Collectively improve quality of life across Maine

Topics:
• Health in the headlines
• Social Determinants of Health
  • What are they
  • How do they impact health
  • What to look for / notice
• Healthcare and community partnerships to improve health
Good Health Is Good Business

Jessica Shaffer
Director, Community Health Partnerships
Community Health and Grants
Northern Light Health

Elizabeth True, Ed.D.
VP of Student Affairs,
Eastern Maine Community College

Jim Jarvis, MD, FAAFP
Senior Physician Executive, Incident Command, Northern Light Health, Director, Clinical Education, Northern Light EMMC

Jaime Rogers, LCSW, MBA
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Karen Hawkes, MS
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Ryan Albert
SVP & Director, Human Resources and Employee Development
Bangor Savings Bank

Jaime Rogers, LCSW, MBA
Director, Community Care and Behavioral Health
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Jana Heath
Wellness Program Manager,
The Jackson Laboratory
The Coronavirus pandemic is an ongoing, continuously evolving situation. Northern Light Health encourages everyone to follow federal and state governmental guidance and mandates.

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Ask us questions – give us feedback – this hour is for you

- Please use the **Q and A** function to ask your questions at anytime.
Health in the headlines

Dr. Jarvis, MD, FAAFP
Senior Physician Executive, Incident Command, Northern Light Health
Director, Clinical Education, Northern Light Eastern Maine Medical Center
COVID-19 Updates

- Hospitalizations across Maine have been stable or reduced over the past three weeks.
- Positivity Rate has increased over the past three weeks in many parts of the state.
- There are no longer any approved monoclonal antibodies for the treatment of COVID-19.
- Paxlovid remains the most effective treatment for mild to moderate disease.
- Despite media headlines, risk of dying from COVID-19 is higher in unvaccinated individuals.
Mortality by Age of Vaccinate vs Unvaccinated Individuals

Figure 9. COVID-19–Related Mortality Rates among Adults by Vaccination Status, Age Group and Predominant Variant Period, 30 U.S. Jurisdictions, April 4, 2021–September 03, 2022
Mortality by Age of Vaccinate vs Unvaccinated Individuals

Figure 9. COVID-19–Related Mortality Rates among Adults by Vaccination Status, Age Group and Predominant Variant Period, 30 U.S. Jurisdictions, April 4, 2021—September 03, 2022

Positive specimen collection date by start of week

Predominant Variant Period
(A) Delta
(B) Early Omicron
(C) Later Omicron
(D) Omicron BA.5
So why are more vaccinated people dying from COVID-19 than unvaccinated?

There are more people who have had at least some level of vaccination

- 80% of US population has received at least one dose of a COVID Vaccine
- 95% of US population over age 65 has received at least one dose
- 32% of US population over the age of 65 has received the bivalent booster
- Only 12.7% of entire population has received the bivalent booster
Other Respiratory Viruses in Maine

Northern Light Laboratory Data

Percent Positive

Flu
RSV

0 5 10 15 20 25 30
40 41 42 43 44 45 46 47 48

Good Health Is Good Business
So... what should we do?

- Wash your hands
- Stay home if you are ill
- Get vaccinated against influenza and COVID-19
Easy access to schedule your vaccine, booster, or Flu shot

COVID-19 (Coronavirus) Portal - Public Vaccination (northernlighthealth.org)

COVID-19 Vaccination and Booster Eligibility Updates

Booster dose appointments for Pfizer, Moderna, and Johnson & Johnson COVID-19 vaccines are now available for people 18 and over who meet criteria.

People 5 years or older are currently eligible to schedule a COVID-19 vaccination.

Important:
- Community members under age 18 who would like to be vaccinated, must have a parent or guardian complete and initial the online scheduling form on their behalf.
- In addition to scheduling a vaccine using the online process, patients under 18 are now required to bring a completed consent to treat form signed by their parent or guardian to their appointment.
- Patients under the age of 16 must be accompanied by a parent or guardian to their vaccination.
- If you have any questions please call 207-204-8551.*
  *Long distance or carrier fees may apply.

Scheduling your vaccination:
- If you cannot find an appointment that works for you at a Northern Light Health location, please visit the state COVID-19 vaccination sites list.
- Please print your appointment confirmation and bring it with you. Vaccination candidates will receive an email confirming their vaccination location.
Why healthcare systems, community organizations, and business leaders need to work together to support our communities.

Jessica Shaffer
Director, Community Health Partnerships
Community Health and Grants
Northern Light Health
Understanding How and Where We Can Work Together

Change cause of the problem:
Address community conditions and impact

Change the problem:
Assist individual behaviors and needs

Change the effect of the problem:
Individual remedy; more expensive

Image source: Basicmedical Key
We All Have a Role in Addressing SDOH
How do community partnerships work to improve health

Jaime Rogers, LCSW, MBA
Director, Community Care and Behavioral Health
Northern Light Beacon Health
Community Development + Community Organizing = Engaged and Involved People
Innovative solutions to retain and recruit valuable employees

Jana Heath
Wellness Program Manager
The Jackson Laboratory
The Jackson Laboratory - People are the heart of everything we do.

- Competitive Pay with full coverage family benefits.
- Shuttle for commuters.
- Career growth
  - Tuition reimbursement.
  - Career advancement opportunities.
- Affordable housing.
- On-site childcare Facility.
- EAP services available to all employees and dependents.
- Fitness centers located on all sites
  - Rewards for wellness initiatives.
  - On-demand fitness classes. (Live classes currently on hold).

Ribbon cutting for The Jackson Laboratory’s Hemlock Lane workforce housing complex in Bar Harbor.
The Jackson Laboratory, we are one team working together to transform science and medicine.

- **Employee Crisis Support Fund** to provide limited financial assistance to eligible JAX employees who experience a financial hardship due to an emergency situation beyond their control.

- **The JAX Endowment for Diversity Initiatives**, a fund created to advance JAX’s reputation as a place where individuals across the organization feel valued, included and empowered.

- **Gratitude is in our DNA**, JAX’s New Employee Recognition Program, which includes Yearbook® - an interactive way to celebrate milestone career anniversaries at JAX, the impact employees make on the lives of their team and colleagues, and the contributions made over time.

- **Calm**, we are gifting the Calm app to all employees and their dependents to respond to growing reports of stress and anxiety.
Why supporting community involvement is good for employees and business

Ryan Albert, SVP
Director, Human Resources and Employee Development
Bangor Savings Bank
Focus on employee wellness and engagement

BSB’s Promise Statement - *To remain true to the mission of our founders and deliver our You Matter More promise to help our employees, customers, and communities prosper*

- Mental Wellness – flexible work arrangements, generous PTO, EAP program, mindfulness
- Physical Wellness – free FitBit for all employees w/virtual challenges, onsite fitness center, Bank-wide chair massages, annual biometric screenings, vaccinations
- Financial Wellness – interest free loans (heating, etc.), financial education, Employee Relief Fund
- Engagement – Employee-led committees (DEI Council, Campus Committee), book clubs, trivia nights
Commitment to Community

• Bank/Foundation invested over $3.4 million into the community last year in the form of sponsorships, grants, and partnership initiatives
• Employees heavily involved in their communities
• BSB offers each employee 4 days of paid volunteer time each year
• Proud supporters of the United Way & MaineShare
• Annual Peanut Butter & Jelly drive- collected over 15,000 jars for local food pantries
• Veterans Support – Military Appreciation Group, Greenlight a Vet
• Be Kind initiative - every employee receives $50 cash to perform a random act of kindness in their community
Preparing the next generation of leaders to address Social Determinants of Health

Elizabeth True, EdD
VP, Student Affairs
Eastern Maine Community College
## Value of a College Degree vs High School Diploma

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Median Earnings</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate Degree</td>
<td>$97,916</td>
<td>1.1%</td>
</tr>
<tr>
<td>Professional Degree</td>
<td>$96,772</td>
<td>1.6%</td>
</tr>
<tr>
<td>Master's Degree</td>
<td>$77,844</td>
<td>2.0%</td>
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<tr>
<td>Bachelor's Degree</td>
<td>$64,896</td>
<td>2.2%</td>
</tr>
<tr>
<td>Associate Degree</td>
<td>$46,124</td>
<td>2.7%</td>
</tr>
<tr>
<td>Some College but No Degree</td>
<td>$43,316</td>
<td>3.3%</td>
</tr>
<tr>
<td>High School Diploma</td>
<td>$38,792</td>
<td>3.7%</td>
</tr>
<tr>
<td>Less Than a High School Diploma</td>
<td>$30,784</td>
<td>5.4%</td>
</tr>
</tbody>
</table>

*All salary data is sourced from the U.S. Bureau of Labor Statistics (BLS).*
Impacts of the COVID-19 Pandemic on college students

• Mental Health – anxiety and depression
• 3-year delay in academic and cognitive development
  • Impact, especially in math and science
  • Significant rise in students requesting accommodations
  • Social inexperience
• Increases in food insecurity (commensurate impact on ability to learn)
• Increase in transportation and housing costs
• Childcare challenges
EMCC strategies to help students succeed

- EMCC3 Food pantry
- Americorps Vista Grant (ME Department of Agriculture)
- MELMAC Foundation Grant
- Penquis Childcare location on campus
- Free College program
  - Maine Community College System funded 3 positions to support Free College students’ success
- Navigator position
- Federally funded TRIO program
- Lunch and Learn workshops
- Counseling Services
Good Health Is Good Business

Roundtable Discussion:
Ask us your questions using the Q and A function

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Tools you can use:

https://northernlighthealth.org/Resources/Safe-Return-to-Business

Good Health Is Good Business – Business to Business Zoom Conference Series

Learn how to support your employees and your customers to make a successful return to business.
Topics:
• How are you, really?
• Employee and community engagement
• Why “How Are You” is a movement
• Health in the Headlines
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