



# CASE STUDY: ENHANCING EMPLOYEE WELL-BEING AND RETENTION IN HEALTHCARE



Our client is one of the largest and most respected hospital systems in the country with an emphasis on delivering a positive and local healthcare experience. They maintain acute care hospitals and ambulatory centers for communities.

**Bree Health** has been the hospital's well-being partner for over six years, supporting more than 6,000 employees as they navigate the increasing demands of their work. **Bree Health's** solutions help the hospital retain staff, attract top talent, and foster a supportive environment for long-term growth.

## CHALLENGES

- **Employee Retention:** The hospital sought to reduce turnover and associated costs by fostering a supportive environment that encourages long-term commitment.
- **Employee Engagement:** Strengthening employee engagement was key to creating a workplace where staff feel valued and connected.
- **Well-Being Program Awareness:** Limited awareness of available services reduced engagement. Increasing participation was essential for improving retention and overall employee satisfaction.
- **Managing Workplace Stress:** A high-stress environment contributed to burnout, making accessible and effective support solutions critical to sustaining a healthy workforce.
- **Employee Development:** Investing in training and development helped enhance retention, ensuring a skilled, motivated workforce capable of meeting evolving job demands.

## SOLUTIONS

**Bree Health** understands the challenges hospitals face in leveraging well-being programs for employee retention. To address these needs, the following solutions were implemented:

- **Comprehensive Well-Being Support:** **Bree Health** provided 24/7 access to coaching, counseling, and a range of services designed to enhance both individual and team well-being.
- **Enhanced Communication:** **Bree Health** worked closely with the hospital to increase staff outreach by 50%, delivering focused training sessions tailored to employee needs.
- **Seamless Accessibility:** A user-friendly mobile app and web portal ensured employees could easily access support whenever needed.
- **Increased Awareness:** **Bree Health** implemented targeted strategies to boost program engagement, including regular informational sessions and readily available online resources.

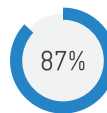
## TOP 5 EMPLOYEE HEALTH CONCERNS ADDRESSED:

1. Stress/Anxiety: **68%**
2. Depression/Sadness: **13%**
3. Trauma/Grief: **8%**
4. Marital/Partnership Issues: **5%**
5. Loss/Bereavement: **4%**

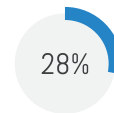
## RESULTS



The hospital achieved an overall cost avoidance of \$1,027,523.



of counseling sessions were initiated by employees.



increase in well-being program engagement.