

Investing in Mental Health Pays Off

Validation matters, especially when it comes to changing lives

The importance of mental wellness in the workplace has never mattered more, but the process of evaluating all the options out there can be overwhelming. In this guide, we're breaking down how to find a solution that is worth it and proven to work for your organization.

Expanded access to mental health benefits


According to WTW's [2022 Global Benefits Attitudes Survey](#), 27% of employees rank managing their emotional health in the top three issues they most want their employers to focus on.

WTW's [2021 Best Practices in Health Care Employer Survey](#) revealed that mental and behavioral health is the number one clinical area that employers will be focusing on over the next three years to improve employee health.

Elaine-Marie Canella and Alicia Rost, benefits consultants with WTW, are focused on designing a complete benefits package that solves each of their clients' biggest challenges.

This begins with expanded access to EAP and mental health benefits, which includes:

- Enhancing access to digital mental health appointments
- Offering a diverse network of Providers that employees can choose from based on their race, ethnicity, gender, sexual orientation, and areas of speciality
- Moving away from the traditional EAP model and toward innovative EAP solutions



"One thing that has had the biggest impact is having a CEO send out a communication primarily introducing the [Spring Health] benefit but also conveying that the employees' wellbeing is top of mind. This really drove the utilization of this solution."

"If you take a step back, the stigma has always been there, and it's always been tied directly to the employee experience. As we start to address access to care and point of entry, we'll notice that not only is the heartfelt communication of a mental health solution important, but it's dismissing that stigma we frequently see of accessing these benefits."

Elaine Cannella
Health and Benefits Director
WTW



The mental healthcare access problem

WTW's [2022 Global Benefits Attitudes Survey](#) also looked at what is preventing employees from getting treatment for mental health issues, and identified cost as one of the top four reasons.

The survey results revealed that access to care is a more important factor in delaying treatment for employees with poor mental health compared to physical health:

- **45%** of employees with anxiety or depression **struggled to get an appointment with a doctor** in a reasonable amount of time in the past year
- **35%** had to **wait three months or more** for an in-person appointment with a mental health specialist

Behavioral health solutions in the marketplace

There are a lot of solutions out there, and it can be overwhelming for employers to know where to start. A shift is currently happening, away from the traditional EAP model and toward the emerging reimagined EAP:

- Each person approaches their wellbeing in their own unique way, so the individualized care delivered by an innovative EAP is essential
- A clinically-validated assessment **addresses an employee's needs and elevates their experience ten fold**
- A dedicated Care Navigator, who is also a licensed clinician, **guides employees through their mental health journey**

“Time to recovery is really important down the line. When we think about driving business value and helping reduce the total cost of care, helping people get better faster and consume fewer visits to get better can drive significant ROI on the backend.”

Dr. Adam Chekroud
President & Co-Founder
Spring Health





Proven ROI from a workplace mental health program

A landmark three-year study published in the world's leading medical journal, JAMA Network Open, recently validated Spring Health as the first and only mental healthcare company that actually improves employee mental health while helping to generate significant financial return for employers.

Here are some of the most exciting results.

Clinically and cost effective:

- 70% reliably improved their mental health
- 5.9 weeks average time to remission
- \$3,440 salary savings per participant over 6 months at federal median wage

Improved time in the workplace:

- 25% fewer days missed
- 24% increase in productivity
- 50% less likely to leave their job

“This speed to recovery really translates into real world health savings, reducing that unnecessary care. We'll continue this work with more employers as we expand our learnings in this area and then continue to drive better care at the best possible value, for all of our members and our employers.”

Dr. Mill Brown
SVP of Medical Affairs
Spring Health

Reducing Healthcare Costs

A study conducted by Santa Barbara Actuaries also focused on ROI for employers, in terms of spend on health insurance claims, and found that when companies make an investment in Spring Health, financial outcomes improve.

Here are the key findings from this study:

- Spring Health is the only mental health solution to show NET financial ROI
- \$2,195 NET financial savings after deducting Spring Health cost of care
- 30% net PPY savings on average, across all Spring Health customer studies
- We achieve these savings through faster recovery times, with participants recovering in under 6 weeks

