthritis
- Tendinitis
- Headaches
- Sciatica
- Balance problems and fall prevention (not related to neurological disorders)
- Generalized weakness and deconditioning
- Gait training (walking and running)

In addition, our physical therapists offer the following unique services:

- Dry needling (a technique that targets taut bands of muscle called trigger points)
- Custom foot orthotic fabrication
- Otago fall prevention training

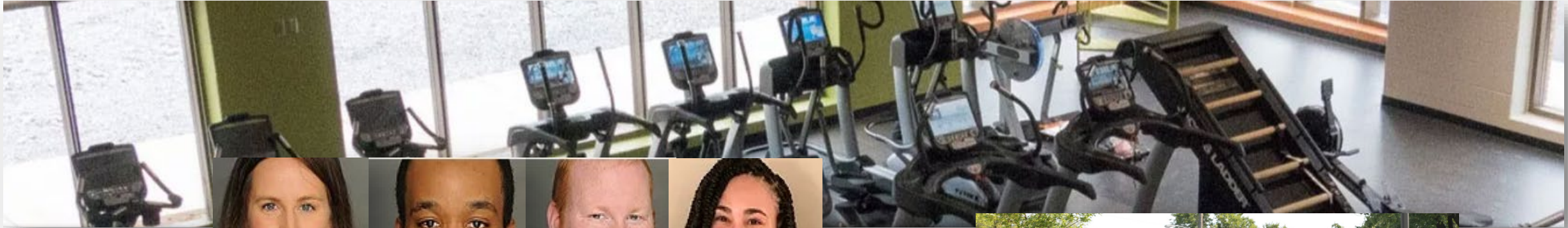
Chiropractic Services



Through our onsite practice with 3 providers, we can address a variety of concerns, including:

- Back and neck pain
- Joint pain in the arms and legs
- Overuse injuries
- Orthopedic and sports injuries (any level of athletic and performance ability)
- Post-surgical rehabilitation
- Headaches
- One-on-one sessions using a variety of modalities
- Treatment plans are customized to patient's needs

Fitness Center



Walking track

The fitness center's elevated walking track overlooks the exercise floor. The track features ECOfit rubberized flooring, made from recycled materials and designed to provide a comfortable, no-slip surface for bodies in motion. Twenty-five laps equal one mile. Small lockers are available at the track for keys, phones, ID badges, street shoes and other small personal items.

Exercise floor

Our exercise floor offers a full range of **strength and cardio equipment**. Vanderbilt fitness associates are available to show visitors how to safely operate the equipment and answer questions. To schedule an equipment orientation, speak with an associate at the fitness center desk on the first floor.

Fitness classes

Fitness classes are offered in person in the fitness studios on the first floor and virtually through Zoom.

Lockers/showers

Showers and lockers are available in both the men's and women's locker rooms, located on the first floor. Towels are provided.



Health Coaching



Need some one-on-one help with a health concern or improvement effort? Our health coaches are here for you ... at no cost to you! They provide confidential, personalized health coaching when you want to lose weight, improve your eating habits, quit tobacco, manage a chronic health condition (like diabetes, heart or respiratory disease or obesity), set goals or make other health improvements.

LIVE YOUR BEST LIFE

...get coached!

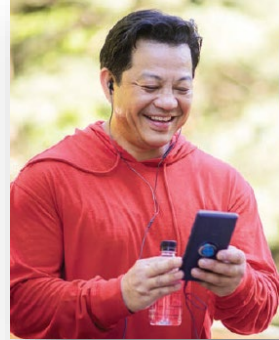
Have you ever wanted to sit down with an expert and get advice on how to improve some aspect of your health? Consider your wish granted. A variety of health coaching programs are available to you as an enrollee in the Certificated Employee Health Plan — **most at no charge**. Some programs are available to your covered dependents, too. Participation is 100% confidential; no personal information is ever shared with MNPS.



Programs to Support Health Goals

Virtual DPP Program

A program that combines real human support with the latest technology, so you can make lasting changes, one step at a time, and all at no cost to you.

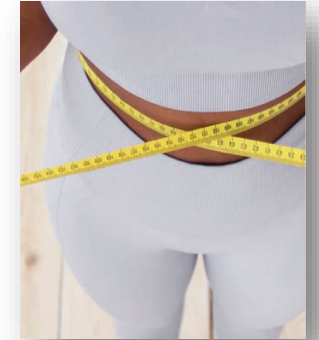


The program provides:

- A professional health coach who works directly with you
- Wireless smart devices, such as a scale, to track your progress (and keep for good)
- An online community personalized to your interests
- Weekly interactive lessons to educate and inspire you
- Insightful health metrics to learn what is (and isn't) working

Onsite Weight Management Program

Our very own MNPS Health Care Centers offer a Weight Management Program that provides personalized help for people with a BMI of 25 or greater who want to lose weight.



Participants get no-cost, personalized health coaching, plus enrollees who meet certain requirements can receive 50% reimbursement for:

- Membership fees at an approved weight management program/organization
- One-on-one nutrition counseling with a registered dietitian/nutritionist

Programs to Support Health Goals

Medical and Surgical Weight Loss Bundles



- The medical weight loss bundle provides patients with a non-surgical approach to losing weight. Patients work with a skilled team to achieve meaningful weight loss through a combination of lifestyle therapies and medication. It's designed for patients with severe obesity who may not go forward with weight loss surgery.
- The surgical weight loss bundle provides a streamlined and personalized approach to bariatric surgery and recovery. The medical team helps you develop a customized care plan that combines surgery, nutrition, exercise and psychological support to ensure success. Surgeons also use the most advanced laparoscopic surgical options for weight loss surgery.

Telenutrition

When you sign up for this free service, you will:



- Meet one-on-one (via video or phone) with a registered dietitian who is clinically licensed to provide personalized nutrition advice, help manage chronic conditions, and assist in areas outside nutrition, such as sleep and mental health
- Plan affordable and delicious meals with digital grocery lists, grocery delivery integrations, and price comparison tools across grocery stores in your area
- Assess your nutrition with a quiz to learn more about how your eating habits may be affecting your health, and get simple recommendations for eating smarter
- Take advantage of biometric tracking a registered dietitian/nutritionist

Onsite Integrated Behavioral Health



Alexandra Kuchler, MSN,
APRN, PMHNP-BC



Thomas Young, DNP,
APRN, MSN, PMHNP-BC,
BSBA

- Two VUMC Behavioral Health NPs for medication management
- Available on-site or by telehealth
- Clinical pathway for standardized communications and referrals from primary care to behavioral health

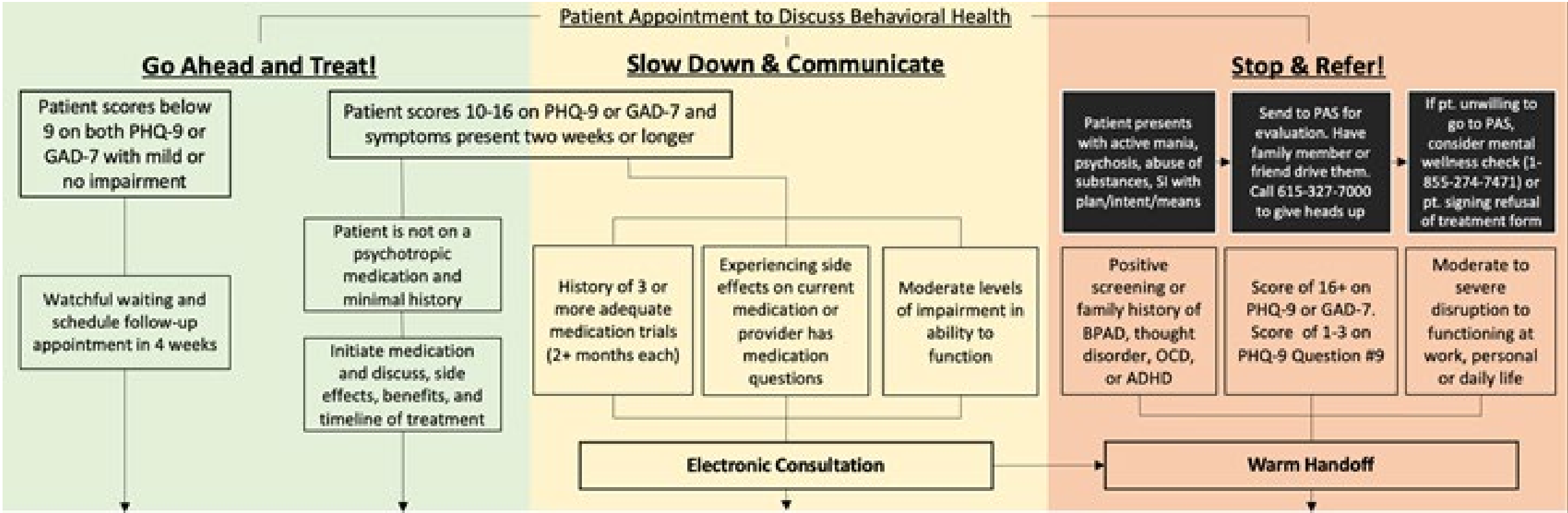


Rob Moore, PhD, EdD, MA

Services offered by our onsite psychologist include:

- ADHD diagnosis—Adult, child
- Autism Spectrum Disorder—Adolescent, adult
- Learning disabilities - Adult
- Neuropsych testing

Onsite Integrated Behavioral Health



46% of teachers report high daily stress

“Today, teaching is one of the most stressful occupations in the U.S. High levels of stress are affecting teacher health and well-being, causing teacher burnout, lack of engagement, job dissatisfaction, poor performance, and some of the highest turnover rates ever.”

Penn State/Robert Wood Johnson Issue Brief,
“Teacher Health & Stress” 9/2016





Impact on Medical Cost

Pre-Pandemic

20 – 25% of teachers are undergoing treatment for depression & anxiety

88-89% of the patients are female – even though they account for 79% of population – lower prevalence of treatment with men, even though they self-report stress & depression in greater frequency

During treatment medical cost increases 170%, post treatment cost returns to 5-10% of origin



Impact on Mental Health

Pre-Pandemic

Including EAP, only 14% saw a mental health professional for care

The average age of member receiving care was 39; the average age of our employees is 42



Providing Behavioral Health Support

Unlimited EAP benefit

Connected with local EAP providers to ensure good access and to provide onsite counseling option at key locations

Partnered with behavioral health telehealth provider in July 2019 to increase access to care – when and where needed

Removed cost barriers to care by removing all in-network member cost share

A woman with long dark hair, wearing a brown long-sleeved top and white pants, is sitting in a meditative pose on a bed. She has her eyes closed and her hands resting on her knees in a mudra. The room is softly lit, with light coming from a window with sheer curtains in the background.

You asked for it!

MBSR course coming this summer

Participants are saying:



This is a good course to help you get in touch with yourself and build skills and strategies to productively cope with stress, anxiety and depression.

Impact on Behavioral Health Utilization: Post-COVID



36% of members have a behavioral health diagnosis (25% national norm)

62% of members with depression have other chronic condition comorbidities

The 36% with the BH diagnosis account for 58% of total plan spend



30% of members are undergoing treatment for depression & anxiety



78% of members who filled a mental health prescription were also seeing a behavioral health provider

Previously 44%



Teacher learns
mindfulness, shares
skills with students

“Even if you think you don’t need it, you probably do.”





Remote
counseling
helps new
principal cope

My appointments were on Sunday afternoon so I could do them in my pajamas from my house.

School social
worker learns
self-care is critical
to the job



My therapist is incredible. She really made me feel comfortable from the beginning.

Case Study

“I have my joy back...You don’t realize how crabby carrying extra weight can make you.”

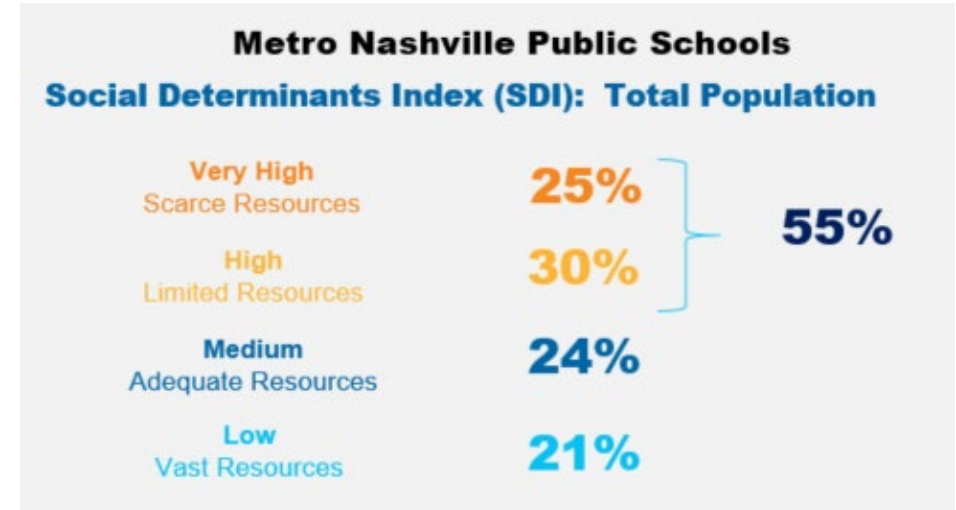
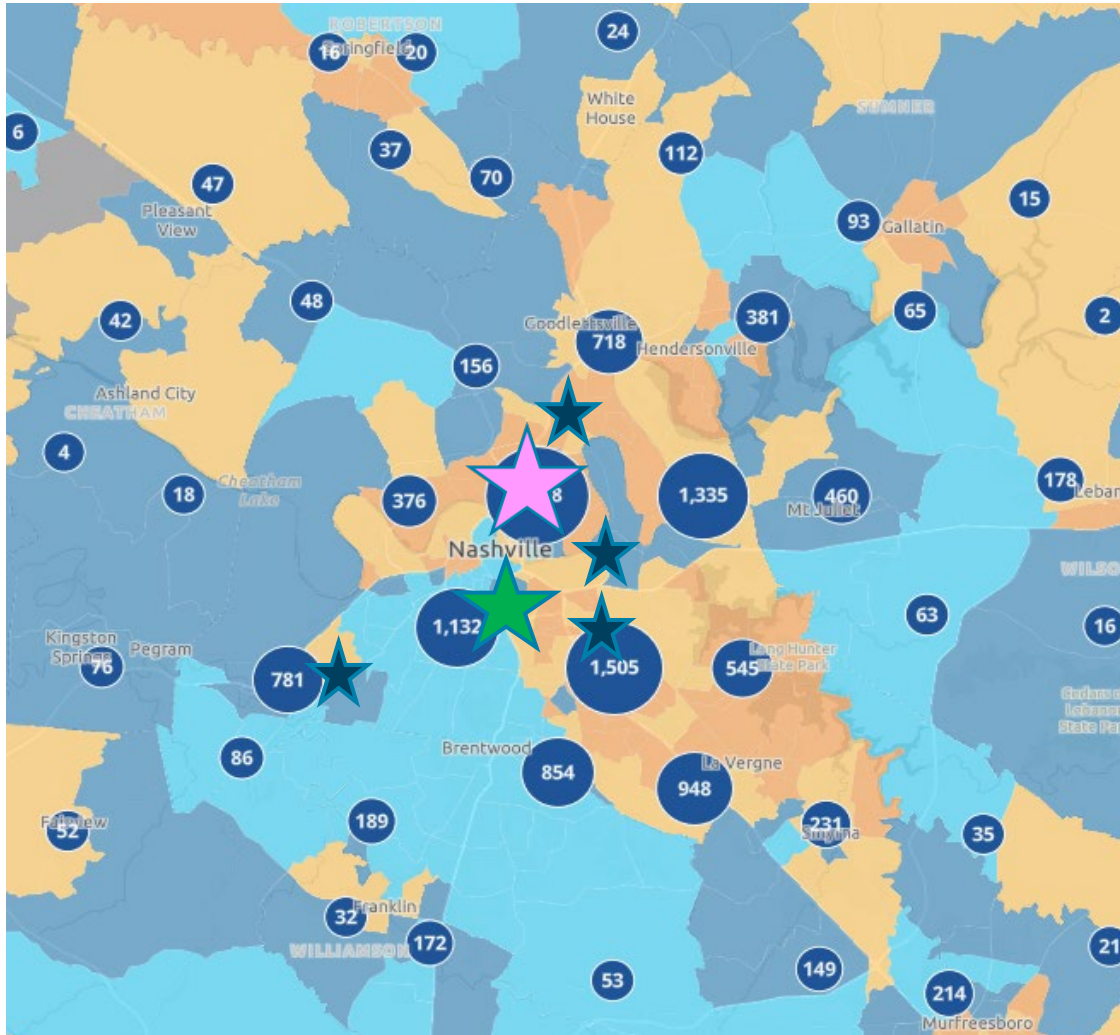
Virtual Nutrition




Physical Therapy
Department

Telehealth
Counseling



Access to Comprehensive Primary Care



-  MNPS primary/urgent care clinics
-  MNPS Employee and Family Wellness Center
-  Future MNPS Employee and Family Wellness Center location

Source: MNPS Annual Total Health Insight Report, Cigna, April 2023



Vanderbilt Health
at Metro Nashville Public Schools
Employee & Family Health Care Centers

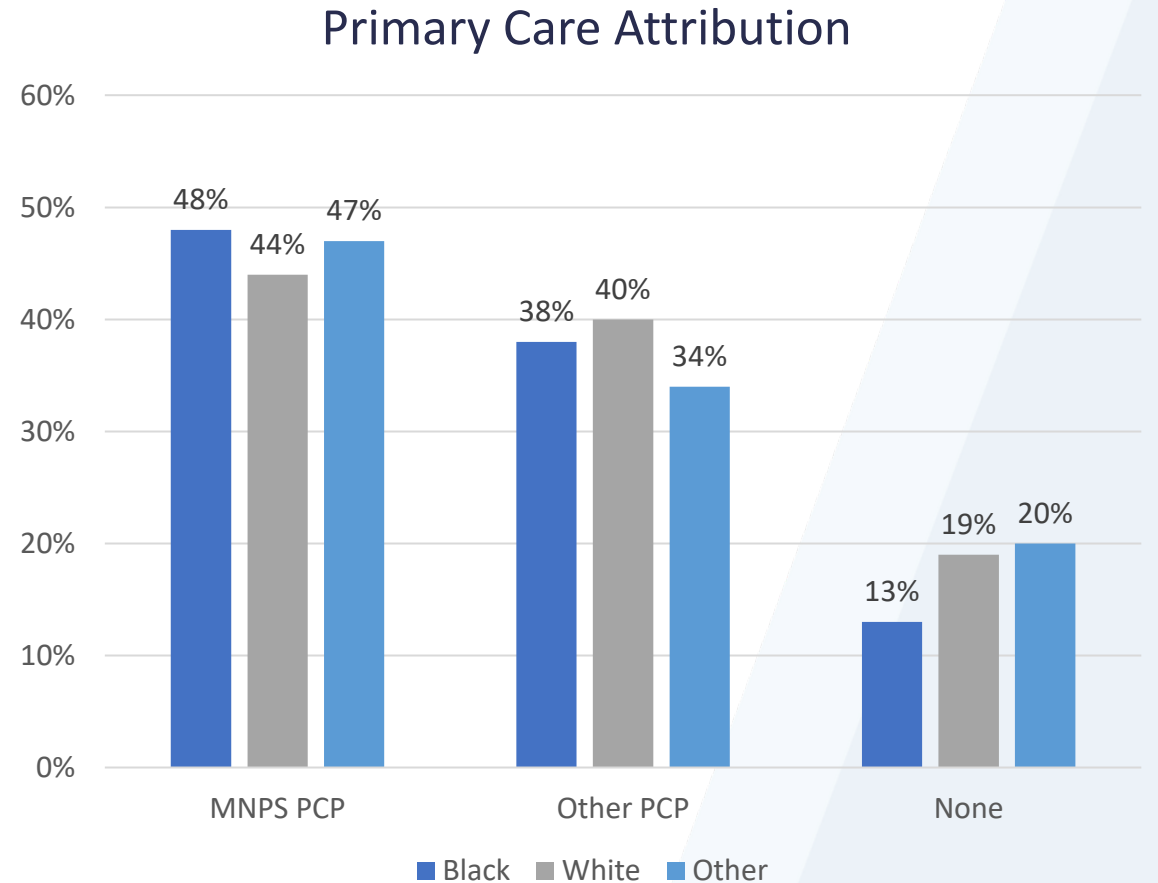


Primary Care Attribution

Typically, you expect higher ED utilization tied to lower primary care use as seen with the other category

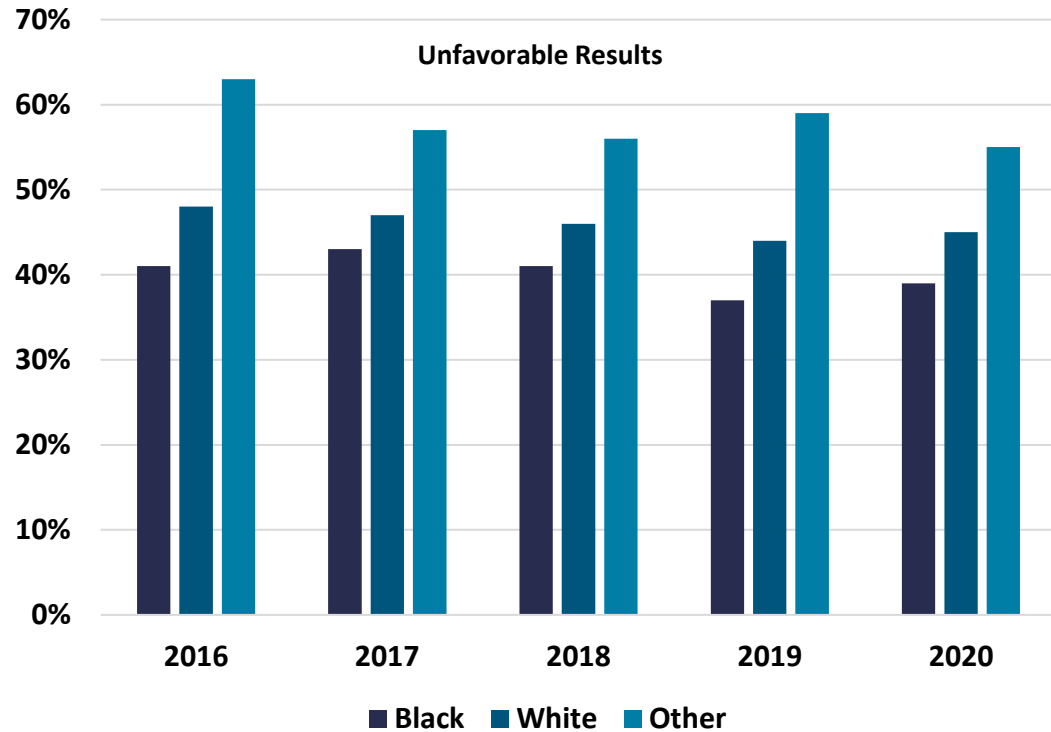
However, our black employees have higher primary care use and higher ED utilization

Confounding the issue are better results in preventive care utilization as well

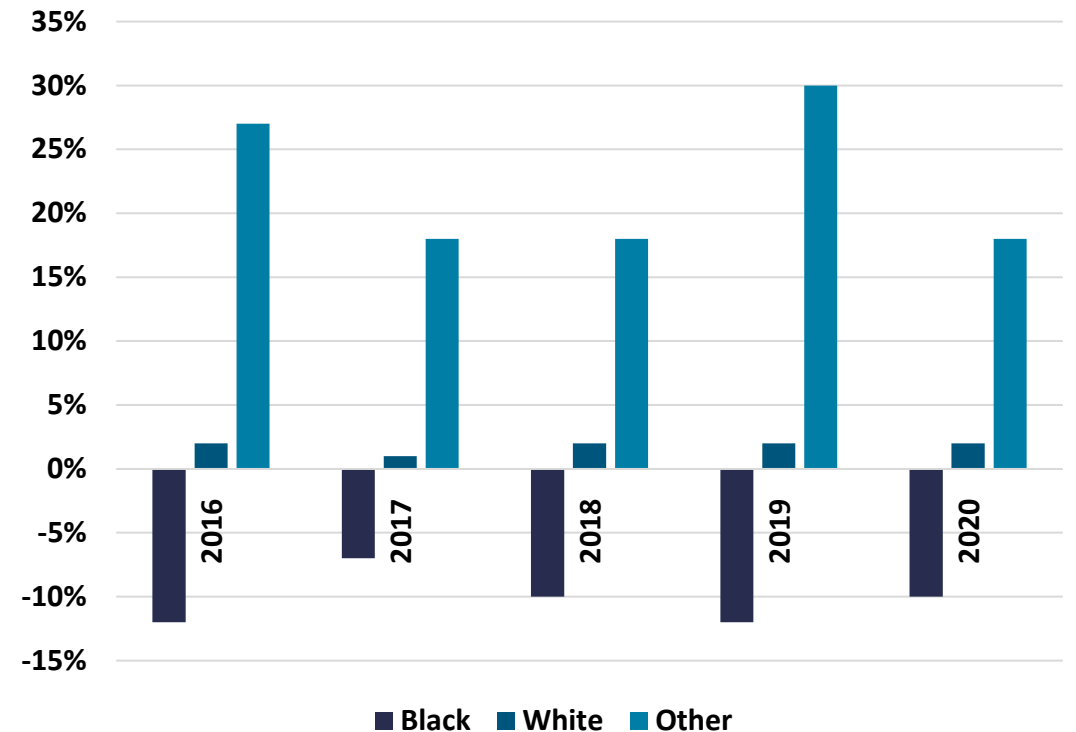


Gaps in Care – Preventive Primary Care

Preventive Primary Care Gaps



Percent Variation from Age/Sex Norm





**You're invited:
Saturday self-care day!**

September 26

Vanderbilt Breast Center

Vanderbilt Health One Hundred Oaks, 719 Thompson Lane, Suite 25000

Screening Saves Lives



“I get my mammogram every year.”

Debra McMillan had no idea breast cancer ran in her family – until she was diagnosed with it.

Fortunately, Debra made it a priority to get regular preventive screenings. Even though she had no symptoms, a routine mammogram led to her cancer diagnosis. Caught early, it was successfully treated.

Debra McMillan

STRIVE Collegiate Academy
physical education teacher





“It probably
saved his life.”

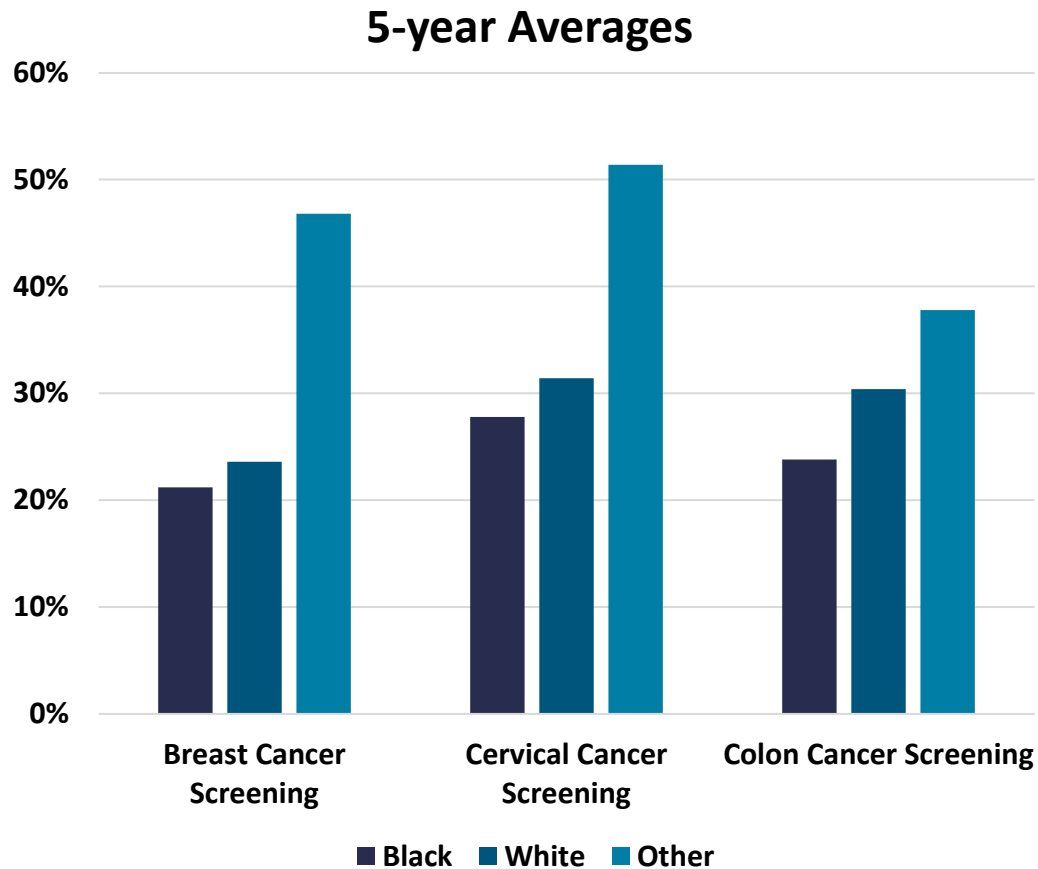
Julie and Art Staehling thought they were doing the right things for their health. But they both put off colon cancer screening — until they received a reminder from the MNPS Health Care Centers. They got tested and Art’s results showed a problem, which required surgery. The couple believes the screening likely saved his life.

Julie Staehling

Art teacher, Shayne Elementary School

Call the MNPS Health Care Centers at
615-259-8755 to learn about your no-cost
colon cancer screening options.

Care Gaps – Prevention Screenings



- It becomes clear that we must find a way to better engage the “other” employees as it appears many of them stay outside the medical system until there is a serious medical event driving them to the hospital
- Why are our black employees receiving necessary preventive care and still bear high medical cost?

Family-building/Maternity Resource Guide

MNPS is committed to providing benefits that support your family-building journey. Most are provided at no cost to you and your eligible dependents who are enrolled in the MNPS Certificated Employee Health Plan.

Top-notch health insurance



Biweekly cost: ~\$115/single; ~\$276/family
Eligible: See [MNPSBenefits.org/eligibility](https://www.mnpsbenefits.org/eligibility)

Bundled maternity care



Cost: None
Eligible: You and your covered dependents*

Fertility benefits



Cost: None
Eligible: You and your covered spouse/partner*

Cigna Healthy Pregnancies, Healthy Babies®



Cost: None; you can earn an incentive
Eligible: You and your covered dependents*

CASE STUDY:
MATERNITY
HEALTH BUNDLE

High Neonatal and Maternity Costs



High Risk

High risk for potentially catastrophic births



High Cost

Costs can reach as high as \$2.6 million per case



High Volatility

High volatility in neonatal spend

Improve
maternity
care with a
**"quality first"
strategy.**



Improve care
outcomes and
improve spend.

Step beyond
screening and
coaching to develop
a maternity center of
excellence

Co-Creation

MNPS and VUMC designed maternity care bundles together.



Market Research

Surveyed MNPS employees



Comprehensive Care Model

Designed care model that included all pre-natal care, plus delivery, plus three months post-partem care



Commitment to Iteration

- New territory for everyone
- Embrace changes



MyMaternity Health

*Welcome a bundle of joy
without a bundle of bills.*

Launched January 1, 2020

How it works for the health plan



One, predictable, fixed price for all pregnancies and deliveries for the year – *regardless of delivery type*



Same cost or less than fee-for-service



VUMC assumes the risk for each pregnancy and delivery



Addendum to current health plan.



Patient Navigators offer personalized service to employees

Partnered with VUMC on engaging MNPS employees in Bundles to drive enrollment

How it works for Employees



Zero out of pocket costs



Dedicated patient navigator



High-touch service



Telehealth services

Savings for All

With more to come



Employer Savings

Savings with the maternity bundle to date

Total savings

\$364k

Per bundle
(person) savings

\$3.5k

Employee Savings

Savings with the maternity bundle

\$260k

Total employee savings

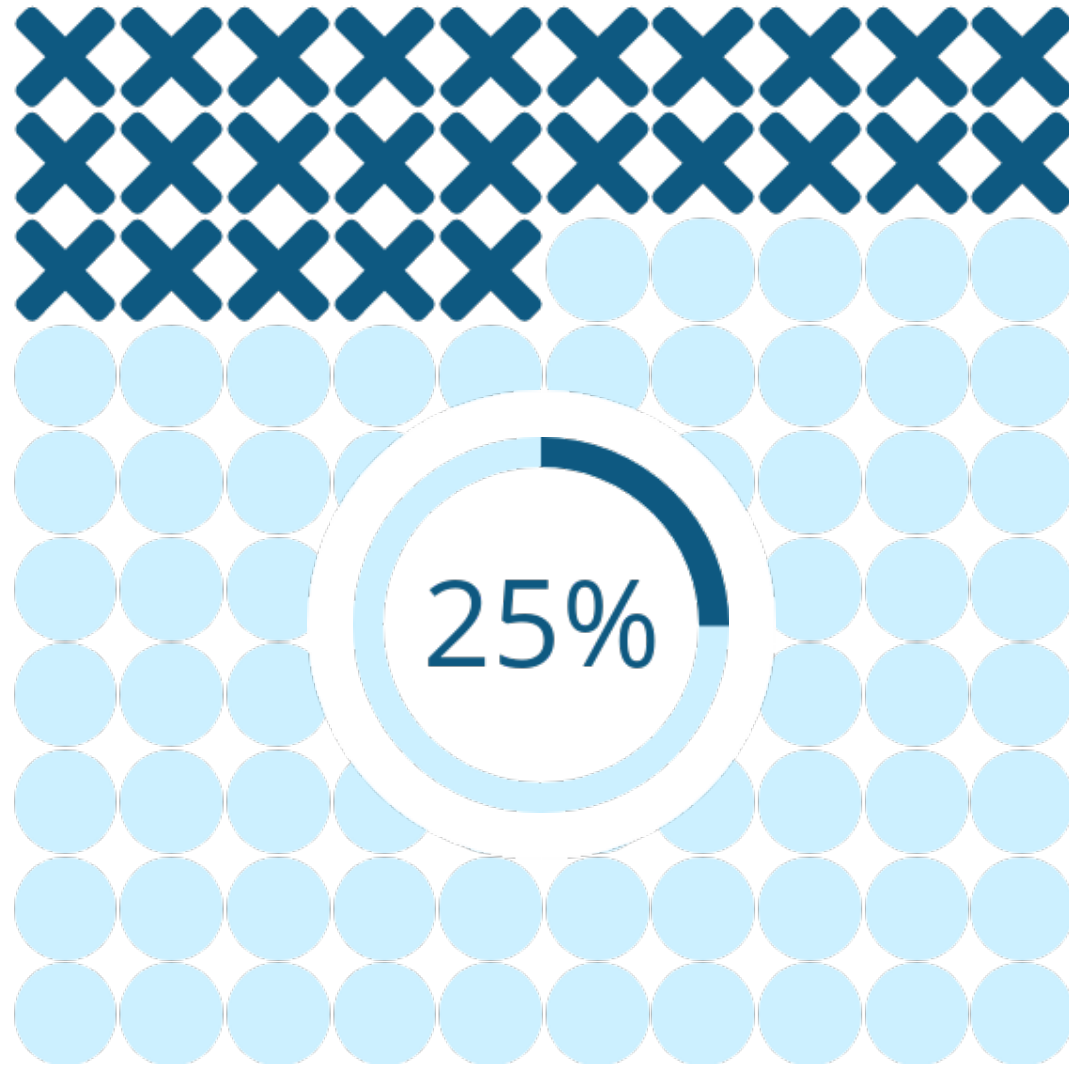
\$1.7k

Per bundle (person) savings

Clinical Trends

Maternity Care

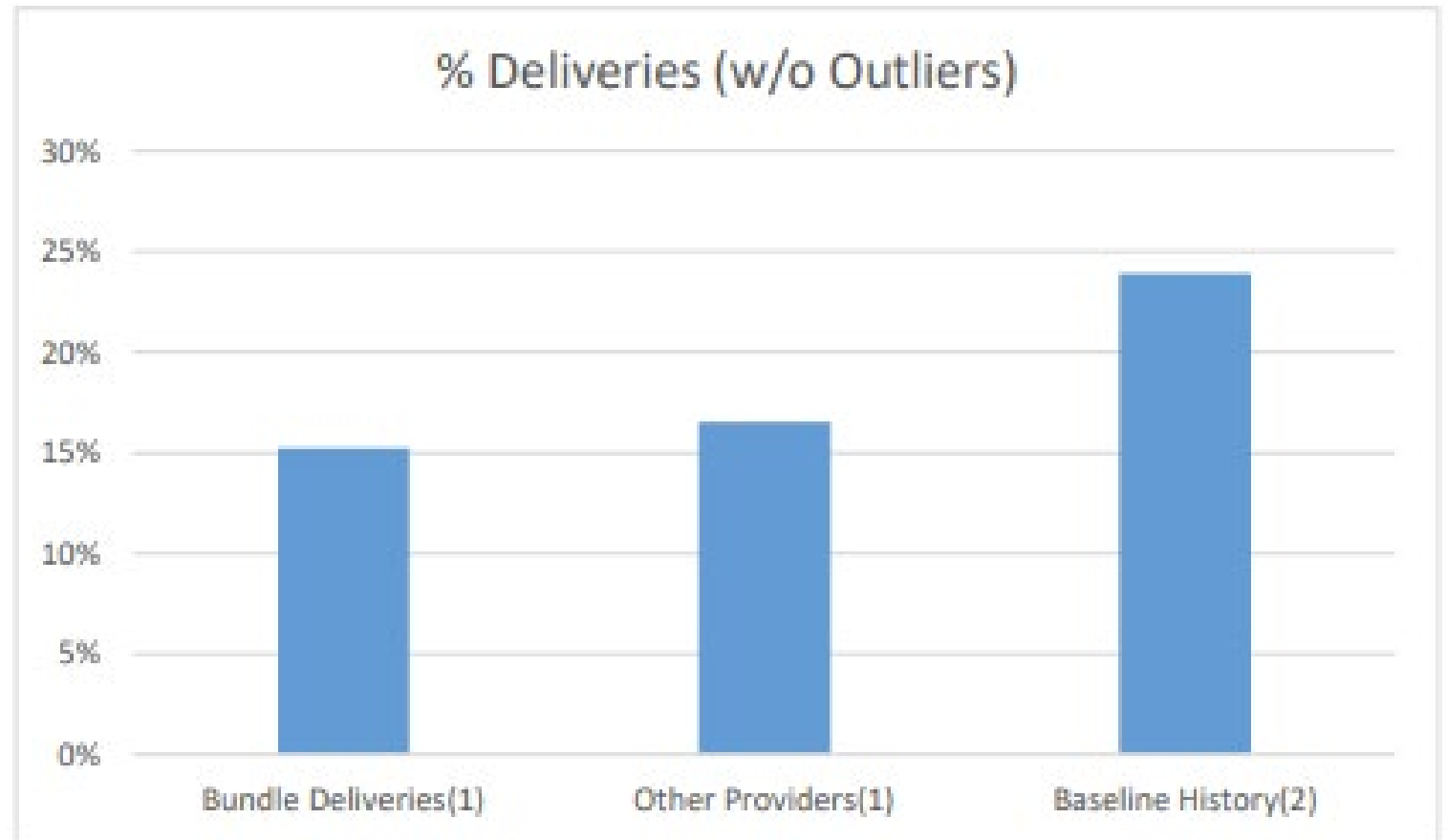
C-section rates decreased by **25%** in comparison to the market.



Clinical Trends

Neonates

Frequency of neonates decreased for those involved in bundle, helping to offset the impact of uptick catastrophic cases (>\$100,000)



Maternity/paternity leave



Cost: None
Eligible: Varies; see SharePoint

Breastfeeding support



Cost: None
Eligible: You and your covered dependents*

Maternal mental health app



Coming soon!

Maternal mental health support



Cost: None
Eligible: You and your covered dependents*

Receive support for your entire breastfeeding journey

Through TLN, you can:

- Receive prenatal, postpartum and return-to-work consultations and prep
- Address latching issues, milk supply and/or infant weight loss
- Get an insurance-covered breast pump
- Get a customized pumping schedule when returning to work
- Discuss weaning when the time is right for you

TLN is a **fully covered benefit** for you and your dependents enrolled in the Certificated Employee Health Plan — and it's available now.

Meet with your lactation consultant from the comfort of home or via a virtual telehealth session.

**AVAILABLE
NOW!**

Scan the QR code today to find your perfect IBCLC.



go.lactationnetwork.com/mnps



No cost.

No hassle.

Just expert,
compassionate
care.



Since the pandemic MNPS teachers have desired support in a variety of areas



Mental Health



Time Management



Stress Reduction



Work/Life Balance



Better Sleep



Faith-Based Spiritual Support



The pandemic taught us lessons like:



The line between work and home life has remained blurred



Whole person health is more important now than ever



Telehealth is a valuable and efficient tool to assess and treat non-emergent needs

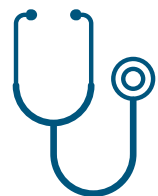


Employees need more support to better understand available benefits and treatment options

Vanderbilt Total Health

Guidance to the best care for your need

Licensed clinical social worker, nurse navigator, chaplain, telehealth, extended care hours and more



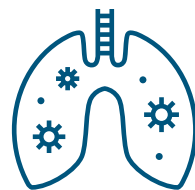
When you need medical care quickly, but it's not an emergency



Provider or specialist



Scheduling



Chronic care



Questions?