

# What does the data say about employee mental health?

## Many are suffering, few are actively seeking care

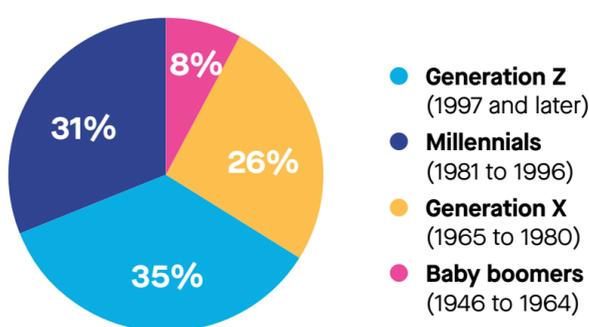


The data indicates there is a gap in care, with employees not seeking the help they may need. However, many employers also provide other support that's not tracked through the health plan, such as Employee Assistance programs (EAP) and community resources.

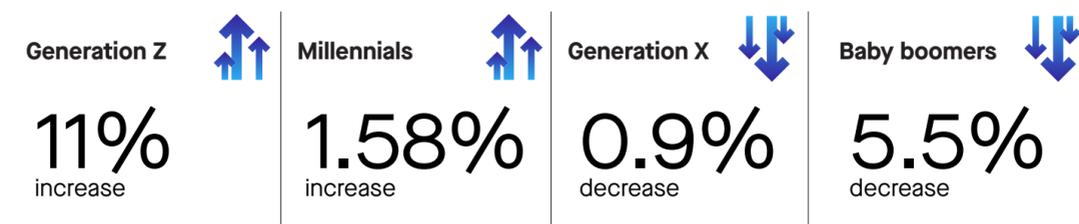
**Action:** Surveys and broader data collection efforts can help you identify and address the true gaps in care related to mental health. Armed with better information, you can target at-risk populations with tailored programs and communication.

## Facing down stigma

Who is seeking mental healthcare for stress, depression, and mood disorders?



## Between 2020 – 2021 the numbers went up (and down)



The different rates of utilization by different generations is typically associated with assumed stigma around mental health and seeking care: Older employees seem to avoid seeking help because they're worried about being seen as less able than others.

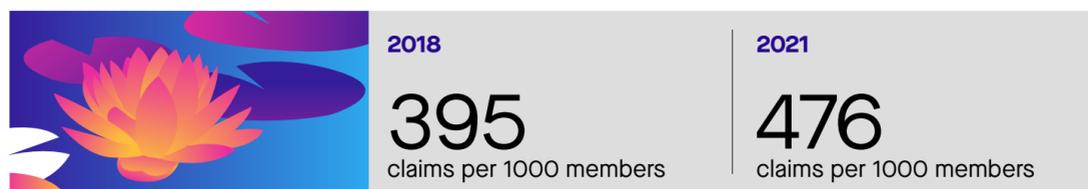
There may also be another culprit: New solutions being offered by providers including telehealth, virtual reality, and other innovations typically appeal to younger employees. And traditional care — specialist appointments in office settings, favored by older adults — may be getting harder to come by.

**Action:** Evaluate your current network options across place-of-service types to understand whether supply can meet growing demand and if the options available meet the needs of your employee population.

## Rising costs, growing concerns



While the number of employees seeking care hasn't risen significantly, the number of mental and behavioral health claims for those seeking care has risen by 20%.



If the rising cost isn't enough of a reason to move employee mental health to the top of your priority list, poor mental health and stress can negatively impact job performance, communications with coworkers, and daily functioning.

Buck's 2022 Wellbeing and Voluntary Benefits Survey adds further insight, as employees rated their mental and emotional health concerns.



**Action:** It's important to talk about mental and emotional health and place more emphasis on education, stigma reduction, and resources.

## Support employees to build a healthier workplace

As with physical health, preventive activities to maintain good baseline emotional wellbeing are powerful, and so is conservative treatment when used appropriately. But, as with serious physical disorders like cancer, delaying care for serious mental health problems (like substance abuse) will only result in poorer health outcomes and higher costs for the individual and the organization.

As our data shows, it's important to remain aware of the needs of your workforce, evaluate existing and emerging wellbeing solutions, and offer resources for those who need more comprehensive care.

### Talk to us

To learn more, contact us at [talktous@buck.com](mailto:talktous@buck.com) or 866.355.6647.

\*Neurodevelopment and miscellaneous mental health diagnosis codes were removed from Buck's analysis. The data includes approximately 525,000 employees.