



July 2022

CLERMONT COUNTY EAP COMPARISON

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Employee Landscape

64%

64% of employees now prioritize mental health support when making career decisions — making mental health one of the fastest emerging trends for companies to address today.

75%

As of 2020, millennials – make up 35 percent of the U.S. workforce. By 2025, estimates are that they will be a staggering 75 percent of the labor pool.

41%

Of workers were actively seeking a new job or planned to start seeking over the next few months, citing better compensation, better work/life balance and better benefits as the top reasons for leaving.

1 in 4

Women considered leaving the workforce or downshifting their careers at the height of the pandemic

1 www.ProjectHealthyMinds.com

2 www.ProjectHealthyMinds.com

3 SHRM, *Hamessing the Resignation Tsunami: HR Strives to Fill Empty Posts and Ease the Burden on Those Who Stay*, 2021

4 <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>



EAP
Overview/Comparison
with Pricing

**EAP Vendor Pricing Analysis
Clermont County**

Category	BHS	Curalinc	Optum	Health Advocate
Number of years in Service	33 Years	10 Years	40	10 Years
Provider Network	>100,000	> 26,000	> 278,000	>62,000
Program Eligibility	Employee and family household	Employee and each of their household members	Employees and Family	EE/SP/Dep/household/ Parent/Inlaw
Program Availability	24/7/365	24/7/365	24/7/365	24/7/365
Reporting	Quarterly	Quarterly	Quarterly	Quarterly
Mobile App	Yes	Yes	Yes	Yes
Staffing				
Answering Service: Automated or Live Person	Live Person	Live during business hours	Live Person	Live during business hours
Degreed	Master Level and Doctoral Level	Masters or PhD Mental Health	Master Level Counselors	Masters or PhD Mental Health
Program Services				
Counseling Services	Included	Included	Included	Included
Family Resources (child care, elder care, pet care)	Included	Included	Included	Included
Legal Connect (access to expert attorney)	Included	Included: 1/2 hour	Included	Included: 1/2 hour
Financial Consultation	Included	Included	Included	Included
Other Benefit Assistance			Included	
Onsite Critical Incident included	Included	see below	See below	up to 4 hours included
Onsite Critical incident Additional Hours Price	\$250 / HR	\$225 / HR	bank or hours or fee for service model	\$285/Hr plus travel

**EAP Vendor Pricing Analysis
Clermont County**

Category	BHS	Curalinc	Optum	Health Advocate
Training Services	Yes	Yes	Yes	Yes
Advocacy	Yes	Yes	Yes	Yes
Portal (library of multi content webinars)	Yes	Yes	Yes	Yes
Telebehavioral	Yes	Yes	Yes	Yes
Text Therapy	Yes	Yes	Yes	Yes
Digital Therapy	Yes	Yes	Yes	Yes
Estimated Pricing				
Rate Guarantee	3 Year Rate Guarantee	3 Year Rate Guarantee	3 Year Rate Guarantee	3 Year Rate Guarantee
PEPM Fee	Per Issue	Per Issue	Per Issue	Per Issue
6 Session	\$1.60	\$1.49	\$1.73	\$1.90
8 Session	\$1.85	\$1.74	\$2.47	\$2.30
10 Session	\$2.10	\$1.95	\$2.74	\$2.70
NOTES	Fee for Service Model			Digital Cognitive Behavioral Therapy: focuses on present not past issues (chronic pain, trauma,abuse,anger management and more

TriHealth
EAP
\$1.19 PEPM

Training

Healthy Lifestyle

Work/Life Balance

Stress Management

Drug and Alcohol Awareness

Tobacco Cessation

Emotional Health

Relationships and Family

The Workplace

Resiliency Training and Coaching

Supervisor/Manager

Student Assistance and Young Professionals

Drug-Free Safety Program

Recommendations on Mental Health

- ❑ USI recommends a demo with the following vendors in this order :
 - ❑ Behavioral Health Systems: Fee for Service Program
 - ❑ Curalinc
 - ❑ Health Advocate
 - ❑ TriHealth
 - ❑ Optum