

Mental Health Impact on our Workforce



1 in 5

Americans manage diagnosable mental health conditions annually.

Up to 80% of people will manage a diagnosable mental health condition in a lifetime.¹

17.3%

In the Quad Cities report mental health as “fair” or “poor.”

The U.S. average is 13%²

\$16.8 billion

Lost in productivity every year

Due to absenteeism and presentism costs from mental health conditions.³



Health & Human Service Organizations help reduce obstacles caused by mental health challenges.

These organizations provide

- Variety of counseling supports, with 75% of individuals who engage in therapy benefiting.⁴
- Supportive employment services for individuals with chronic mental health conditions.⁵
- Relationship building between individuals and families with similar experiences⁶



Businesses can reduce the impact of mental health challenges on the workforce



- Offer and support Employee Assistance Programs ➔ To allow your employees to use services to support their mental health.
- Work-life balance policies and procedures ➔ Will impact your employees' stress in the workplace and employee health and wellness.
- For every \$1 invested in mental health treatment ➔ \$4 is generated in economic returns⁷
- Designate corporate funds to programs & services ➔ That support mental health and well-being in your community.

¹ Center for Behavioral Health Statistics and Quality. (2016). *Key substance use and mental health indicators in the United States: Results from the 2015 National Survey on Drug Use and Health* (HHS Publication No. SMA 16-4984, NSDUH Series H-51). Retrieved from <http://www.samhsa.gov/data/>

² Genesis Health System & UnityPoint Health - Trinity. "2018 Community Health Assessment Report." 2018, Professional Research Consultants Inc. <http://www.quadcities.healthforecast.net/FINAL%20DRAFT%20-%202018%20Community%20Health%20Assessment%20%20Report%20-%20Quad%20Cities%20Area.pdf>

³ Mind Share Partners. (2019). *Mental Health at Work*. San Francisco, CA: Mind Share Partners.

⁴ American Psychological Association. Understanding psychotherapy and how it works. 2016. <http://www.apa.org/helpcenter/understanding-psychotherapy.aspx>

⁵ Bond, et al. (2001). Implementing Supported Employment as an Evidence-Based Practice. *Psychiatric Services*, 52(3), 313-322.

⁶ American Psychological Association. Power in numbers. 2012. <https://www.apa.org/monitor/2012/11/power>

⁷ Imam, J. (2016, April 12). Treating anxiety, depression can help global economy, study says. *CNN health*. <https://www.cnn.com/2016/04/12/health/anxiety-depression-treatment-economy-irpt/>