

**EPIC MARKET PULSE SURVEY**

# **MENTAL HEALTH & WELLBEING**

NOVEMBER 2020

# BACKGROUND

Mental health and wellbeing programs have become a focal point for many employers in 2020 due to public health uncertainties, economic changes, and work from home environments.

The changes we have seen this year have caused many employees to feel stressed, to have increased anxieties, and to look to employer solutions for assistance.

The following report captures feedback from the **38 companies** who responded to the survey.

# PARTICIPATING COMPANIES

1. American Institute for Preventive Medicine
2. Arizona Beverages USA LLC
3. Atlantica Management
4. Black Stone Minerals, L.P.
5. Challenge Day
6. Chemtrade
7. Covenant Management Systems
8. DK Engineering
9. E. Gluck Corporation
10. EnerVest Employee Services LLC
11. Glovis America
12. Hess
13. HF&H Consultants, LLC
14. JHS
15. Lowenstein Sandler
16. LRCCD
17. Marine Repair Services
18. Mendocino Wine Group, LLC
19. Moffatt & Nichol
20. Municipal Credit Union
21. ODI
22. Red Lobster
23. Robert Isacco
24. Samson Energy Company
25. Schools Insurance Authority
26. Seward & Kissel LLP
27. Superior Industries International, Inc.
28. Syar Industries
29. TARC
30. The Stella Hotel
31. WGI
32. ZZ Holding

*Six companies chose to remain anonymous.*

# INDUSTRIES REPRESENTED

Accounting Firms	Healthcare
Agriculture	Hospitality
Automotive	Industrial Services
Chemicals	Insurance
Construction	Law Firms
Consulting	Manufacturing
Education	Not for Profit
Energy	Oil & Gas
Engineering	Real Estate
Finance	Technology
Food & Beverage	Transportation

# EMPLOYER SPONSORED MENTAL HEALTH PROGRAMMING

**When asked to write your own definition of employer-sponsored mental health programming, here were the top 3 most common definitions we received from our respondents:**

1. A comprehensive program providing services for counseling, therapy, anxiety, and psychiatric medications, as well as education on mitigating stressors and anxieties.
2. A Wellness program that offers education and resources regarding all types of mental health issues and solutions.
3. Providing EAP at no cost, allowing flexibility for employees to meet family needs, being supportive and checking in with employees to ensure they are well and know what resources are available.

# EMPLOYER SPONSORED MENTAL HEALTH PROGRAMMING

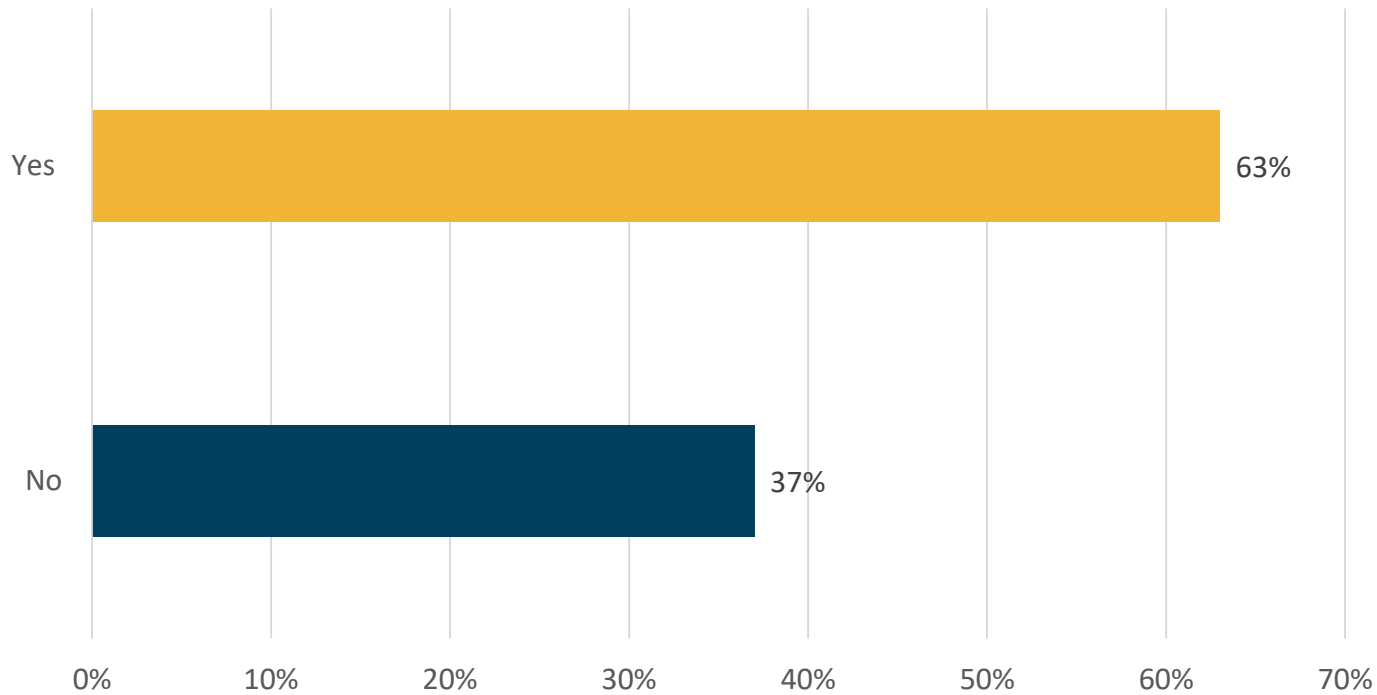
**When asked to rank the Top 5 responses that best fit your definition of mental health programming, here's which ranked the highest:**

1. Stress Management Coaching
2. Work-Life Balance Resources
3. Employee Assistance Programming
4. Meditation or Mindfulness Class
5. Therapy (does not include medication) & Psychiatry (includes medication)\*

*\*These two were tied for 5<sup>th</sup> most popular choice*

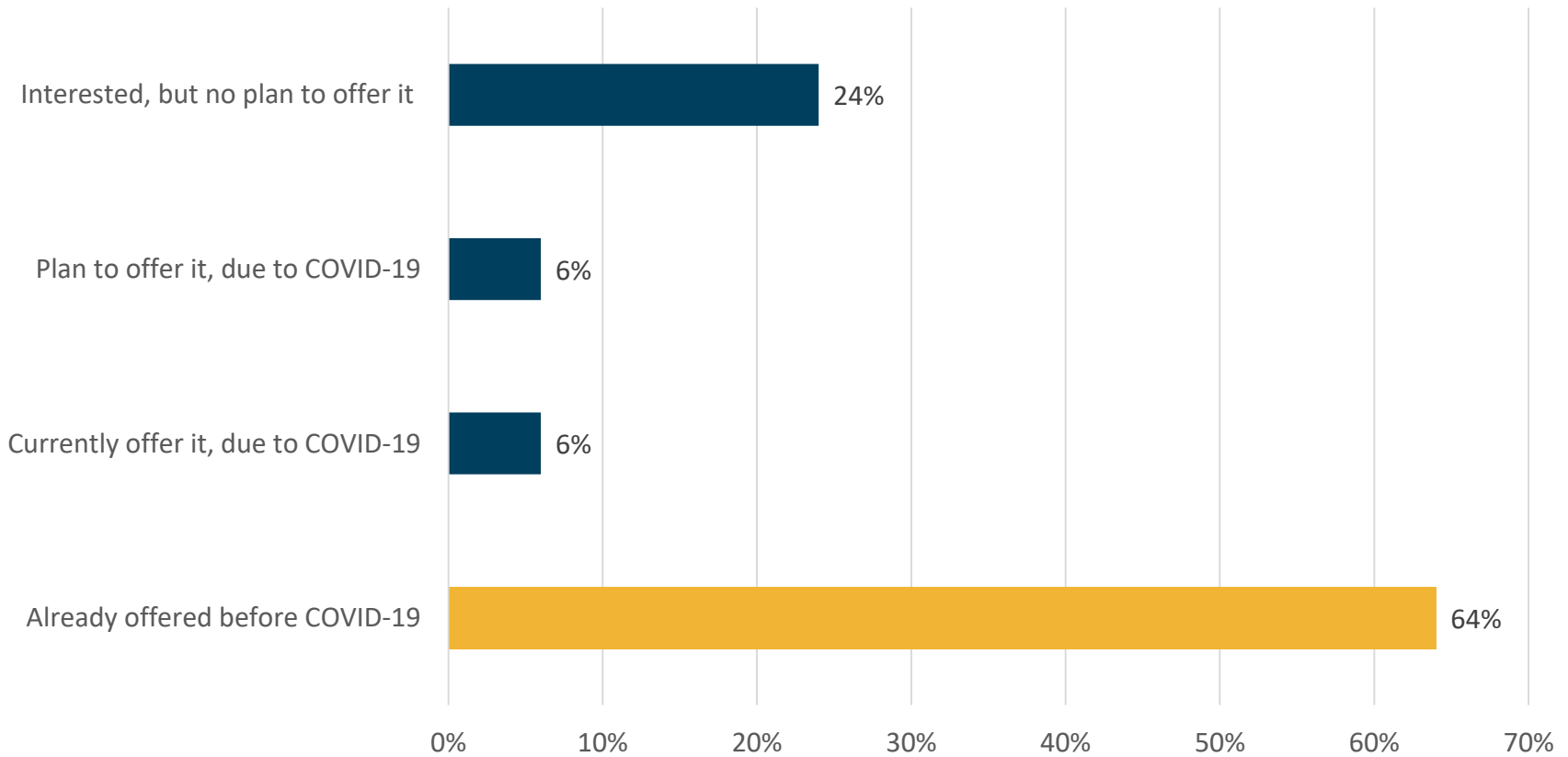
# LET'S TALK COVID-19

Due to the COVID-19 pandemic and at-home work environments, has your company increased focus on mental health initiatives for your employees and their families?



# HOW HAS YOUR APPROACH CHANGED DUE TO COVID-19

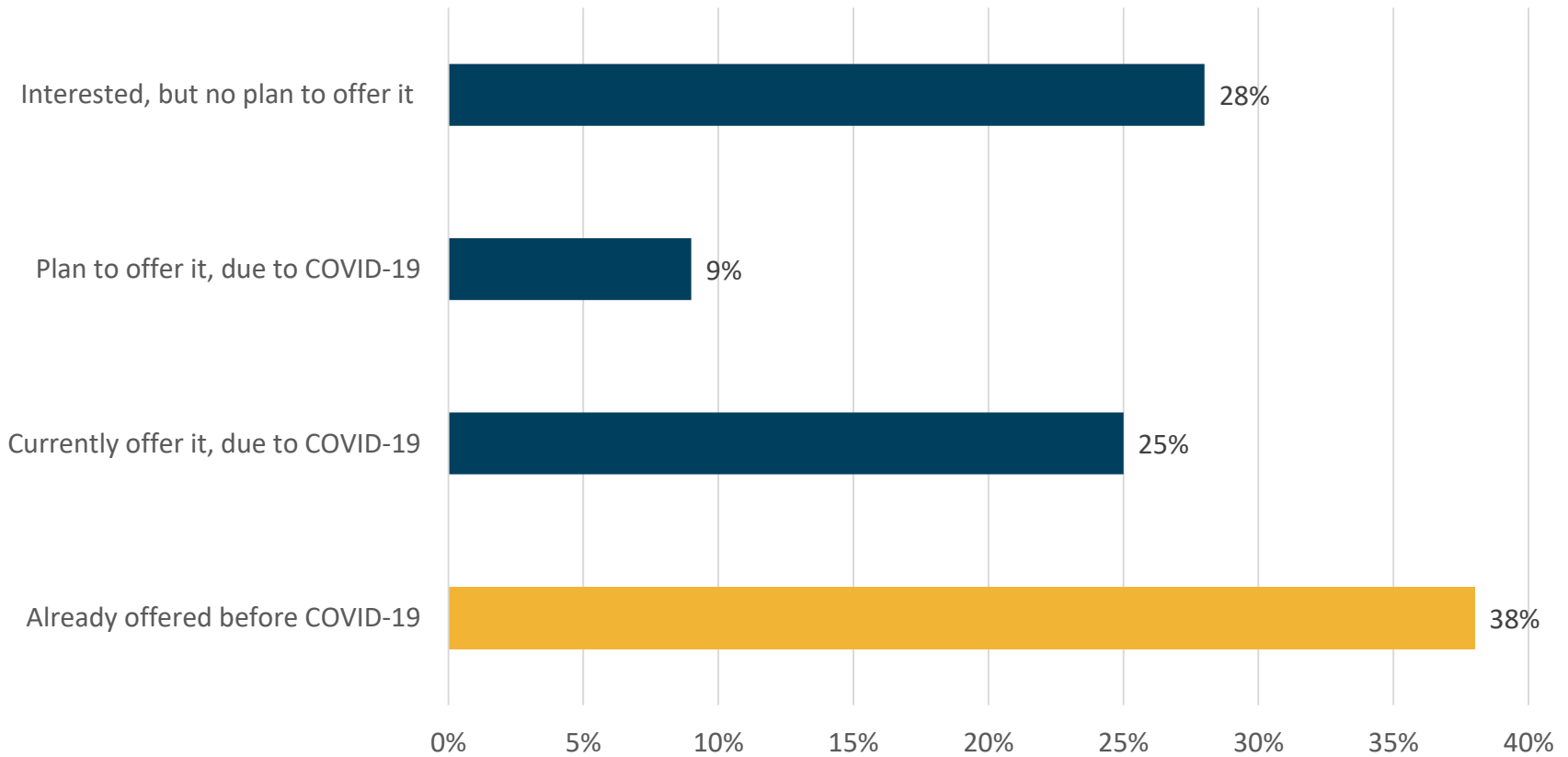
## Wellness Vendor for Mental Health initiatives, resources, and programs:





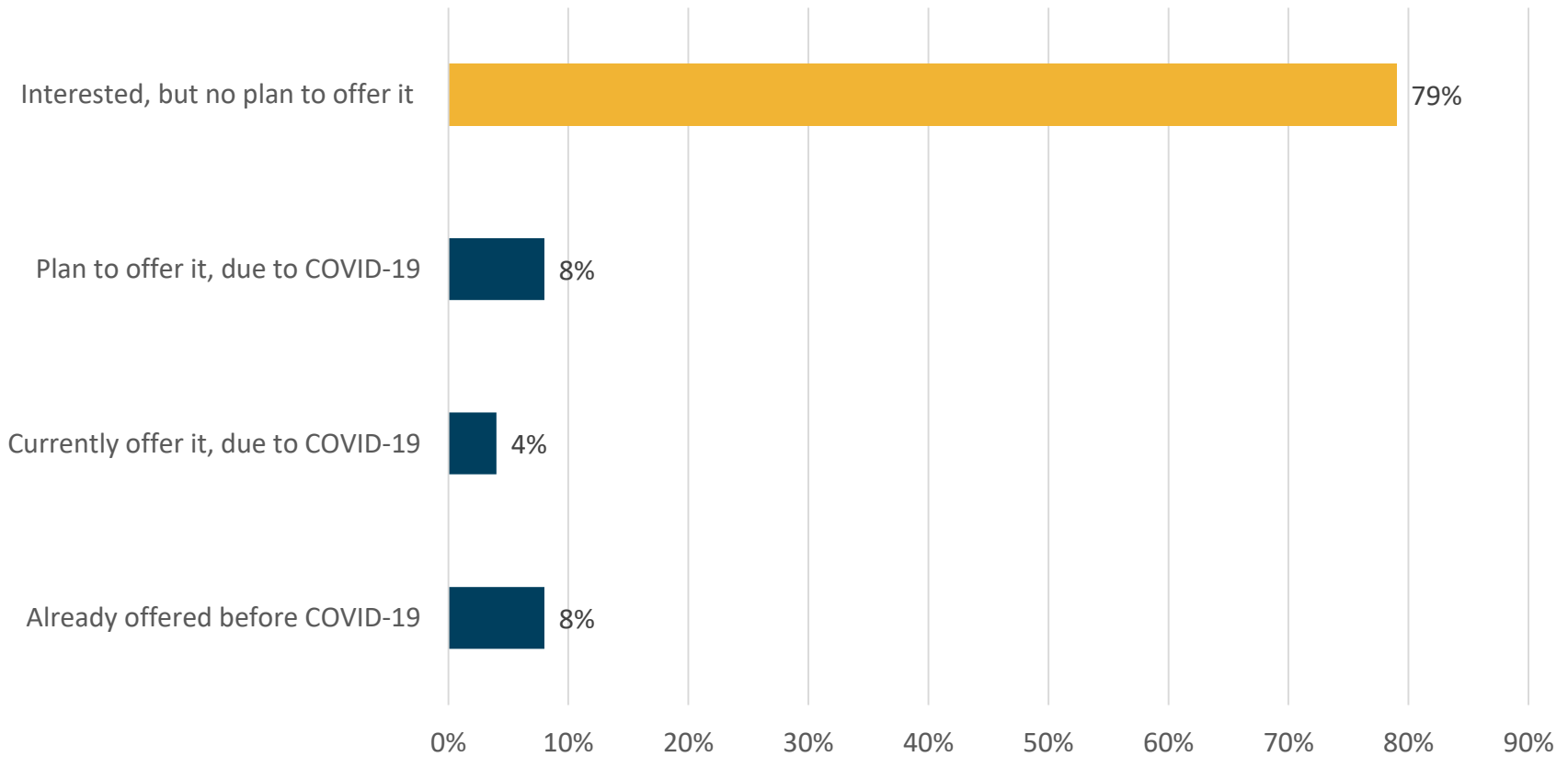
# HOW HAS YOUR APPROACH CHANGED DUE TO COVID-19

## Wellness Challenges (e.g., stress management, work from home, etc.):



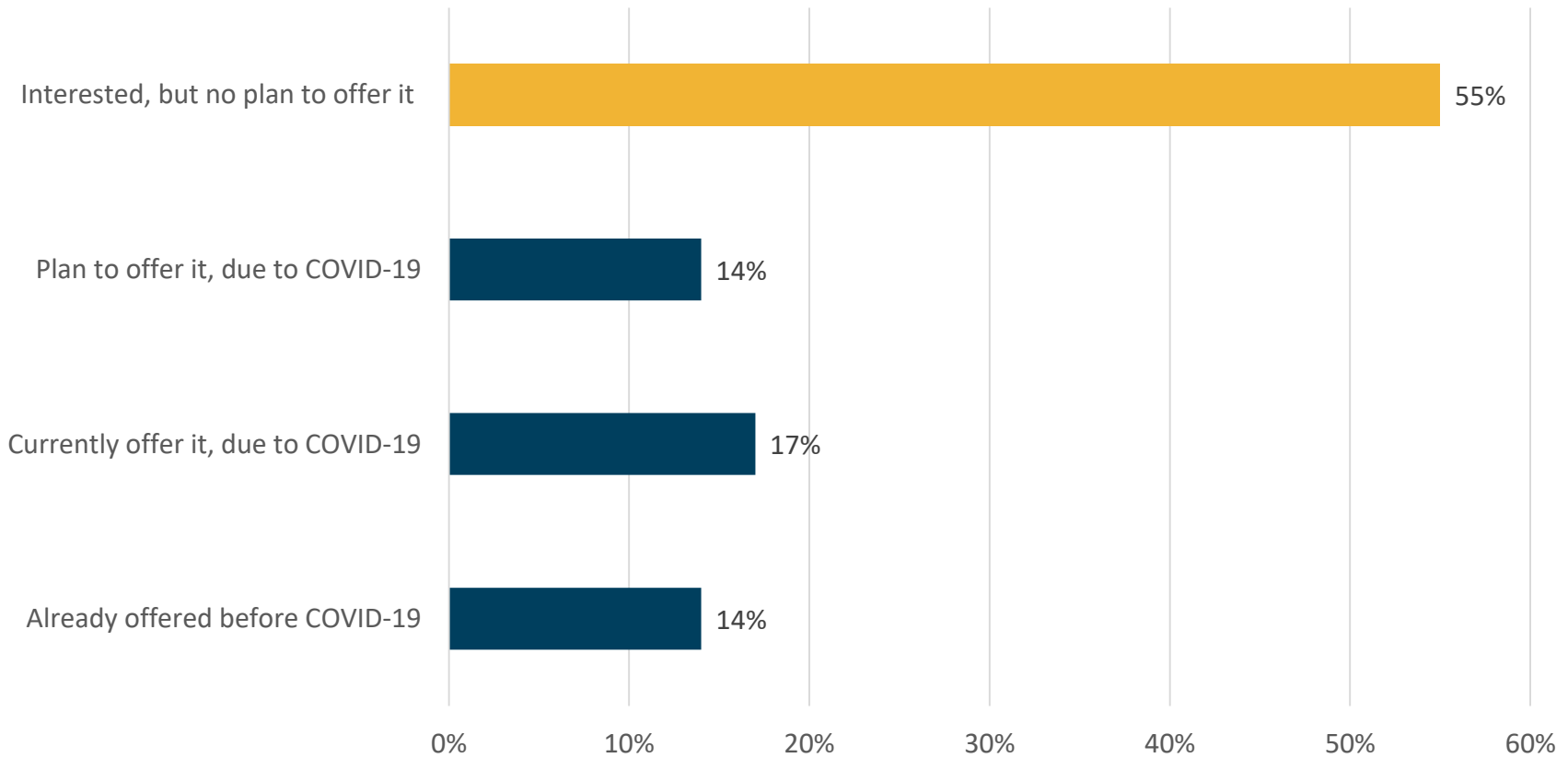
# HOW HAS YOUR APPROACH CHANGED DUE TO COVID-19

## Social Media outlet for employee communities and mental health blogs:



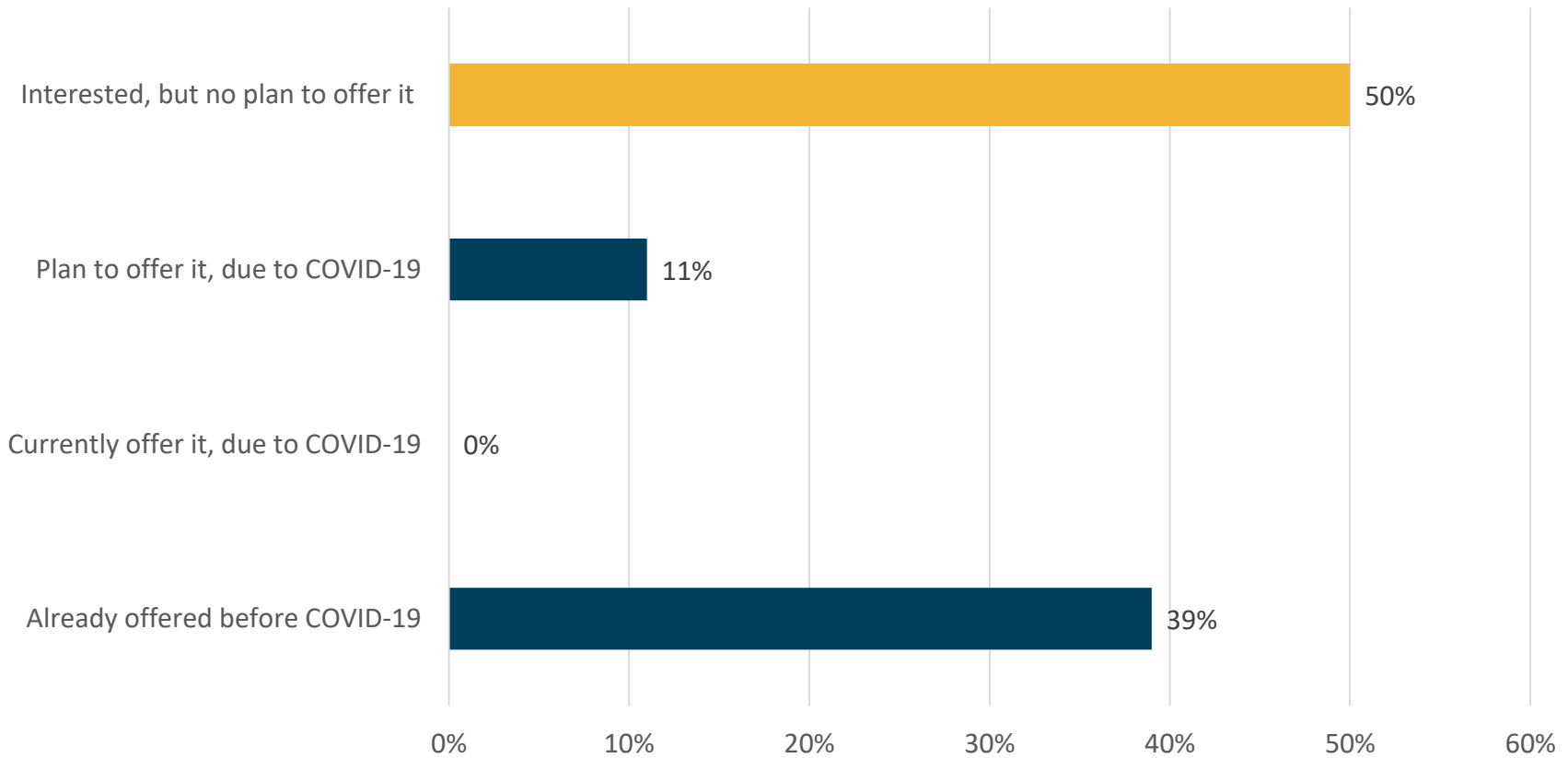
# HOW HAS YOUR APPROACH CHANGED DUE TO COVID-19

## Resiliency Coaching Program (Headspace app, Calm app, Meditopia app):



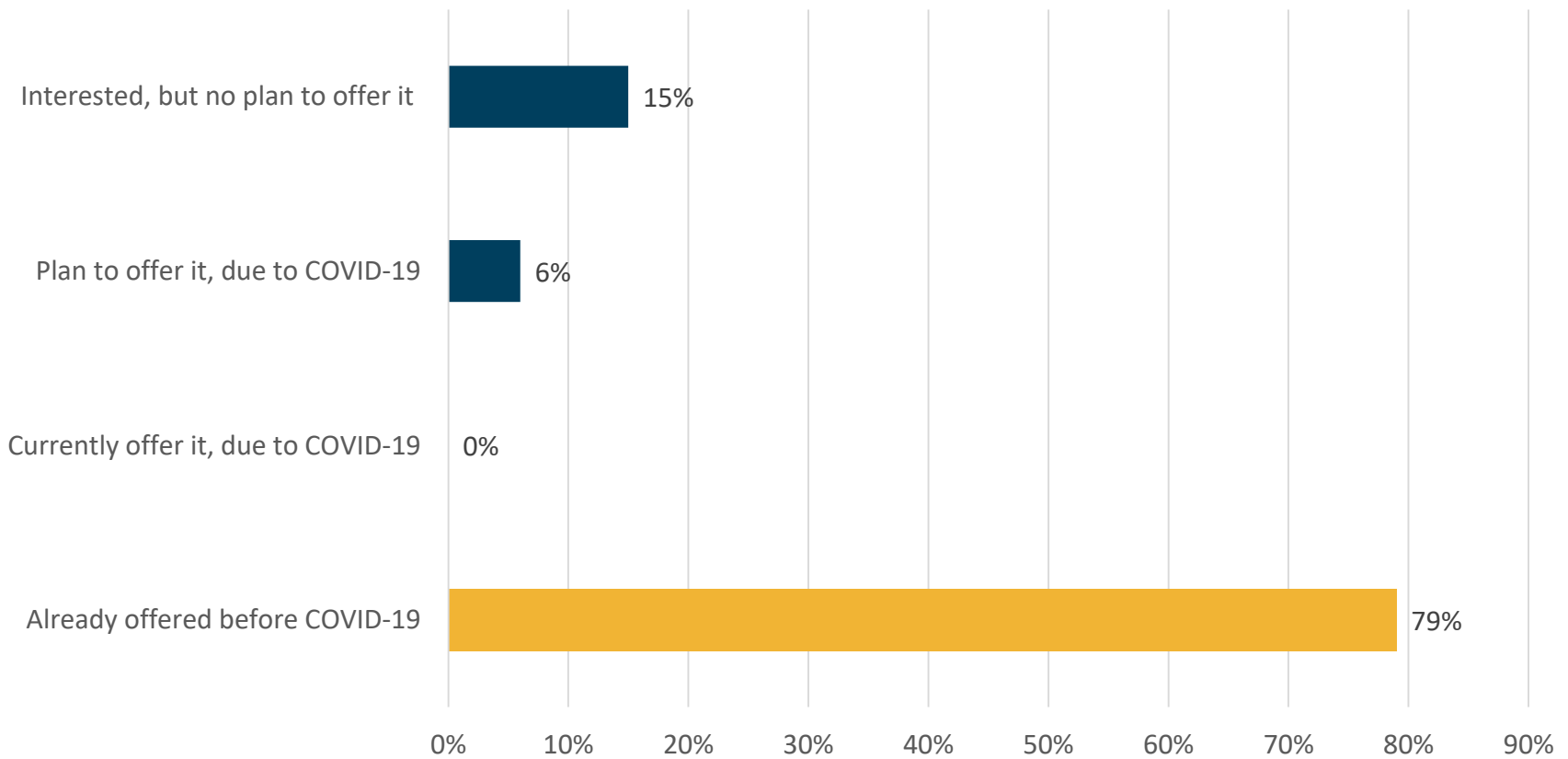
# HOW HAS YOUR APPROACH CHANGED DUE TO COVID-19

## Lifestyle Coaching (e.g., weight and stress management, etc.):



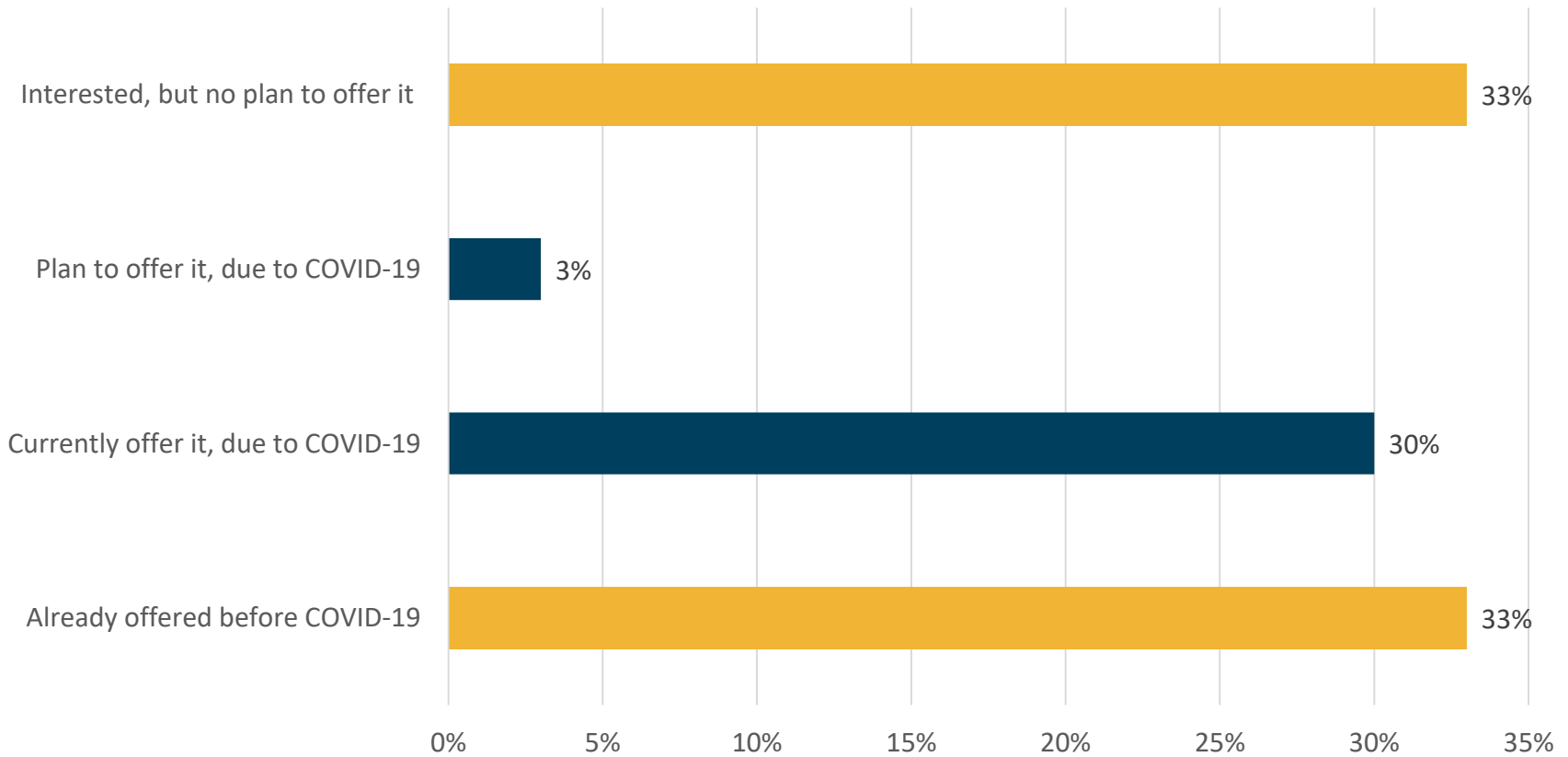
# HOW HAS YOUR APPROACH CHANGED DUE TO COVID-19

## Behavioral Health Resources (e.g., employee assistance programming):



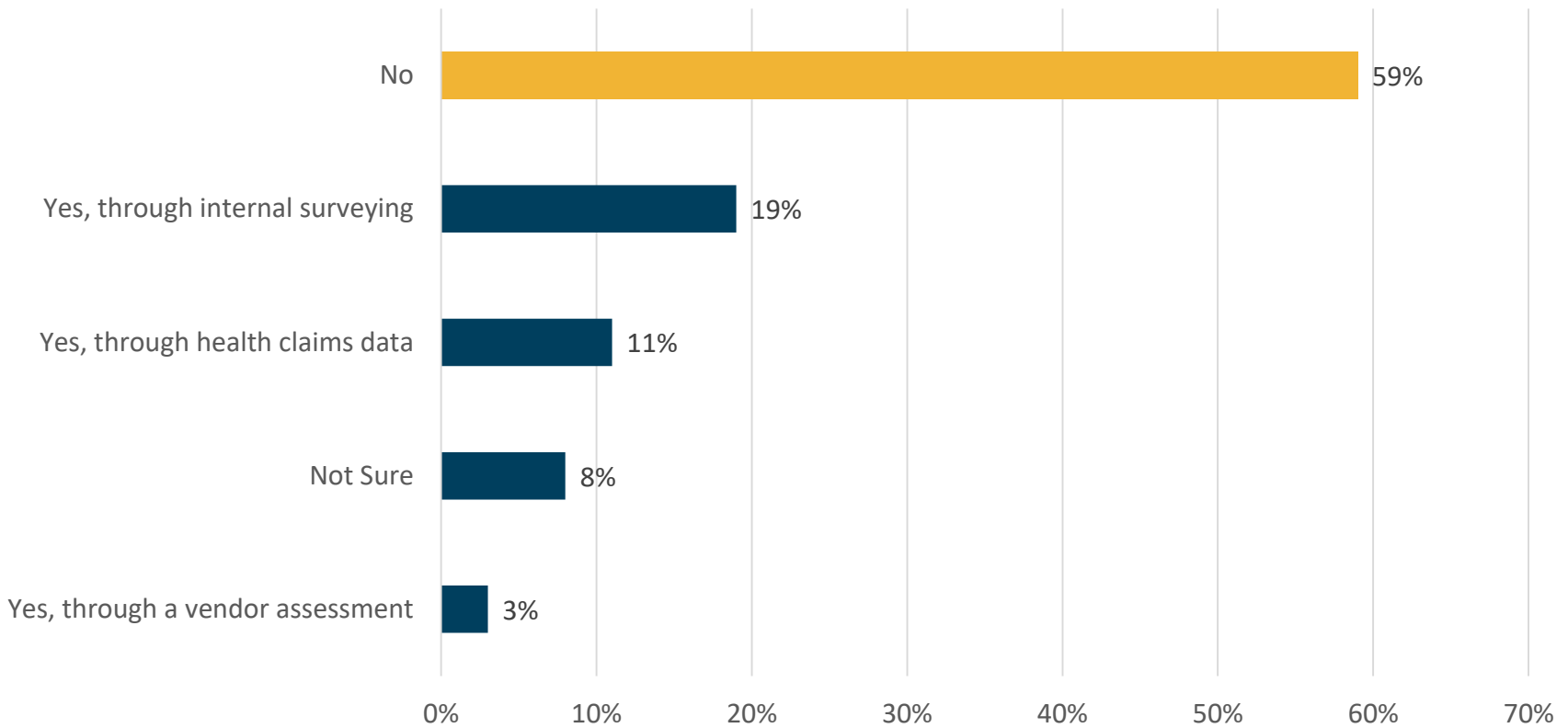
# HOW HAS YOUR APPROACH CHANGED DUE TO COVID-19

## Mental Health Promotion Communications and/or Campaign:



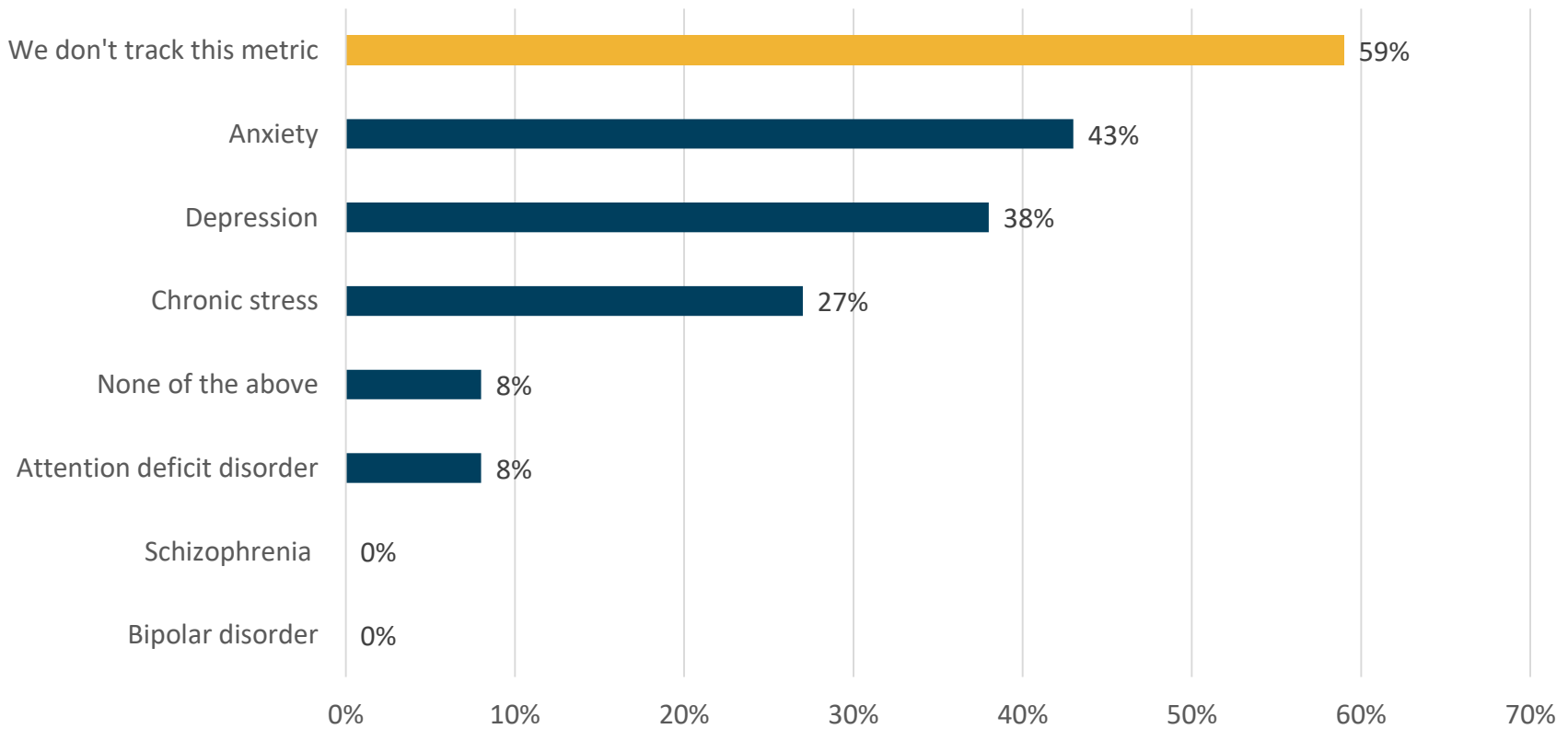
# MEASUREMENT

**Does your company evaluate or measure the extent of mental health concerns among the employee population?**



# MENTAL HEALTH CONCERNS

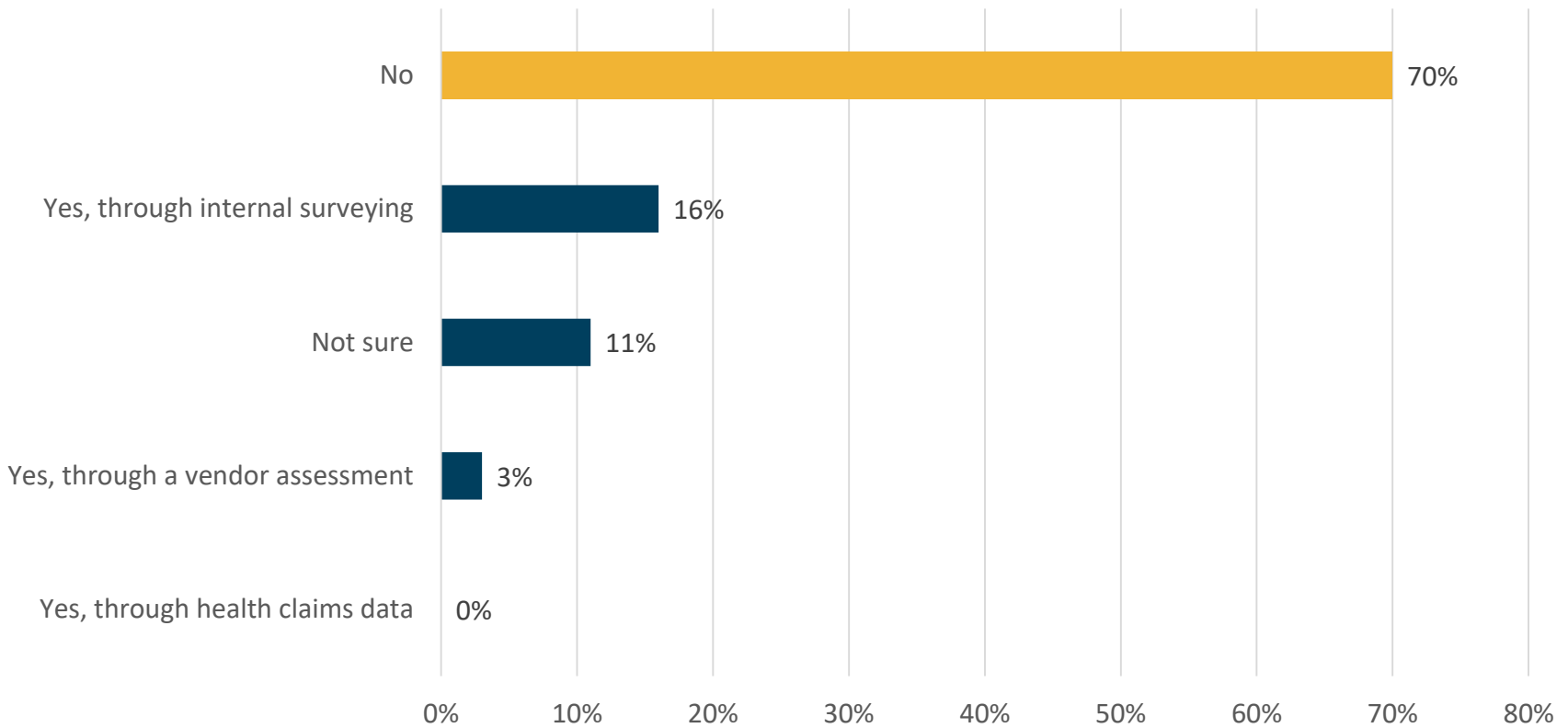
Can your company identify which of the following mental health concerns are most prevalent in your employee population?





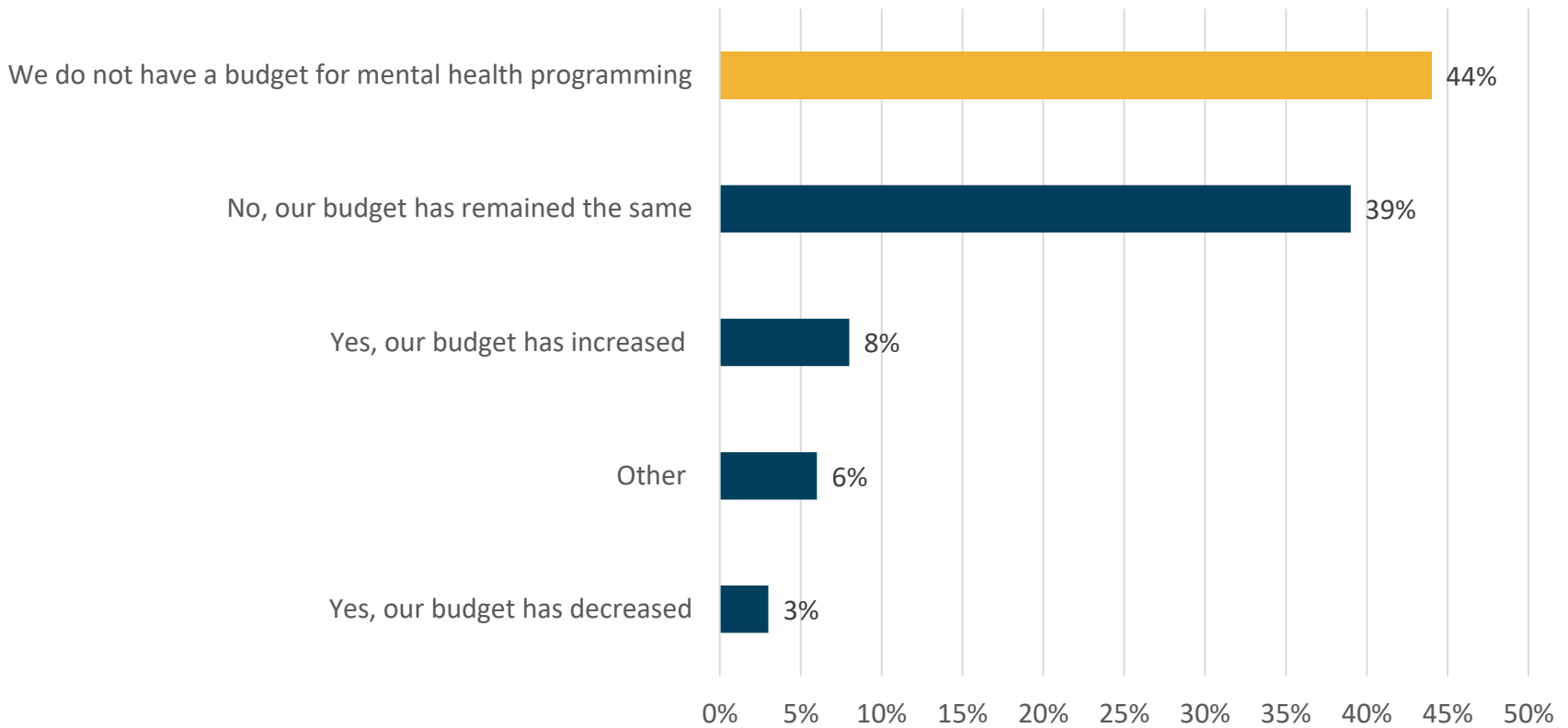
# FINANCIAL STRESS

**Does your company have a way to evaluate the level of financial stress among the employee population?**



# MENTAL HEALTH PROGRAMMING BUDGET

Has your company's budget for mental health programming been impacted due to COVID-19?



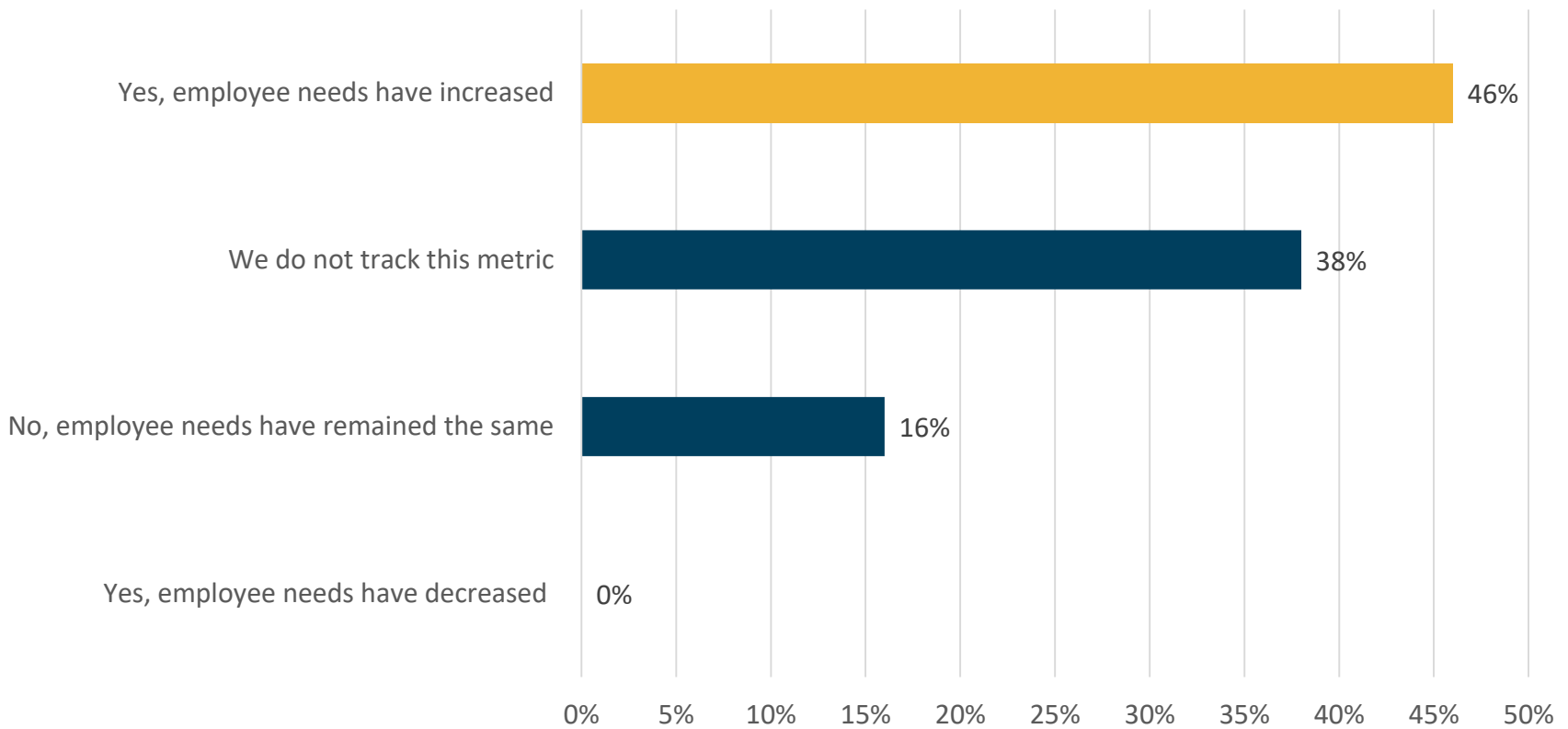
# MENTAL HEALTH PROGRAMMING BUDGET

## What is your annualized budget for mental health programming in 2021?

- 51% (19 companies) **do not** have a budget for 2021 mental health programming
- 11 companies said it's up to \$25,000
  - These companies have between 11 and 5,000 employees
- One company said it's between \$150,001 and \$300,000
  - This company has 10,000+ employees
- 16% (6 companies) said it's still to be determined, but they *expect* to receive funding

# EMPLOYEE NEEDS

**Due to the impact of COVID-19, have you seen a change in employee needs or requests for mental health programming?**



# VENDORS

## Vendors people work with, are reviewing, or don't know...

- 15% are currently reviewing **Headspace**, interested in a partnership.
- 6% are reviewing **Talkspace**, interested in a partnership.
- 12% already partner with either **Life Works** or **Magellan**.
- At least one company currently partners with **Ginger**, **Journey Meditation**, or **Talkspace**.
- **Happify Health**, **eMindful**, **Ginger**, and **MeQuilibrium** were the least known vendors.

# OUR TEAM IS HERE TO HELP

## Many companies report that employee needs and requests have increased for mental health programming.

- If you are one of those companies and would like creative ideas to support your employee's mental health needs, please contact the EPIC wellness team.
- The EPIC wellness team sponsors surveys each year spanning a variety of topics that are important to our clients.
- Participate in our upcoming surveys to see the results of what other companies are doing for wellness and health management programming.

For more information, contact our team at  
[epicwaytowellness@epicbrokers.com](mailto:epicwaytowellness@epicbrokers.com)