Accolade
PERSONALIZED HEALTHCARE

Mental healthcare guide:
3 strategies to help employees get timely support

As HR professionals, you hold the key to safeguarding your workforce's well-being. The demand for mental health services in the U.S. is at a critical juncture, necessitating immediate and decisive action. Alarming data reveals that **over 28 million adults with mental illness remain untreated** due to systemic barriers and unbearable waitlists.[2] This crisis permeates the workplace, underscoring the urgent need to address these mental health challenges head-on.

81%
of employees report that stress significantly impacts their mental health[1]

73%
of employees report that stress affects their relationships[1]

The pressure is on to find innovative solutions to close gaps in care and provide timely support. Though there's no single fix, effective strategies exist that can make a profound difference.

1 Foster openness and inclusivity: This approach can create an environment that addresses mental health stigma and improves access to timely care. To promote a culture of support without fear of judgment, you can offer:

- Regular mental health awareness training for all employees, educating them on the importance of mental health and peer support.

- Safe space initiatives, such as mental health days or support groups, for sharing experiences and finding community support.

- Flexible working arrangements to help employees balance work with personal life, reducing stress and burnout.

2 Address barriers to mental healthcare: Work and personal lives increasingly blur; timely mental health support is crucial. However, barriers such as location and work schedules often hinder access to necessary care. Statistics show that **nearly 70% of employees find telehealth more convenient**, as it offers quick access to mental health professionals regardless of location, reducing wait times and ensuring prompt connections.[3] Offering a comprehensive solution integrating physical and mental healthcare creates a robust support system, boosting employee well-being and productivity.

Prioritizing mental health through holistic digital solutions can significantly improve overcoming barriers and foster a healthier, more productive workforce. Additionally, this dual-focus approach ensures employees receive cohesive, uninterrupted treatment that addresses both physical ailments and mental health concerns.

3 Provide specialized support for employees & their families: By incorporating digital mental health solutions into your well–being strategy, you can address unique mental health needs, including eating disorders, children's and family's mental health, and sleep issues. There are many different solutions to provide a unique approach to bolstering these critical aspects of workplace wellness, including the following Accolade Trusted Partners:

headspace

Headspace offers on–the–go access to therapy and meditation, allowing employees to manage their mental wellness effectively through guided meditations, sleep support, and focus tools.

lyra

Lyra provides personalized, evidence–based mental health care with access to therapists and mental health coaches tailored to meet individual needs.

Equip

Equip specializes in delivering virtual, team–based treatment for eating disorders, addressing a critical and often overlooked aspect of mental wellbeing.

brightline

Brightline brings a comprehensive suite of behavioral health services specifically designed for children and their families, ensuring support extends beyond the employee to their loved ones.

By weaving these strategies into the fabric of your workplace, you're not just offering help; you're creating an ecosystem where mental well–being is prioritized, making every day a bit brighter for your employees and their families.

To learn how Accolade and Trusted Partners can help enhance overall mental health, contact us today
contact@accolade.com

Sources

1 – https://www.mhanational.org/2023-workplace-wellness-research#:~:text=In%202022%2C%20 81%25%20of%20workers,friends%2C%20or%20co%2Dworkers.

2 – https://mhanational.org/issues/state-mental-health-america#:~:text=Over%20half%20 (54.7%25)%20of,illness%20did%20not%20receive%20care.

3 – https://www.ahip.org/news/press-releases/new-survey-americans-value-the-convenience-and-simplicity-of-telehealth-for-their-care

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