Supporting Employee Mental Health and Wellbeing: The Importance of an Individualized Approach

May 18, 2022
Our Moderator

Susanne Bruyère
Co-Director of EARN
Welcoming Remarks

U.S. Department of Labor
Secretary Martin J. Walsh
Today’s Guests

Wendi Safstrom
President
SHRM Foundation

Toccarra Briggs
ADA Team Manager
Intel

Lori Golden
Disability Strategy Leader
EY Global
Mental Health in America: A 2022 Workplace Report

WORKPLACEMENTALHEALTH.SHRM.ORG
WORKPLACE MENTAL HEALTH: A BUSINESS PRIORITY

16 trillion global economic costs by 2030

23 billion annual lost productivity to US employers
MENTAL HEALTH IN AMERICA: A 2022 WORKPLACE REPORT

Launched in April 2022, this comprehensive report provides the insights needed to build effective mental health strategies in the workplace, including:

• GUIDANCE for crafting more robust mental health benefits packages
• BENCHMARKING of what services different companies are providing
• STRATEGIES to deliver ongoing mental health support that can help you retain the talent you have and attract the new talent you need
• A ROADMAP for evaluating what’s working – and what’s not – when it comes to supporting worker mental health.

DOWNLOAD: workplacementalhealth.shrm.org
HR CAN ANSWER THE CALL
HR and people managers have unique capabilities to:

- Curate mental health resources and benefits
- Connect employees to support
- Promote mental health-friendly workplaces
THE RESEARCH SHOWS

94% of HR professionals believe that organizations can improve employee mental health with the right resources but...

1 in 5 say their organizations don’t have what they need.

Source: Mental Health in America: A 2022 Workplace Report, SHRM, SHRM Foundation & Otsuka America Pharmaceutical, Inc. 2022
78%

A majority of organizations (78%) offer or plan to offer mental health benefits. Firms offering programs that actively engage employees on mental health issues are less common.

Source: Mental Health in America: A 2022 Workplace Report, SHRM, SHRM Foundation & Otsuka America Pharmaceutical, Inc. 2022

Of organizations that offer mental health benefits, organizations offering (or planning to offer) specific benefits:

- Health plans with mental health coverage: 92%
- Employee assistance programs: 91%
- Mental health workshops: 66%
- Mental health apps: 53%
- Classes such as mindfulness or yoga: 49%
- Support groups: 45%
- Mandatory mental health training: 39%

$2 - $4 saved for every dollar invested in mental health treatment

Source: https://ceoroundtable.heart.org/mental-health-a-workforce-crisis-report/

These questions were only asked to participants that offered mental health resources.
THE BUSINESS CASE FOR OFFERING EMPLOYEE MENTAL HEALTH RESOURCES

94% of HR professionals say it can improve employee health.

94% of HR professionals say it shows that you care about your employees.

90% of HR professionals say it can prevent employee burnout.

Source: Mental Health in America: A 2022 Workplace Report, SHRM, SHRM Foundation & Otsuka America Pharmaceutical, Inc. 2022
MENTAL HEALTH MATTERS TO YOUR WORKERS

58% of U.S. workers believe a healthy work-life balance is more important than higher pay or salary.

53% of U.S. workers are likely to leave their job if they are offered a new job with better mental health benefits.

35% of U.S. workers believe mental health benefits are more important than higher pay or salary.

Source: Mental Health in America: A 2022 Workplace Report, SHRM, SHRM Foundation & Otsuka America Pharmaceutical, Inc. 2022
OFFERING MENTAL HEALTH RESOURCES ISN’T ENOUGH – YOUR ORGANIZATION ALSO NEEDS TO ASSESS THE EFFICACY OF THESE PROGRAMS.

The top 3 ways that organizations measure the efficacy of their benefits:

- Employee engagement surveys
- Utilization rates of mental health resources
- Attendance and productivity data

Source: Mental Health in America: A 2022 Workplace Report, SHRM, SHRM Foundation & Otsuka America Pharmaceutical, Inc. 2022
SUPPORTING EMPLOYEE MENTAL HEALTH IS A SOLID TALENT STRATEGY

ASK

ENCOURAGE

TEACH
Join us in accelerating change.
The issue is critical. The solution is all of us.
Panel Discussion

Panel Moderator:
• Susanne Bruyère, Co-Director, EARN

Panelists:
• Toccara Briggs, ADA Team Manager, Intel
• Lori Golden, Disability Strategy Leader, EY Global
• Wendi Safstrom, President, SHRM Foundation
Questions?
The Employer Assistance and Resource Network on Disability Inclusion (EARN) is a resource for employers seeking to recruit, hire, retain, and advance qualified employees with disabilities. This publication is fully funded by the U.S. Department of Labor’s Office of Disability Employment Policy (ODEP) under cooperative agreement No. OD-33975-19-75-4-36 with Cornell University. The total four-year cost of this agreement amounts to $10,000,000. This document does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.
Thank You!

Visit us at AskEARN.org
Follow us on social media!