

THE CASE FOR INVESTING IN MENTAL HEALTH

Untreated mental illness is costly and severely impacts productivity in the workplace.

- Globally mental health disorders are on the rise in every country and costs total \$1 trillion annually, including an estimated 12 billion working days in lost productivity. (Lancet 2018)
- In the U.S., the economic cost of mental health is over \$193 billion per year - higher than the economic burden of heart disease, stroke, cancer, and obesity combined. Of this total cost, \$66 billion is a consequence of productivity losses related to mental health. (NAMI 2021)
- Mental health accounts for approximately one-third of short and long-term disability claims and 70% of workplace disability costs. (Deloitte Insights)

Investing in mental health improves employee health, productivity, and loyalty.

- The World Health Organization estimates that for every \$1 put into treatment for common mental health disorders, there is a return of \$2-\$4 in improved health and productivity.
- 89% of workers at companies that support well-being initiatives are more likely to recommend their employer to others. (Beheshti, 2019)
- 80% of employees treated for mental illness report improved levels of work effectiveness and satisfaction.

High performing organizations invest more in holistic well-being and see greater returns.

- According to an Institute for Corporate Productivity (i4cp), high-performance organizations are 1.5x more likely to emphasize emotional/mental health and 2.5x - 4x more likely to emphasize financial, community, career, and social/relational well-being.
- Compared to low-performing organizations, top performers are more likely to report lower absenteeism, higher talent retention and enhanced innovation and creativity.

Investments and focus on well-being will continue to grow.

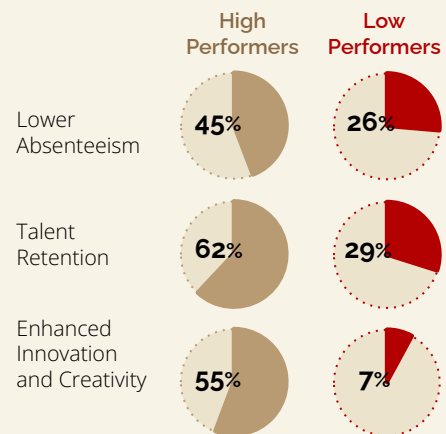
- In a BCCWF member survey, 78% reported increased focus and 65% reported increased budget for mental health over the past 12 months.
- Among i4cp study respondents, 90% of high performers and 60% of low performers expect mental/emotional health to be a key area of focus in two years.
- Deloitte predicts health care spending will shift dramatically from 80% spent on treatments/diagnostics today to 60% spent on well-being-focused areas by 2040.

Each year **\$1 trillion** in mental health costs is incurred globally...



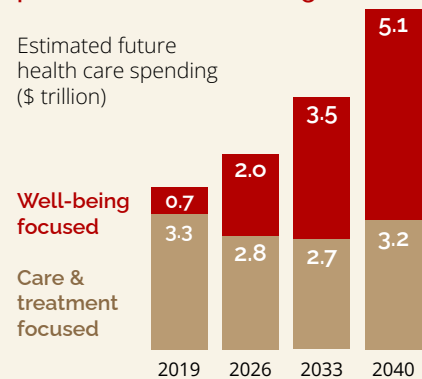
Sources: NAMI 2021, Psychiatric Times 2021

High performing companies are more likely to invest in mental health and see **better employee outcomes**



Source: i4cp, 2021

By 2040 there will be a shift in spending from care and treatment to prevention and well-being



Source: Deloitte Insights