



Q4-2021 SURVEY:
**SUPPORTING EMPLOYEE
MENTAL HEALTH**



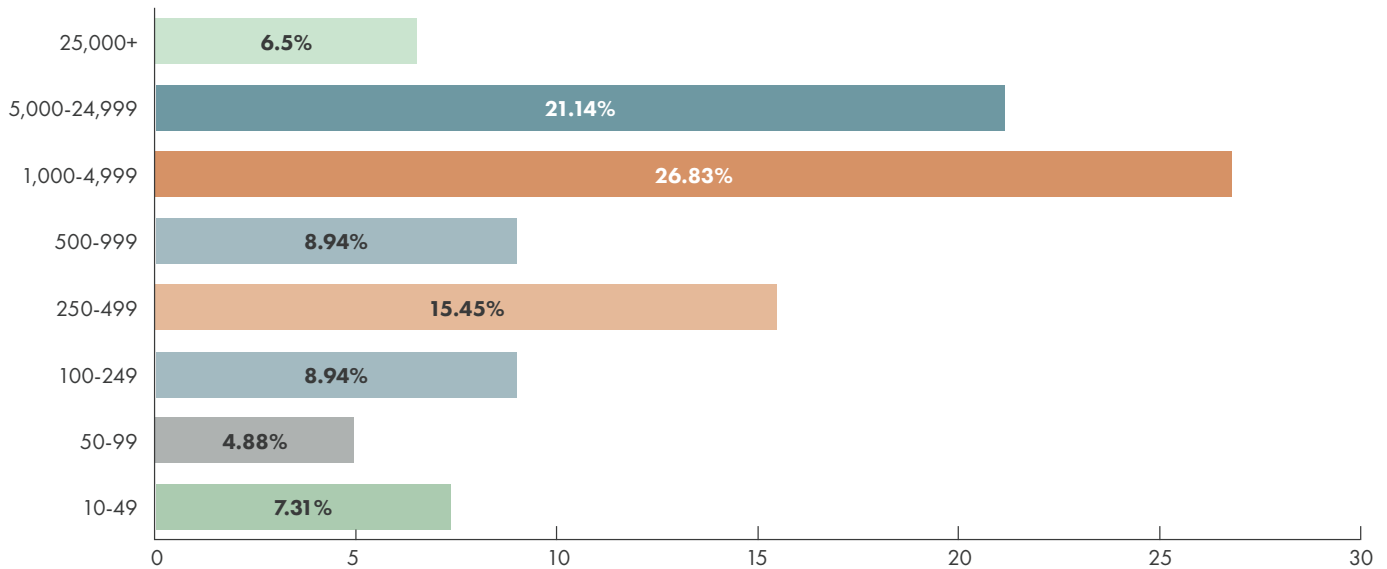
Koa Health

A WELCOA Premier Provider

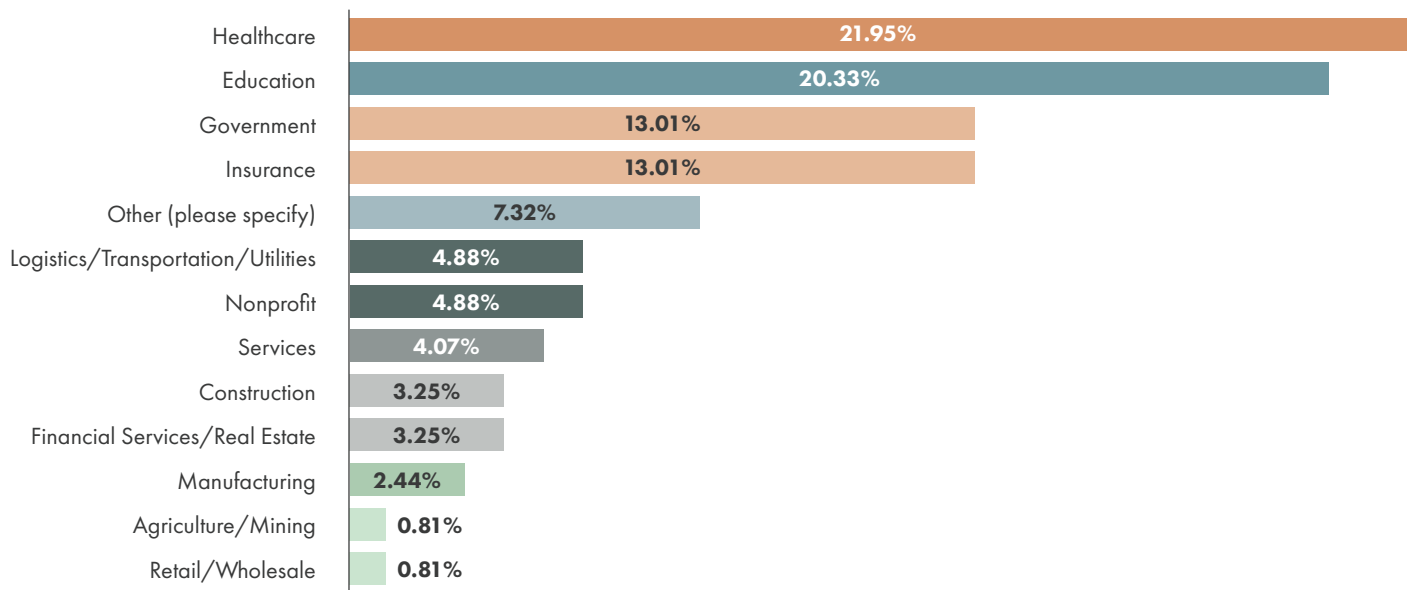
This survey was conducted by WELCOA and Koa Health. Employers Representing at least 374,000 employees responded to share their concerns, priorities, insights, and strategy regarding mental health in the workplace.

AUDIENCE

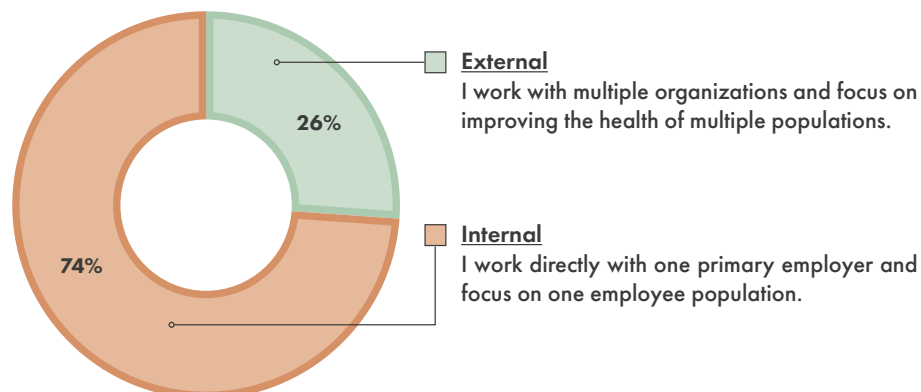
What is the size of organization you work for?



What is the primary industry or market sector in which your organization operates?

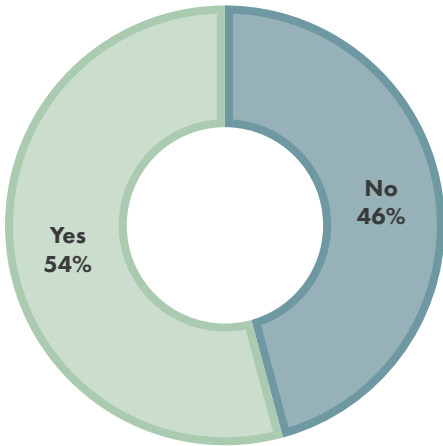


Which of the following best describes your work in employee wellness?

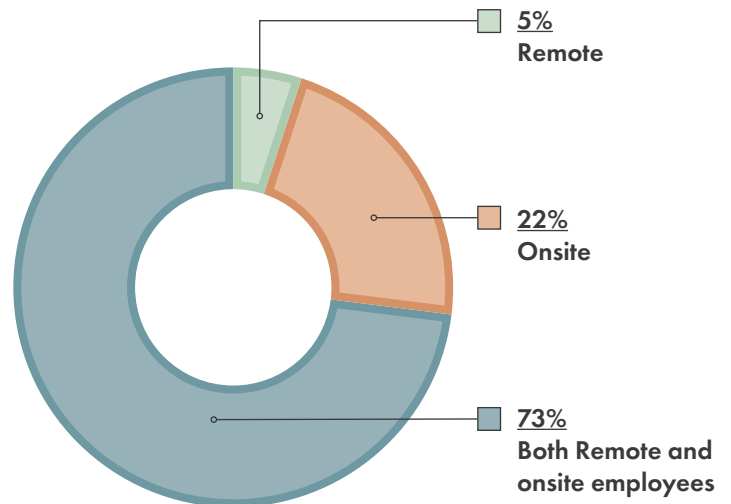


EMPLOYERS ESPECIALLY IMPACTED BY COVID-19 ARE WELL REPRESENTED

Has the majority of your workforce been considered "frontline, essential employees" during the COVID-19 pandemic?



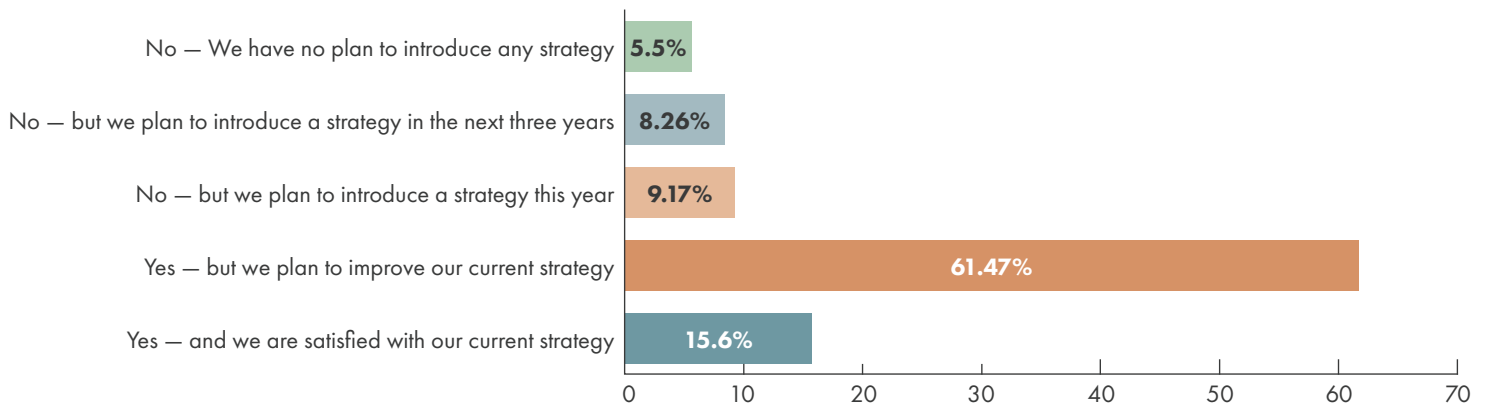
The employees at my company are:



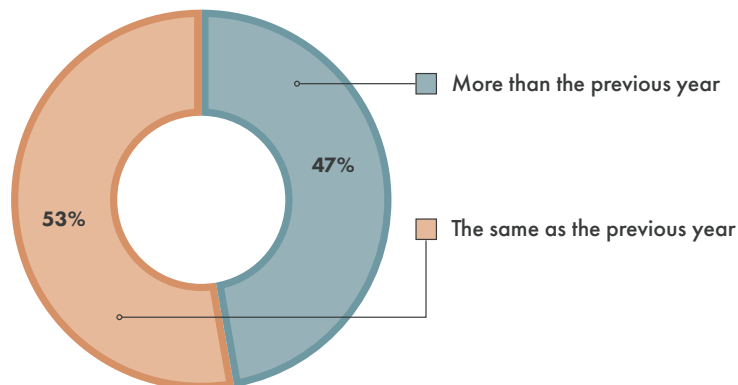
AN OVERWHELMING MAJORITY HAVE A STRATEGY IN PLACE FOR MANAGING EMPLOYEE MENTAL HEALTH AND WELLBEING

Over 70% plan to introduce a new strategy or improve their current strategy.

Do you have a strategy in place specifically for managing employee mental health and well-being?

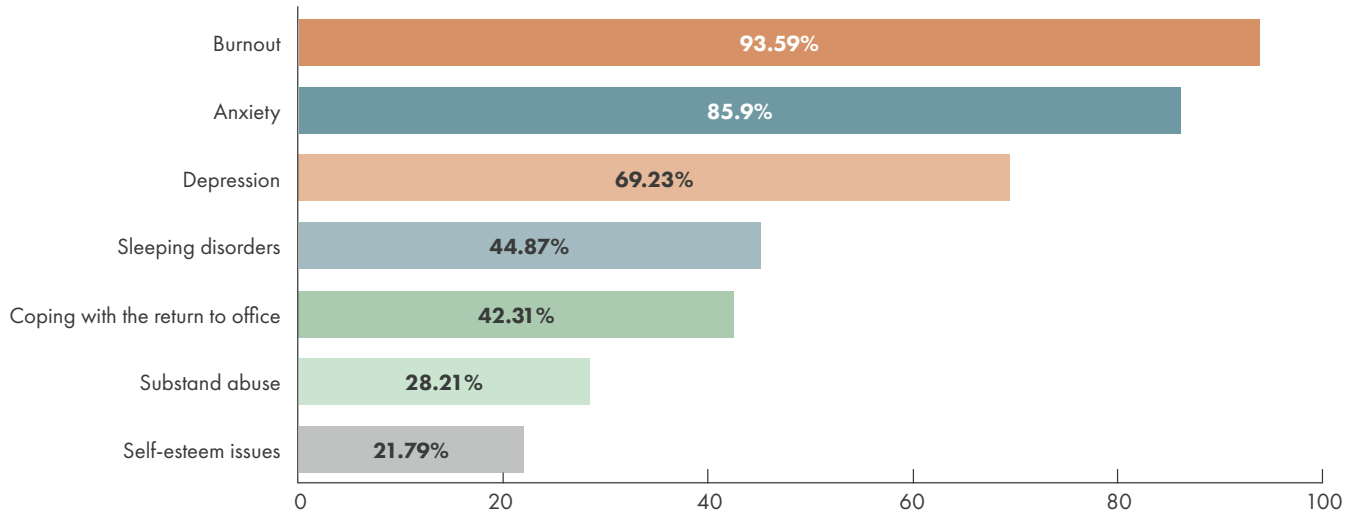


Our investment for mental well-being for 2022 will be:



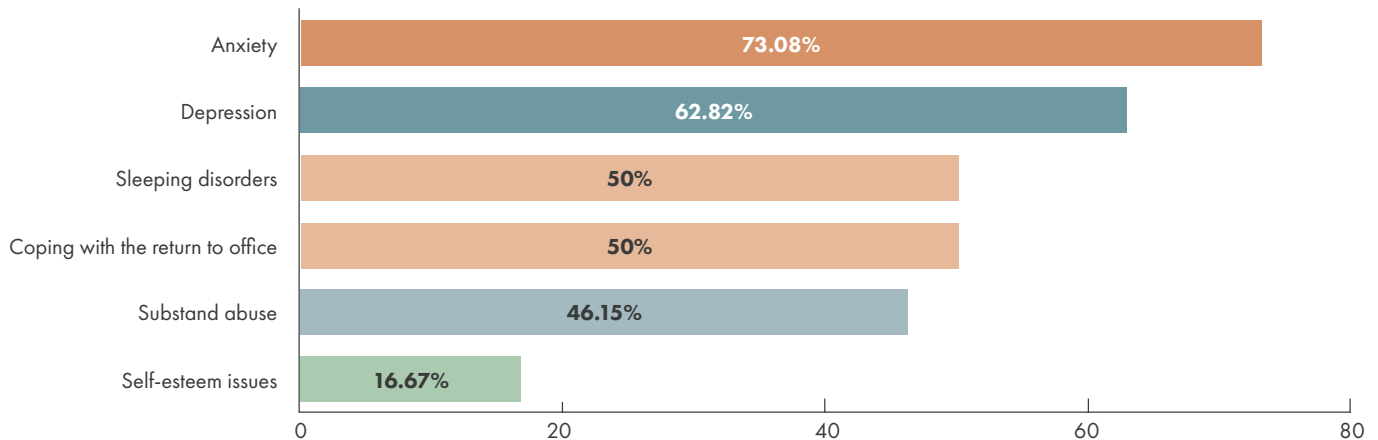
BIGGEST CONCERNS

What are the greatest **mental health concerns** for your employees?



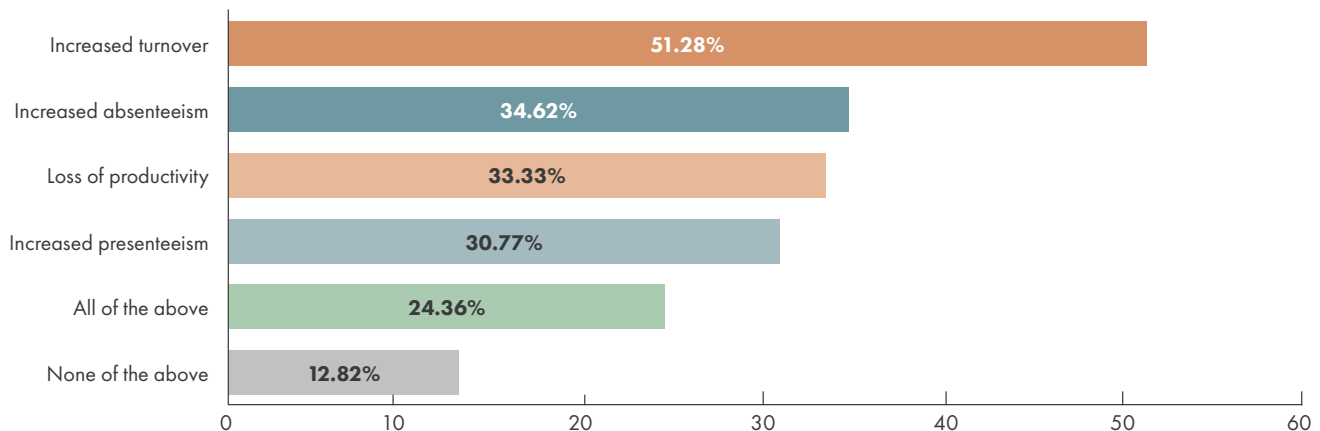
BIGGEST BARRIERS

My employees face the following **barriers** to seeking mental health support:



BIGGEST CONSEQUENCES

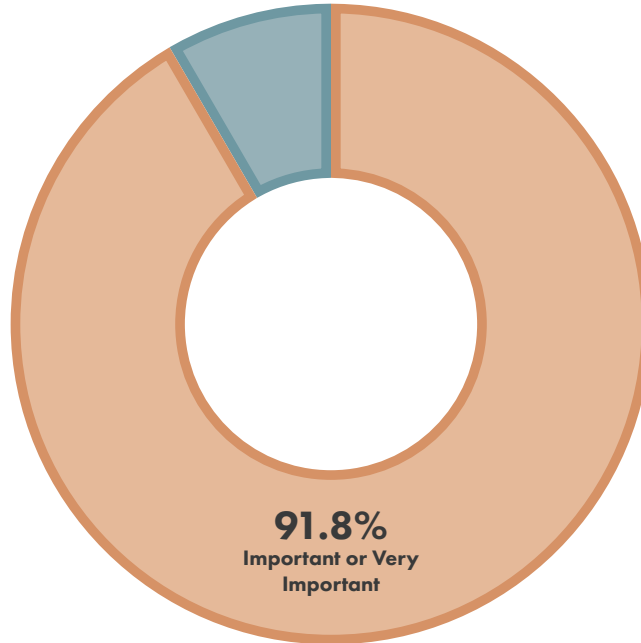
Which of these, if any, have you experienced an **increase** in over the last 12 months?



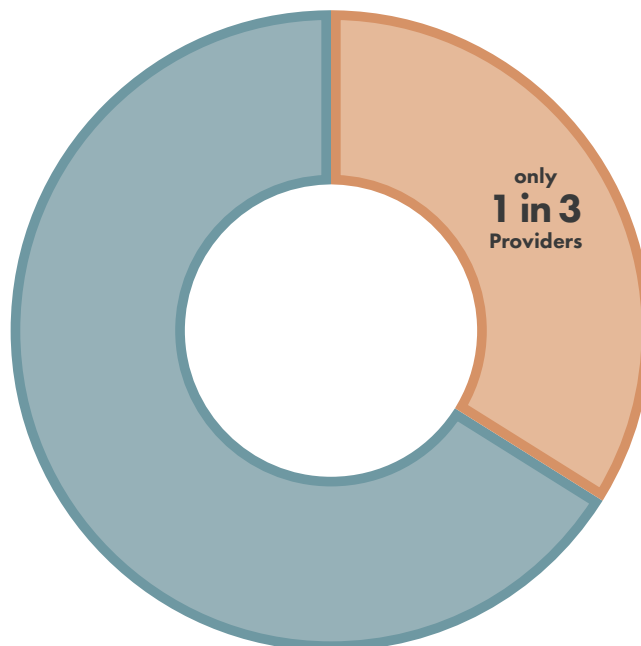
CLOSING THE GAP:

DOES YOUR MENTAL HEALTH STRATEGY INCLUDE TRAINING FOR MANAGERS?

A vast majority of respondents agree that **Manager Training** is an important feature of an effective mental health solution for employees.



But only **34%** of their current providers offer Manager Training.



STANDOUT FEATURES

An effective mental health solution for employees must be dynamic, offering a slue of features that well-being professionals consider nearly equally important.

IMPORTANT OR VERY IMPORTANT FEATURES

- 96%** Insurance coverage for mental health support with a clinician
- 95%** Prevention and education – all employees are encouraged to proactively look after their mental well-being
- 92%** Manager Training
- 91%** Employee Training
- 90%** Access to telehealth treatment – easy access to services, treatments, and care with a clinician virtually
- 89%** Reactive Support – for those at a point of crisis or in need of immediate support
- 88%** Promotion of resources direct to employees
- 88%** Detection of ill-health and early intervention – for those showing signs or symptoms of mental ill-health
- 86%** Access to face-to-face treatment - easy access to services, treatments, and care with a clinician
- 85%** EAP (employee assistance program)

WHAT EMPLOYERS ARE LOOKING FOR WHEN HIRING A MENTAL HEALTH VENDOR

Rank the following features by how important they are to you
when choosing a mental health solution for your employees:



1. A reputable brand
2. Virtual care with a provider
3. In-Person care with a provider
4. Engagement
5. Multiple modalities/exercises for employees to choose from
6. Support that is relevant to the majority of my employees
7. Evidence-based care
8. Accessibility
9. Ease of use
10. Personalized care

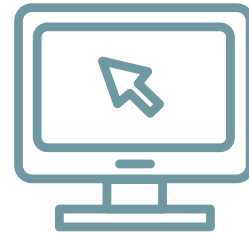
DIGITAL MEETS HUMANITY

Nearly 1 in 2 organizations believe their employees are comfortable or very comfortable adopting new technology and a digital-first approach to mental health.



Adopting and Utilizing New Apps/Technology

51%
Are Comfortable



Self-Guided, Digital-First Approach

45%
Are Comfortable

Considering the dialogue has increased in the last 12-18 months, it's relieving to know that scalable solutions are welcomed.



Dialogue around mental health at the workplace

91%
Has Increased



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