

IMPORTANCE OF

Employer Investment in Mental Health

IMPACT OF DEPRESSION ON BUSINESSES

16 Million

Americans affected by depression every year.

50%

of people with depression are untreated.

200 Million

Lost workdays per year due to depression.

\$44 Billion

Cost to employers each year due to depression.

The mental health crisis has been a longstanding issue in the United States, and COVID-19 has only exacerbated the issue in our state and across the country. For North Carolina employers, people come first—and businesses in our state care about the wellbeing of their employees. Mental health also has a direct impact on businesses' bottom lines through increased absenteeism, impact on productivity and profits, and health costs incurred. This infographic helps provide a visualization of the impact of mental health in the workplace and the positive effects of employer investment in mental health wellbeing.

EMPLOYER INVESTMENT

40-60% reduction in employee absenteeism and presenteeism with depression treatment.

\$1 of investment in treatment for depression and anxiety returns \$4 in better health and work performance.

97% of large U.S. companies currently offer Employee Assistance Programs (EAPs), yet utilization is only 3-5% due to companies not promoting that service enough.

90% of employers increased investment in mental health programs since the pandemic. (e.g., stress management and mediation programs)

39% of U.S. employers have made insurance changes to address the increase in mental health issues during the pandemic. (e.g., expanding the number of in-network providers, increasing coverage for out-of-network, telemedicine)