



Benefits Breakdown

ECBM | EFFECTIVE
COST
BASED
MANAGEMENT
INSURANCE BROKERS & CONSULTANTS

5 Mental Health Employee Benefits Trends for 2023

Between the COVID-19 pandemic, inflation and evolving job duties, more employees are experiencing mental health challenges. They're feeling anxious, burnt out, stressed and depressed. In 2023, employers are poised to address burnout, explore ways to help employees struggling with mental health, and foster a healthy, supportive and understanding working environment. Employers can consider the following five trends that may influence workers' mental health in 2023:

1. Adding more mental health programs
2. Offering increased scheduling flexibility
3. Expanding access to virtual doctor visits
4. Providing greater mental health education
5. Focusing on individuals

Mental health is a serious concern for employees and their employers. Not addressing these issues can lead to a host of other problems down the road, including burnout and depression. In 2023, employers should be ready to help their workers with their mental health. This means educating employees and managers about these issues and providing solutions for individuals to seek professional help.

Understanding the Importance of Disability Benefits

Disability benefits provide guaranteed income or job protection to employees who are unable to work due to serious illness or injury. The illness or injury can be either temporary or permanent, and it does not need to be work-related to qualify for disability benefits. Disability benefits can be vital to employees experiencing a qualifying disability and often offer a much-needed safety net, allowing employees to pay bills and provide for their families when they're unable to work. The most common disability benefits are short- and long-term disability insurance; other forms of these benefits are long-term care insurance, critical illness insurance, workers' compensation insurance and paid leave programs. While disability benefits are often voluntary, employers may be required to participate in federal or state-mandated disability benefits programs.

Data from the Social Security Administration shows that 1 in 4 working adults will become disabled before reaching retirement age. Unfortunately, many workers are unprepared to lose their income or unable to afford unexpected medical expenses, which can be devastating for employees and their families. Providing disability benefits can be important to an employer's overall benefits strategy and aid in their attraction and retention efforts. It also allows employers to demonstrate their commitment to their workers' well-being. Employees value disability benefits because they provide financial support when illness or injury prevents them from working. As such, they can be critical to protecting an employee's future earnings as well as peace of mind.

