

# Closing the Gap on Preventive Screenings

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# About IBI

National research and educational nonprofit focused on linking workforce health, productivity and business performance



1,200+ corporate members covering 20 million employees. Member engagement opportunities include:

- National Forum & regional programs
- IBIBridge
- Informative webinars on hot topics

Develop & provide industry leading:



Research



Data



Tools



Learning opportunities

So business leaders can:

- Understand the toll that illness takes on employee productivity
- Recognize the competitive advantages of investments in employee health
- Create an impactful story for senior leaders about why this holistic view is important for their business objectives





# Today's Speakers



**KELLY MCDEVITT**  
President, IBI



**ERIN PETERSON,**  
**MPH**  
Researcher, IBI



**KATHLEEN**  
**HERATH**  
Retired Nationwide Associate Vice  
President, Wellbeing and Safety and  
Consulting with Pillars Group



# What is the impact of preventive screenings in the workforce?



Research in terms of the productivity impact to employers



Conversation with Kathleen Herath, expert in the field, to illustrate importance and real life examples



Discussion around COVID-19 and potential impact of delayed screenings as a result of the pandemic



<https://www.ibiweb.org/resource/preventive-screenings/>



# Summary of Findings

## CHRONIC DISEASES ARE COMMON AMONG THE US WORKFORCE

Approximately 1 in 3 have at least one chronic condition

## DISABILITY COSTS ARE LOWER WHEN FORMS OF DISEASE ARE LESS SEVERE

Among all four chronic conditions with screening recommendations

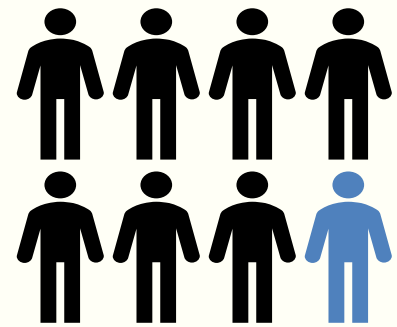
## LEAVE DURATION IS SHORTER FOR CANCERS WHEN TREATMENT IS TAKEN AT A YOUNGER AGE

With the greatest difference for those with cervical cancer

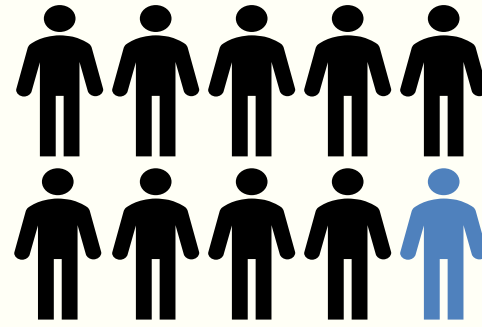
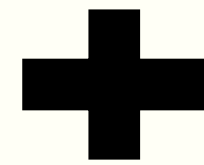
## SCREENING GAPS UNDERMINE THE VALUE OF TREATMENT FOR CONDITIONS WITH CLEAR GUIDELINES

Gaps in screening for recommended conditions are the greatest for those with depression

# Depression May Represent the Highest Opportunity for Savings



Affects 1 in 8 employees



Fewer than 1 in 10 screened

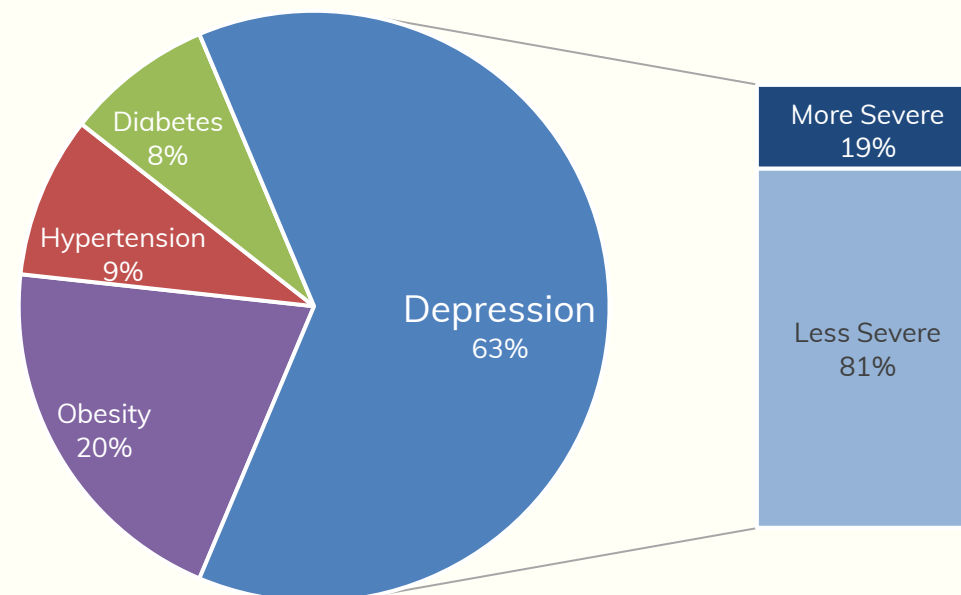


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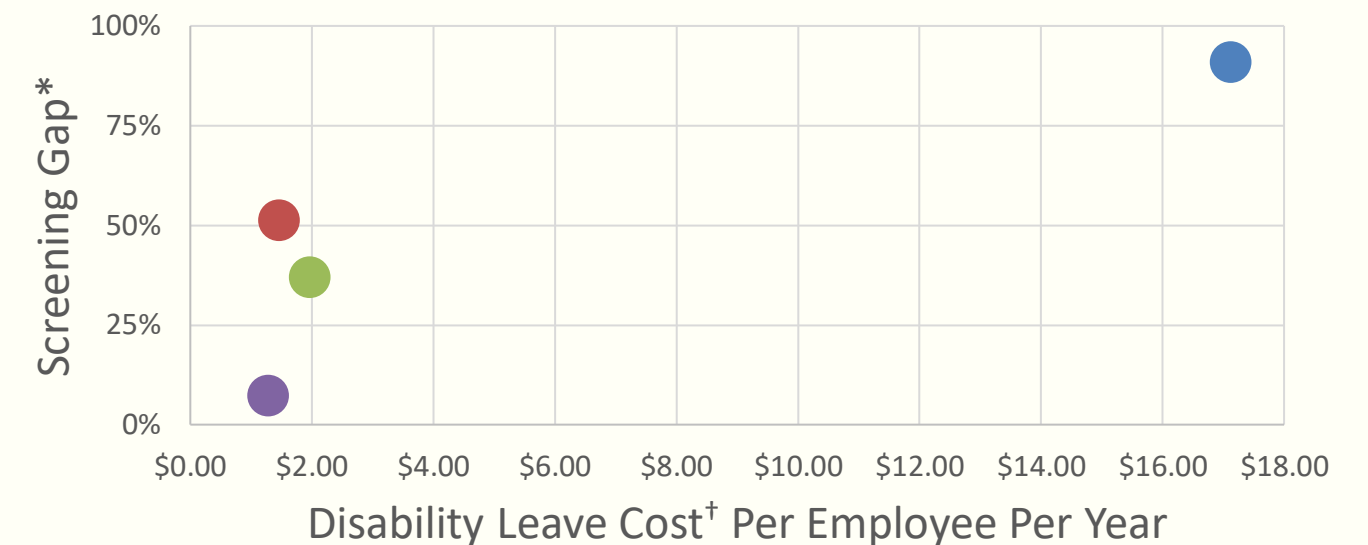
Cases missed in a population of 1,000

# 3%

Nearly two thirds of chronic condition claims for which there are recommendations for screening are for depression, and one fifth of these claims are severe



Of all claims in the disability system are for depression

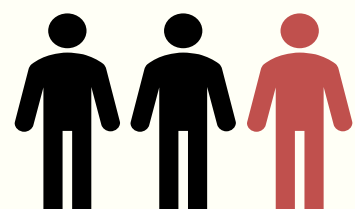


On a per employee basis, the cost† for depression is more than 3.5 times the cost of hypertension, diabetes, and obesity combined

† Disability leave cost: disability wage replacement cost

\* Screening gap: the proportion of the population who are not screened as recommended

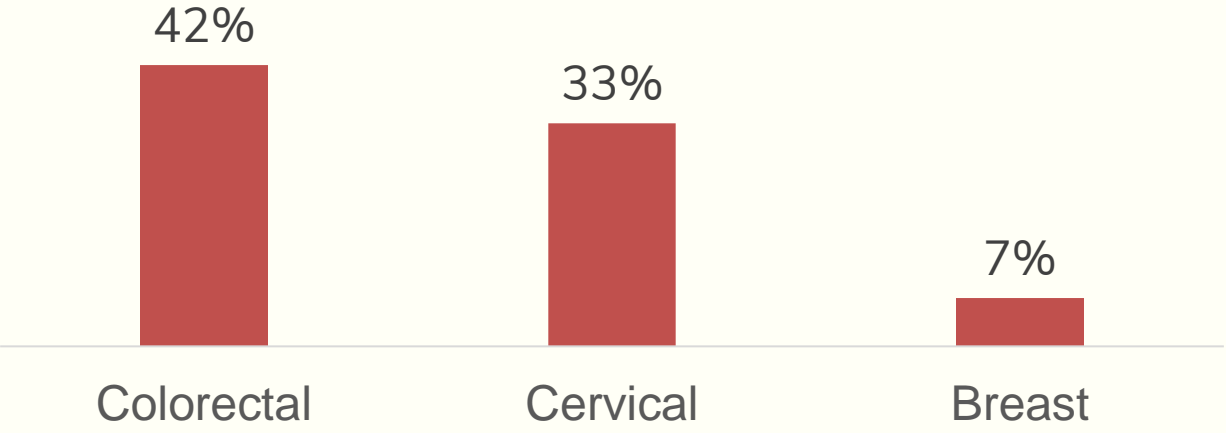
# Colorectal Cancer Presents Opportunities for Improvement Among Cancers



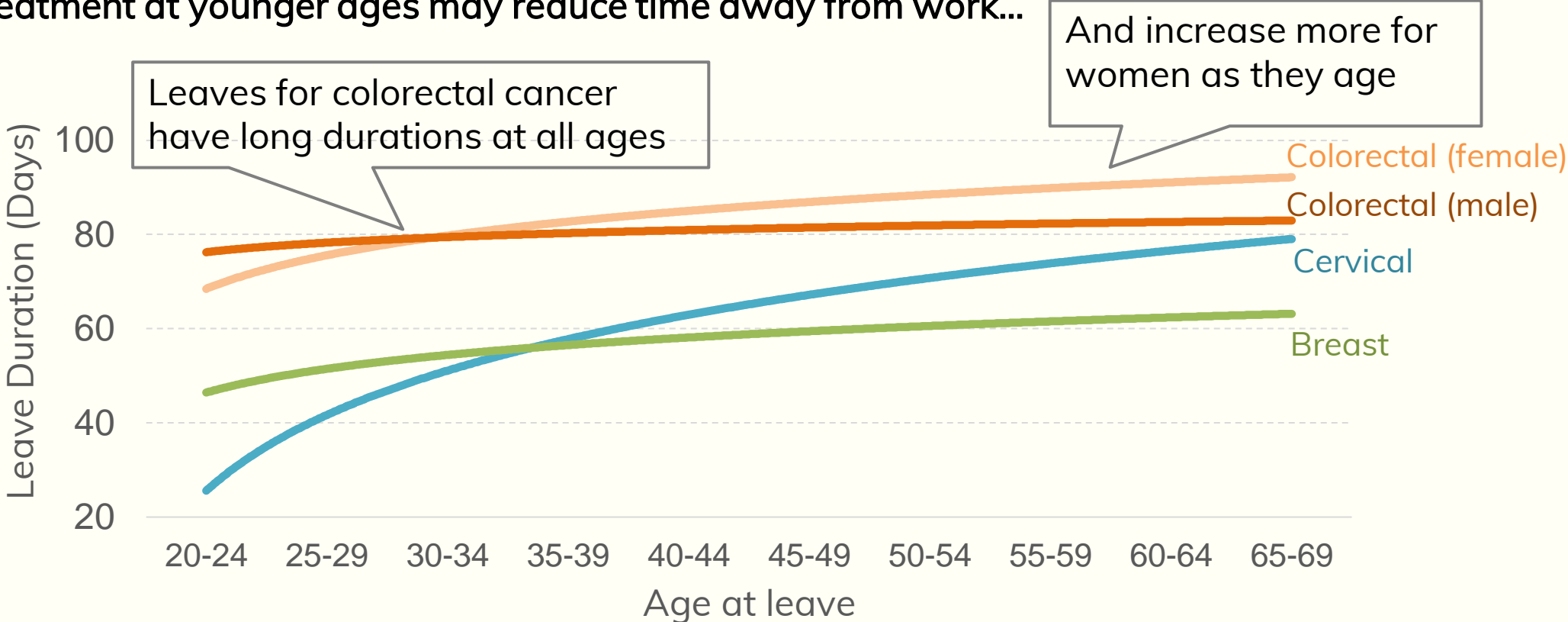
1 in 3 don't get screened for colorectal cancer as recommended

Least likely to have leaves for treatment at age 50 and above—a potential risk for exit from the workforce

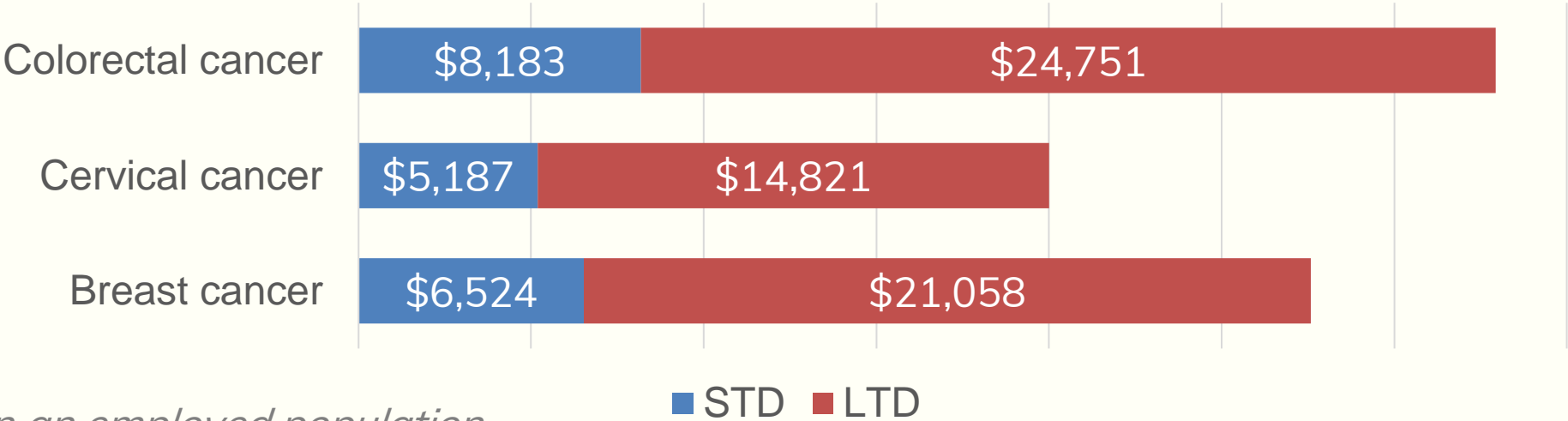
Leave gap\* at age 50-54



Leaves for treatment at younger ages may reduce time away from work...



...reducing expensive disability leave cost †



\*Leave gap: difference between diagnosis and disability leave rates in an employed population

†Disability leave cost: disability wage replacement cost





# Practical Guidance for Employers



Consider the following:



Engage with employees to promote preventive screening



Emphasize the value of screening programs to leadership



Use resources to ensure that screenings remain on track during pandemic or emergency situations



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# What's Next?



## Health and Productivity Forum (Virtual)

Sept 14, 16, 22, 24, 29 & October 1

IBI and the Conference Board will be hosting the Health and Productivity Forum which will convene more than 500 thought leaders, employers, and their industry partners to explore innovative solutions in managing the whole picture of health, wellbeing, productivity and business performance.

Learn More: [www.ibiweb.org/forum](http://www.ibiweb.org/forum)





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