

Washington County School District maximizes retention with Tava Health

The COVID-19 pandemic severely disrupted the entire education sector. Like its peers, Washington County School District knew the difficulties faced by employees put them at risk for mental health challenges and high turnover. Replacing an employee is costly (**Gallup estimates the price tag to be 50-200% of the employee's salary¹**), and churning employees also take with them their relationships and expertise. For WCSD, the academic, economic, and emotional wellbeing of thousands of students was at stake.

WCSD partners with Tava

"We became aware of Tava during the Covid Pandemic," explained Lyle Cox, Executive Director of Human Resources at WCSD. "The mental health of all our employees was a significant factor in reaching out to Tava for assistance. We knew our students were struggling to feel safe and were coping with the challenges associated with isolation. To support our students, we needed to support our employees."

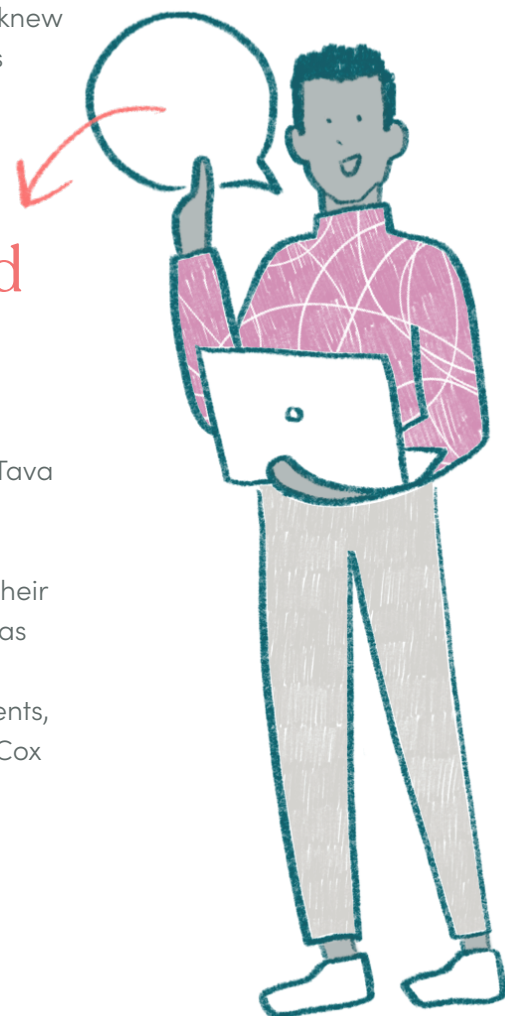
“ To support students, we needed to support our employees. ”

After learning of Tava's offering, the district was confident that implementing Tava would deliver the positive impact they needed.

With Tava Health, WCSD was able to deliver on their commitment to support their employees. "We needed to offer support to our benefitted employees as well as employees who do not normally have access to mental health assistance programs. These employees play a critical role in our mission to support students, but may struggle the most to pay for mental health counseling and support." Cox said. With Tava they were able to offer that support.

tavahealth.com/employer

¹<https://www.gallup.com/workplace/247391/fixable-problem-costs-businesses-trillion.aspx>



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The impact on retention was stunning. Employees that used Tava were 55.3% less likely to quit. Cox said that by focusing on employee mental health, “WCSD was among the best in the state and highest in the country in our effective retention of all employees during this national crisis.”

Employee feedback was also extremely positive. Cox reported, “Employees overwhelmingly responded with praise and gratitude for the Tava Benefit.”

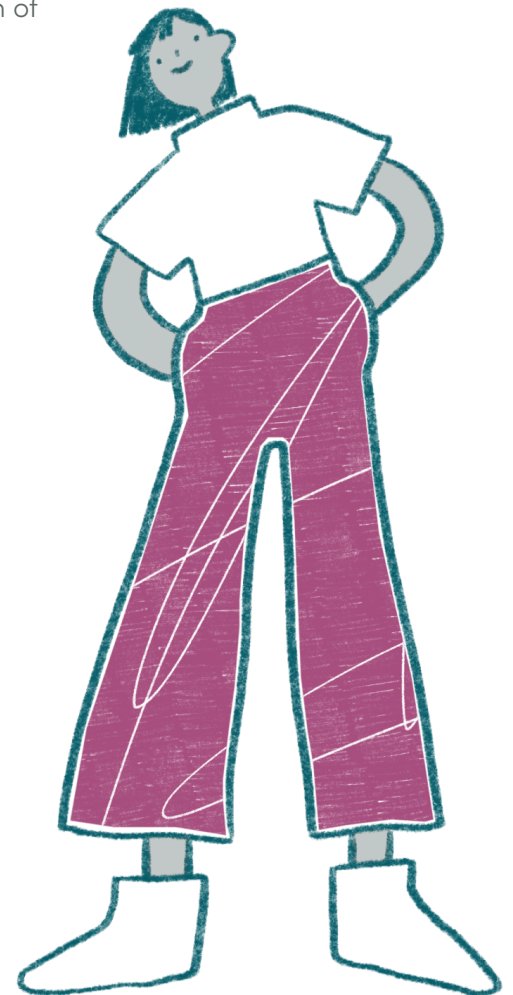
55%

Reduction in turnover for employees that used Tava

92%

Reported improved mental health after just four sessions

“I am so grateful for the therapists who have listened to my concerns and helped me make sense out of what I am experiencing. I appreciate WCSD for providing this valuable resource to us all.”
WCSD employee



Changing social and economic conditions present all organizations with challenges, but as WCSD learned, focusing on employee mental health can help organizations emerge from challenges better and stronger. As one employee wrote: “Tava changed my life and my mind. I now feel confident to accept any situation.”

Learn more about boosting your retention at tavahealth.com/employer