

World-Class Mental Health Benefits Utilization Driven by Holistic “Mind-Body-Life” Benefits Approach

Background and Goals

The Antea Group leadership team believes that its people are its greatest asset. As such, they are committed to cultivating a great workplace and reinforcing employee value through meaningful work, a culture of empowerment and respect, and a world of opportunity.

In the fourth quarter of 2016, Antea Group reviewed their mind-body-life benefits services. They had achieved strong engagement across financial and physical health offerings, but with life assistance program (LAP) utilization at <3%, they saw an opportunity to add complementary digital mental health resources.

**39% to
63%**

Annual Utilization Rate
for the Last 7 Years

16%

Decrease in Behavioral
Health Claims

6.7x

Return on
Investment

Approach

Antea Group’s Human Resources team prioritizes physical and mental well-being in their employee communication and engagement activities throughout the year. They strive to increase access by a dispersed workforce and equip employees with a toolbox full of skills to manage everyday challenges.

Tactics include:

- Multi-channel awareness campaigns
- Company-wide monthly calls
- Designated Wellness Champions
- Mental health webinars
- Quarterly challenges
- Collaboration across all well-being partners



“We are dedicated to removing the stigma surrounding mental health by encouraging employees to build a diverse toolbox of skills for maintaining wellness in everyday life. Learn to Live’s self-guided therapy and virtual coaching has been invaluable. Our people have embraced digital mental health as a core component of their well-being; it’s become an essential piece of our benefits and culture. Providing this level of mental health care is vital for attracting and retaining top talent while keeping our team resilient, productive, and engaged.”

Rosanna Ouellette-Pesicka, Chief People Officer

Keys to Success

Antea Group has driven world-class utilization of digital mental health resources through a holistic approach to wellness. Ongoing communication and focus on the importance of physical, financial, and mental well-being has successfully overcome concerns about stigma, access, and cost.

- **Multi-channel awareness communications and promotional materials** are shared monthly with team members, including intranet banner messaging, posters, newsletter articles, and email campaigns.
- Volunteer **Wellness Champions** are empowered to drive team member engagement with benefits offerings. They participate in monthly calls to review benefits, updates, and changes, and relay messaging to their team members.
- **Lunch and Learns and webinars** address timely mental health topics such as mental health awareness, depression, resilience, stress management, etc.
- **Quarterly challenges** stimulate participation in webinars and digital programs, which qualify individuals for drawings and prizes.
- An **annual, company-wide mental health challenge** is associated with mental health awareness month in May.
- **Employee engagement surveys** measure satisfaction and gather feedback on benefits offerings.

Results

Antea Group has realized 39% to 63% annual employee utilization rates for each of the past seven years, and the following exceptional outcomes:

- **16%** decrease in medical behavioral health claims, and **15%** decrease in behavioral health drug claims over the past three years, despite an increase in the number of unique members with a behavioral health diagnosis.
- **56%** of users had not been in therapy or had not recently been involved in therapy (reaching the “silent sufferers” that would not have received in-person care).
- **50%** say Learn to Live improved their ability to be productive at work.
- **39%** say they have been able to avoid taking time off from work, coming in to work late, or leaving work early.
- **6.7x** return on investment based upon the business value of core services delivered, increased productivity, reduced absenteeism, and reduced health care claims cost savings.
- Excellent rankings of wellness programs in engagement surveys and exit interviews.

“This program is life changing. How you can go from a constant state of worry, anxiety, and depression and then take these tools and resources to change your life completely is amazing to me!”

Antea Group Employee and Learn to Live User



About Antea Group

Antea®Group is an environmental, health, safety, and sustainability consulting firm. By combining strategic thinking with technical expertise, we do more than effectively solve client challenges; we deliver sustainable results for a better future. We work in partnership with and advise many of the world’s most sustainable companies to address ESG-business challenges in a way that fits their pace and unique objectives. Our consultants equip organizations to better understand threats, capture opportunities and find their position of strength. Lastly, we maintain a global perspective on ESG issues through not only our work with multinational clients, but also through our sister organizations in Europe, Asia, and Latin America and as a founding member of the Inogen Alliance. Learn more at us.anteagroup.com.

About Learn to Live

Learn to Live improves mental health and wellness using digital programs based upon cognitive behavioral therapy (CBT), coupled with access to live clinician coaching. Each module is designed to help people live better lives by addressing common conditions including social anxiety, depression, panic, insomnia, substance use, resilience, stress, anxiety, and worry. The technology helps health plans, employers, healthcare providers, and educational institutions overcome barriers to care including access, equity, cost, and stigma. Benefits include a lower cost of care, and improved member safety, productivity, and overall health.