

The Hidden Cost:

Attention Deficit Hyperactivity Disorder (ADHD) in the Workplace



Introduction



It is now well understood that no employer has a 100% neurotypical workforce. Yet, with stigma still high around neurodiversity at work, employees experiencing executive functioning challenges themselves or as the caregiver of a neurodiverse dependent often face these challenges alone.

The most common of these challenges is Attention Deficit Hyperactivity Disorder (ADHD), which affects 50 million American adults^{1,2} and 10% of children in the United States alone³. While ADHD is not always easily noticeable, it affects every aspect of a person's life, requiring them to go through extreme lengths to keep things manageable. From hindering their focus, time management skills, emotional regulation abilities, and more, untreated ADHD often leads to the development of comorbid disorders such as anxiety, depression and substance abuse⁴. Identifying the unique needs of employees who are caregivers to children or adolescents with ADHD presents an even greater challenge, while the impact is no less significant.

This in turn drives meaningful costs to society at large and employers in particular. Indeed, cost per individual is more than three times higher than for those suffering from anxiety, and direct healthcare costs specifically is 60% higher than for neurotypical employees⁹. This financial burden is unfortunately not addressed by generic mental health offerings.

This whitepaper discusses these trends, and how the industry's move through the mental health care maturity curve is now carving a path to success millions of employees never had access to before.



Ignoring ADHD is expensive

Prevalence of ADHD

Millions of adults in the United States live with Attention Deficit Hyperactivity Disorder (ADHD). Indeed, studies suggest there are 50 million American adults with ADHD^{1,2}, out of which only 1 in 5 are diagnosed and treated⁵. In parallel, 9.8% of American children are diagnosed with ADHD³. While many of them receive at least minimal care, studies show that up to 60% of them will see their symptoms persist through adulthood^{6,7}.

With such high prevalence and diagnosis rates exponentially growing⁸, few homes are untouched by ADHD and executive functioning disorders.

These challenges, in turn, affect every aspect of employees' lives, from their mental and physical wellbeing, to their families and peers.

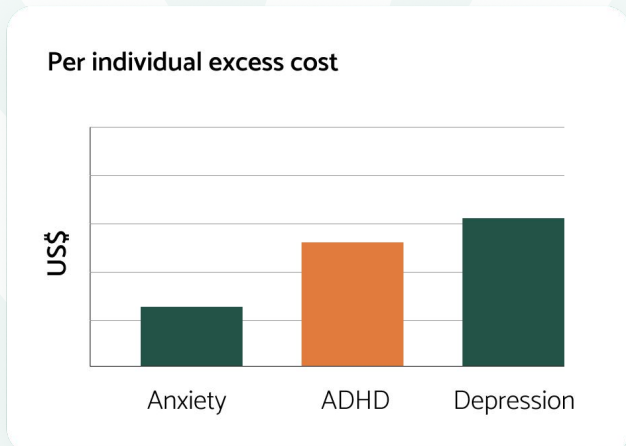
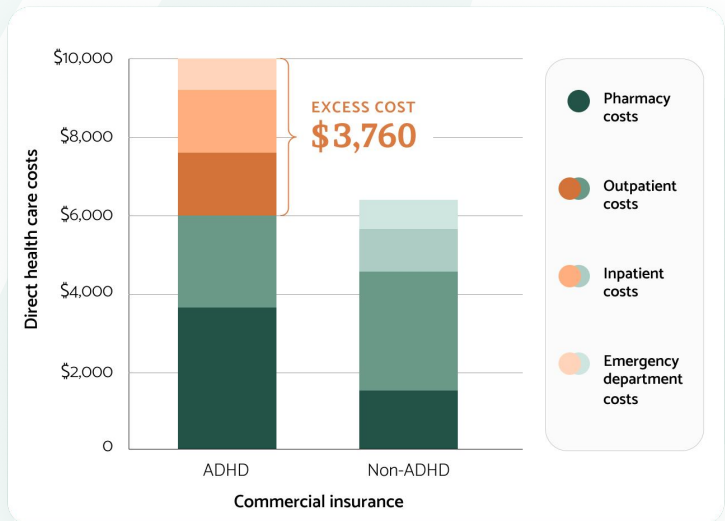


Hidden Cost of Executive Functioning Disorders

Whether an employee has ADHD themselves, or is a caregiver of a dependent with ADHD, the condition quickly trickles into the employer's ecosystem, well beyond the employee's individual performance.



In turn, executive functioning difficulties translate into direct health care costs, most of which are born by self-insured employers⁹. Additionally, indirect costs mainly driven by productivity loss, absenteeism and low retention swiftly add up.



All in all, the pre-individual cost of ADHD is comparable to the one driven by Depression, and three times as high as the one driven by Anxiety⁹. While many employers invest in care for Depression and Anxiety, they are the most common comorbidities driven by untreated or inadequately supported ADHD⁴.

Benefits of Supporting Employees and Families with ADHD

Diagnosis and treatment of ADHD can significantly improve work performance and overall well-being, leading to:

- **Increased productivity**
- **Reduced absenteeism and presenteeism**
- **Improved morale and retention**

In a family setting, supporting caregivers of children with ADHD means alleviating a tremendous source of worry and stress.

While children and adolescents are now more often diagnosed³, specific care is still hard to access, making parents the primary source of symptoms management for those children¹⁰. Supporting them, means giving them the tools to be present at home, and free to thrive at work.



Moving Up the Mental Health Care Maturity Curve

As the whole healthcare system and benefits industry recognizes the increasing need for neurodiversity inclusion and support, trailblazing employers move from providing generic access to mental health care to specialized care for those who need it most. Making the care accessible does not have to come at a higher price than generic mental health care. Rather, it requires embracing inclusivity fully, putting it at the forefront of our benefits and rewards strategy. Doing so without requiring employees to openly disclose their connection to executive functioning challenges allows to build a welcoming environment for these employees to thrive in.

Awareness of
mental
healthcare
needs

Access to
mental
healthcare

Specialized,
quality care
that drives
meaningful
outcomes

Preventative
care reducing
comorbidities
onset

Agave Health: Your Employees' Personal Partner

Agave Health offers specialized and comprehensive care for adults and families with ADHD, both diagnosed and undiagnosed.

At Agave Health, we understand that executive functioning challenges are experienced in a unique way by each affected individual. Therefore, we've designed care that is completely tailored to every individual's needs, as well as a pricing model for employers that is just as flexible.

The Agave Journey

The Agave journey starts with an intake assessment, allowing our care team and technology to design a tailored path adapted to each member. By not making diagnosis a barrier to receiving care, and ensuring privacy, this approach allows any employee to receive immediate access to specialized care built specifically for executive functioning challenges.

Upon entry, members select their individual Coach, who will accompany their journey thereafter. The Coaches reach out to the members within 24 hours of arrival, and are available via unlimited in-app chat throughout the day, as well as for one-on-one video calls for members who want them.

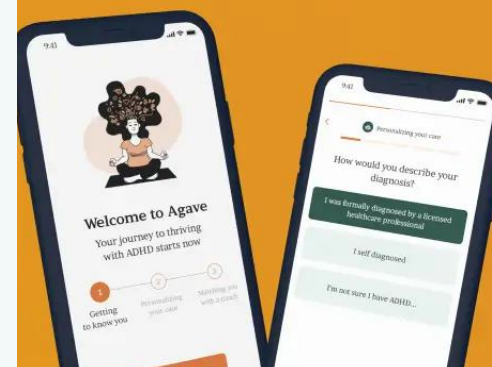
In addition, members gain access to:

- **Self-guided programs** designed by expert psychologists, allowing members to understand how the ADHD brain functions and helping them develop skills to address their daily challenges ;
- **ADHD-informed therapy modules** for further in-depth support: focused on specific topics, these modules are planned over 8 to 12 weeks, allowing a concentrated effort led by mental health counsellors to drive meaningful outcomes ;
- **A supporting community** of members experiencing similar challenges: events such as daily body-doubling sessions allow members to gain tangible relief from peers when they need it most.



Agave Health

Every day with your personal ADHD Coach by your side



Flexible Layers of Care for a Fluid Condition

Understanding how executive functioning challenges may affect individuals more or less throughout life, with symptoms surging when life events shake our daily routines, the Agave Health program is specifically designed to ensure members can increase or decrease their level of care whenever they need it, without driving high cost to their employer.

Per Employee Per Month

70% of employees

For about 70% of your workforce, self-served CBT, chat Coaching and Community alone will yield desired results

Fee For Service

20% of employees

About 20% will seek additional weekly Coaching sessions for more in-depth support

Fee For Service

10% of employees

The remaining 10% will seek ADHD-informed therapy, the in-depth layer they need to see improvements

Driving Measurable Impact

Agave Health's specialized and personalized care model naturally drives meaningful outcomes in record time, with 81% of members showing a decrease in ADHD symptoms severity within only 60 days.



37%

decrease in ADHD symptoms severity



30%

decrease in anxiety and depression symptoms



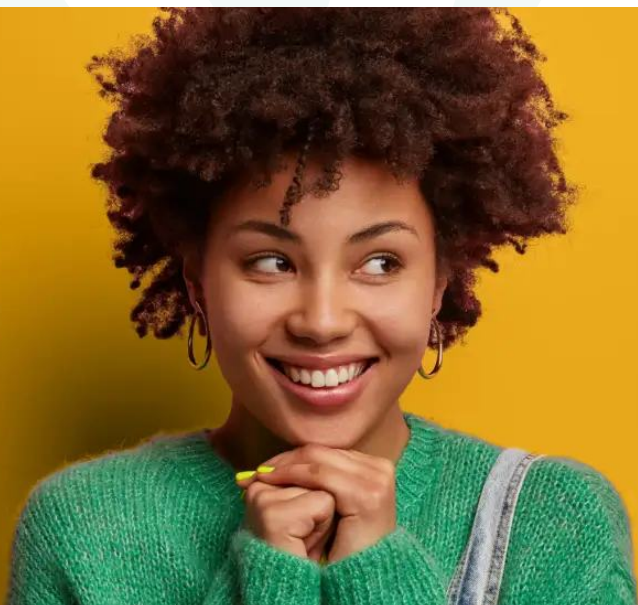
81%

of members experience improvement in symptoms



83%

1 day on average to next available provider appointment



Agave Health

Ready to learn more?

Contact us at hello@agavehealth.com

Appendix

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