



PERSONAL HEALTH & WELLNESS

The State of Missouri should prioritize, promote, and support health and wellness for state team members.

REOCCURRING THEMES A persisting issue . . . time to make a change.



WHAT WE'VE LEARNED

WORKFORCE DATA

- 64% of the nation's workforce are millennials and 35% of the State of Missouri's workforce are millennials. By 2029, half of Missouri's workforce will consist of this population.
- 58% of millennials reported that when job searching, they consider the company's wellness programs as an important or extremely important benefit when making a job decision.
- 68% of the workforce has at least one chronic health condition. If you add obesity to the list, that number jumps to 86%, which computes to nearly 9 out of 10 workers.

LOSS OF PRODUCTIVITY

- Nationally, the most chronic issue affecting unhealthy workdays is presenteeism, which is defined as being at work, but not performing your best.
- Presenteeism is a chronic issue in the workforce which is directly correlated to poor well-being and lost productivity, and costs employers on average 8x more than healthcare.

STATE TEAM MEMBER CLAIMS COMPARED TO THE NATIONAL AVERAGE (per 1,000 team members)



AN INSIDE LOOK AT STATE OF MISSOURI TEAM MEMBERS (PMPM - Per Member Per Month)

Musculoskeletal

Estimated \$33.2 mil. spend ('23)
Current PMPM Trend ↑ 16.6%

Behavioral/Mental Health

\$11.3 mil. spend (Apr. '22 - Mar. '23)
Current PMPM Trend ↑ 12%

Metabolic

\$11.4 mil. spend (Jan '22 - Dec '22)
~2% ↑ in obesity claims ('19 - '22)

Digestive

Estimated \$15.1 mil. spend ('23)
Current PMPM Trend ↑ 79%

Circulatory

Estimated \$17.9 mil. spend ('23)
Current PMPM Trend ↑ 9.6%

RECOMMENDATIONS

- Statewide Wellness Coordinator
- Centralized Hub
- Assigned to the Office of Administration