

Employee Assistance Programs

More important than ever

Many Americans spend more time at work than in any other activity.¹ With employers spending \$105 billion on treatment for depression each year,² companies want to offer their employees programs that take into account emotional well-being, as well as providing comprehensive, accessible services to help them cope with everyday challenges.

Mental health is a growing concern for employers

- Nearly one in five adults suffers from mental illness in a given year.³
- Depression leads to 200 million lost working days each year and is the most common cause of disability.^{4,5}
- Suicide among U.S. workers is predominantly caused by work stress—long hours, lack of control and high demands.⁷
- Alcohol and drug abuse cost employers \$100 billion a year.⁶
- 86% of workers believe it is important for their company to support employees' mental health.⁸
- 50% of millennials and 75% of Gen Zers have left their roles for mental health reasons, both voluntarily and involuntarily.⁹

Investing in employees' emotional health pays off. Effective treatments can increase productivity, reduce absenteeism and reduce medical and disability costs.^{10,11} Standalone EAPs can deliver a return on investment of up to \$6.47 per dollar spent.¹²

Magellan Healthcare's Employee Assistance Program is a revolutionary approach to employee emotional and physical well-being that has:¹³

70%
increased
productivity

25%
reduced mental health
treatment costs

22%
reduced substance
abuse costs

Learn more about how your organization can benefit from Magellan Healthcare solutions at MagellanHealthcare.com.

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6. <https://doi.org/10.1007/s00420-018-1330-7>.
7. Goplerud E, Hodge S, Benham T. A Substance Use Cost Calculator for US Employers With an Emphasis on Prescription Pain Medication Misuse. *J Occup Environ Med*. 2017;59(11):1063-1071. doi:10.1097/JOM.0000000000001157
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9. *Ibid.*
10. [https://www.thelancet.com/journals/lanpsy/article/PIIS2215-0366\(16\)30024-4/fulltext](https://www.thelancet.com/journals/lanpsy/article/PIIS2215-0366(16)30024-4/fulltext).
11. http://www.wsipp.wa.gov/ReportFile/945/Wsipp_Evidence-based-Treatment-of-Alcohol-Drug-and-Mental-Health-Disorders-Potential-Benefits-Costs-and-Fiscal-Impacts-for-Washington-State_Full-Report.pdf.
12. <https://doi.org/10.1080/15555240802242999>.
13. 2020 Magellan analysis, large industrial client.