

# ADDRESSING MENTAL HEALTH IN THE WORKPLACE



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# AGENDA



Mental Health Trends Impacting the Workplace

Identifying the Need

EAP and Beyond

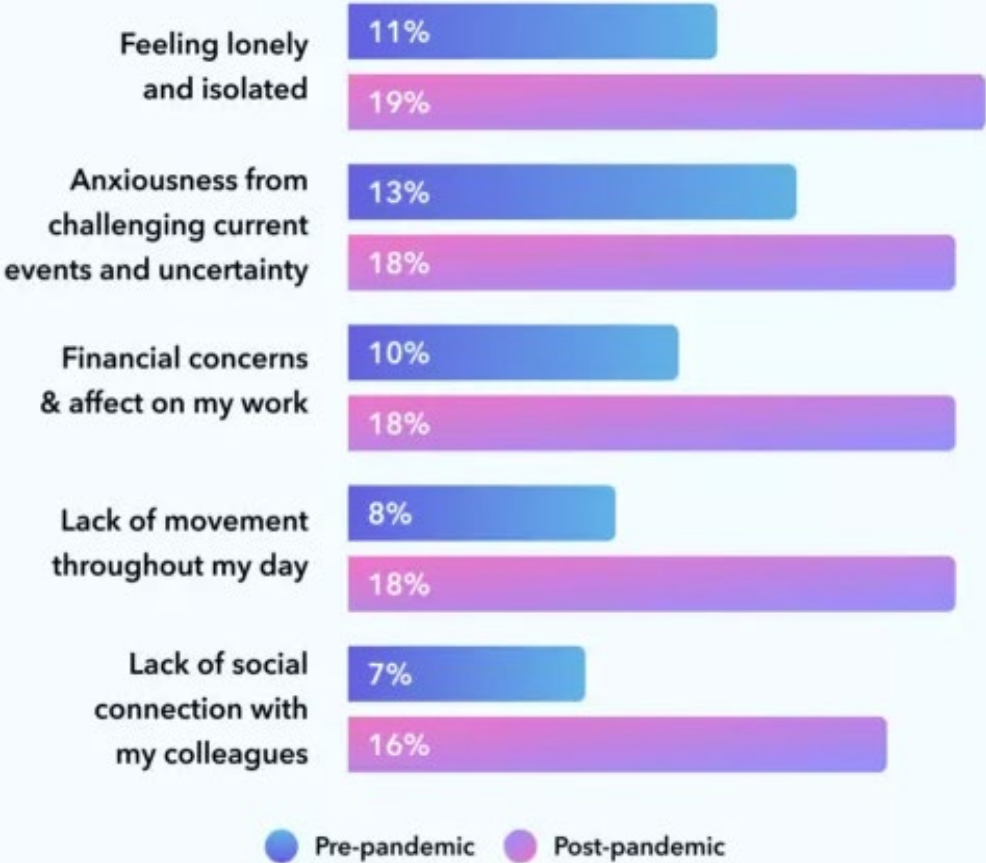
Empower Employees, Managers & Leaders

Key Takeaways / Questions

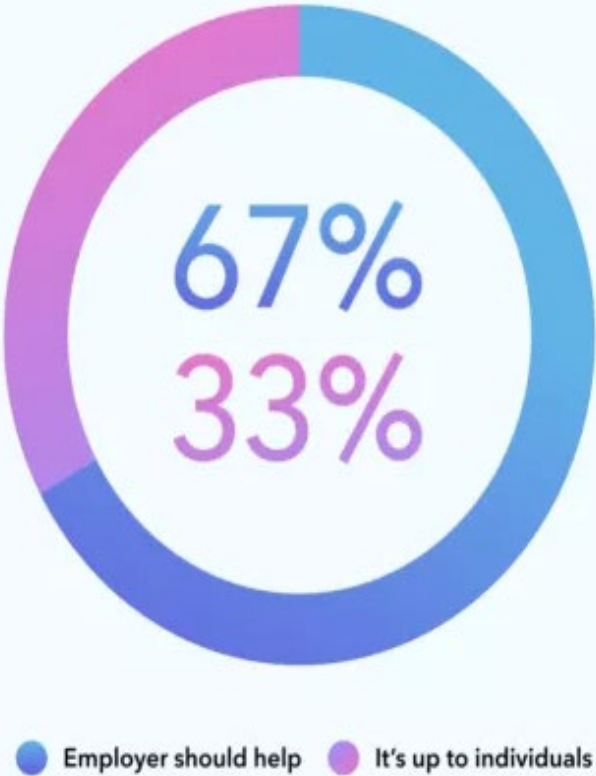
# MENTAL HEALTH TRENDS



## Growing challenges post-pandemic



## Who should provide mental health support for stress & anxiousness?

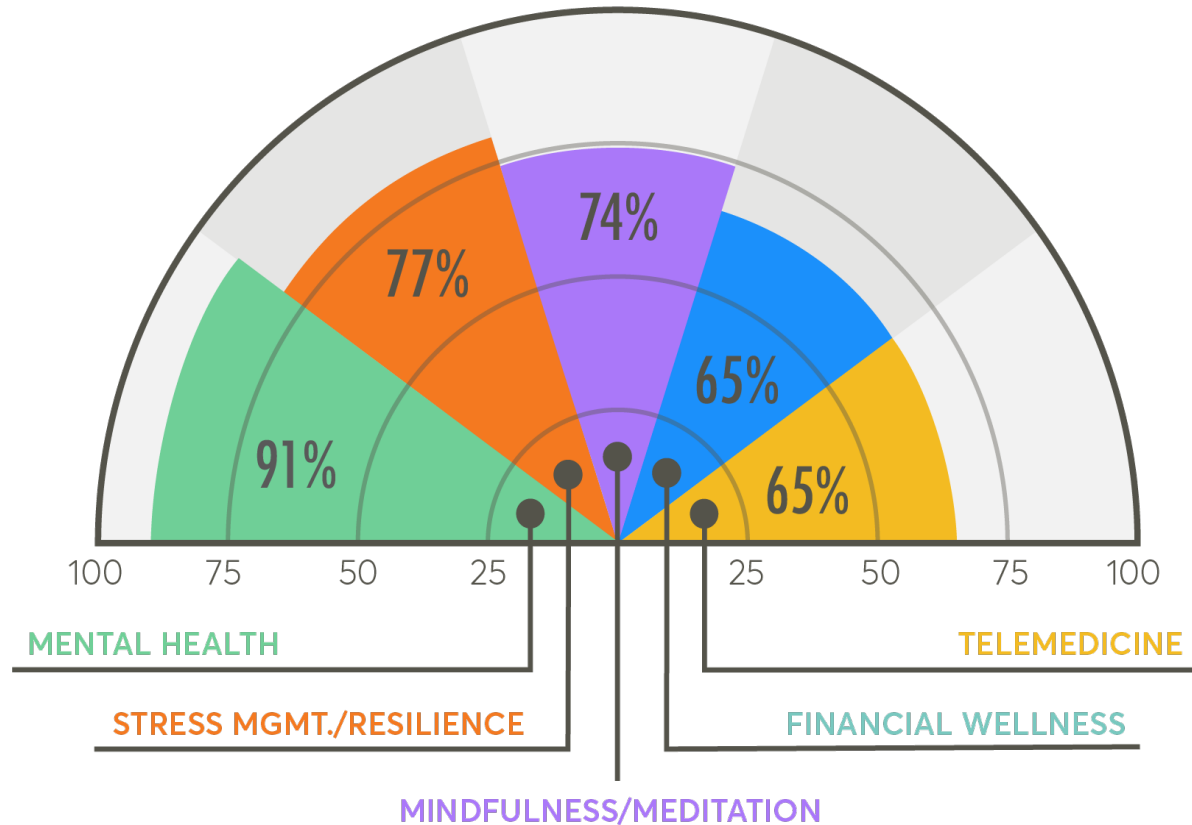


Source: US General Population Survey conducted by Calm, 2022

# TRENDS: RISING STARS



PERCENTAGE OF EMPLOYERS INVESTING MORE



[2023 Employee Wellness Industry Trends Report | Wellable Labs](#)

# TRENDS BY INDUSTRY



## School Districts

- Increase in critical incident hours

## Construction

- Mental Health First Aid trainings
- Incorporate mental health into safety program
- Make it relatable to reduce the stigma

## Law Firms

- Concierge model to enhance EAP and other benefit offerings

## Municipalities

- Onsite counselors
- Specific counselors for first responders
- Increase in EAP sessions for first responders

# IDENTIFY THE NEED



- **Survey employees or conduct focus group**
  - Overall wellbeing needs & interests
  - Cultural Perceptions
  - Leadership support
  - Mental health Resources
  - Awareness of resources
  
- **Inventory what programs and resources your clients have in place**
  - Medical vendor
  - Employee Assistance Program
  - Ancillary vendor (e.g., LTD, Life)

# BASICS



**Standalone  
provider**

**Counseling  
Session  
Model**

**Ways to  
Access**

# OTHER COMMON FEATURES

## Counseling:

- In-person counseling sessions
- Telephonic or video counseling sessions
- Text counseling sessions
- Crisis support

## Coaching:

- Lifestyle/wellness coaching
- Life/career coaching

## Work-Life Support:

- Child care resources
- Adult care resources

## Legal and Financial Support:

- Legal consultation
- Personal finance resources

## Online tools:

- Articles, seminars, etc.
- Mobile app

## Human Resources and Manager Support/Tools:

- Employee referrals (e.g., substance abuse, conduct)
- Training and seminars
- Management consultations/coaching
- Critical incident support



*EMPLOYEE ASSISTANCE PROGRAM*  
**BEST PRACTICES**



**EAP is a Partner**



**Communication  
and Promotion**



**Training and  
Education**

# BEHAVIORAL HEALTH SOLUTIONS DIFFERENTIATORS



Fast Access to  
Care

Dedicated network  
of evidence-based  
mental health  
providers

Data-driven  
measurement of  
impact and quality

Digital platform  
with 24/7 access  
to care

Holistic Needs  
Assessment

Personalized Care  
Planning

Appointment  
Facilitation

Ongoing follow-up  
and support

Mental Health  
Medication\*

Dedicated Client  
Success Manager

Member  
Communications  
& Content

Enhanced  
Reporting

# CONSIDERATIONS

**Is it validated?**

- Check references
- Look for case studies
- Performance guarantees

**Does it offer anything beyond traditional care?**

- Dedicated network
- Personalized care planning
- Enhanced reporting

**How are fees structured?**

- PEPM/PPPM
- Billed as a claim

**Will employees use it?**

- Survey
- Current mental health engagement

## Vendors

- [Spring Health](#): offered via [Guardian](#)
- [Ginger \(Headspace Health\)](#)
- [Modern Health](#) (100+)
- [TalkSpace](#) (100+)
- [Unum Behavioral Health](#) / Meru Health (100+ or minimum annual fee)
- [Lyra Health](#) (500+)

## Pricing Based On

- Number of Eligibles
- Length of Contract
- Buy-up options
- Stand-alone features

# MINDFULNESS / MEDITATION



## Vendors:

- [Calm](#)
- [Headspace](#)
- [Mindful Momentum](#)
- [Wise at Work](#)

## Focus Areas:

- Meditation
- Sleep
- Focus
- Purpose
- Resilience
- Professional Development

# FREE RESOURCES / TOOLKITS



[Your Local 211 | United Way 211](#)



[Lifeline Chat and Text : Lifeline  
\(988lifeline.org\)](#)



[SAMHSA - Substance Abuse and Mental  
Health Services Administration](#)



[Mental Health America | Homepage |  
Mental Health America \(mhanational.org\)](#)

# EMPLOYEE SUPPORT



Mental Health First Aid Training

Wellbeing Benefits and Resources Inventory

Social Connectedness

Flexible Work Arrangements



- Visible leadership support and buy-in
- Ongoing manager training
  - EAP Navigation
  - Culture of inclusivity
  - Emotional intelligence in the workplace



# KEY TAKEAWAYS

Help clients inventory their current offerings

Make sure your client is offering a stand-alone EAP

Talk to your groups about creating a supportive culture

Ask your **clients**: **(1)** Do you feel your benefits package is sufficiently supporting your employees' mental health? **(2)** What can I do to help?

# QUESTIONS/DISCUSSION

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