



Employers prioritize employee mental health



2 out of 3 employers rank employee mental health a top health priority

2 in 5 employees suffer from anxiety or depression

Key groups with moderate to severe anxiety or depression include:

64% of employees are 18 to 25 years old

Over 70% of employees with neurodevelopmental issues and disabilities
62% of LGBT+ employees

Compared with those without mental health issues, employees suffering severe anxiety and depression

Lose > 2x as many work days due to absenteeism or presenteeism

Are about 2x as likely to leave their employer for a 5% raise

Key employer strategies to support mental health over next two years

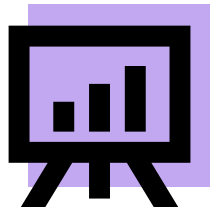
Employers are looking to:

30% Conduct manager training to boost awareness and provide support

27% Partner with employee resource groups to address population-specific mental health issues

27% Evaluate cultural competencies within the behavioral health provider network

24% Increase access to outpatient treatment for substance abuse



The number of employers offering mental health days could triple in two years

9% Today | 30% 2024*
*Planning/ Considering

Actions you can take to boost employee mental health

- Ensure managers have resources, support and training to help overcome the stigma of mental health challenges
- Ensure your benefit programs are inclusive and provide equitable access to a variety of mental health resources and providers
- Foster a culture that prioritizes psychological safety, allowing employees to express their concerns freely
- Develop an ongoing listening strategy to understand the challenges of different employee groups, solicit employee feedback on current mental health initiatives and bridge gaps as necessary

Employers further embrace virtual care and digital tools to boost mental health



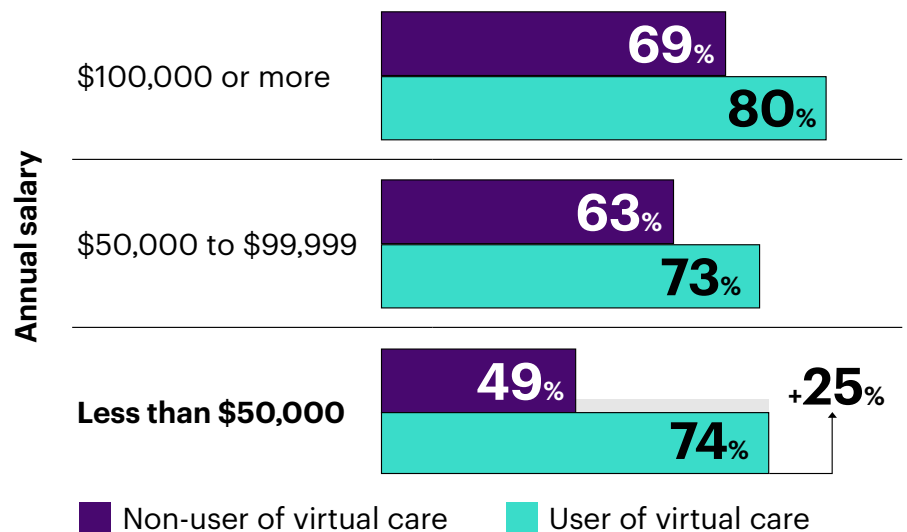
83% of employers offer coverage for telebehavioral health services

Roughly 7 in 10 provide dedicated onsite or virtual employee assistant program resources

22% have eliminated cost sharing for virtual care visits (this figure could rise to 36% by 2024)

Users of virtual care, especially lower-income workers, are more likely to report getting needed help than non-users

I can get the help I need to manage my mental health



68% of employers provide access to digital behavioral health support through tools such as apps and online forums

Employees who use digital tools for behavioral health support report better mental health

My mental health has been better in the past year

