



2023

Mental Health Benefits: Industry Benchmarking Report





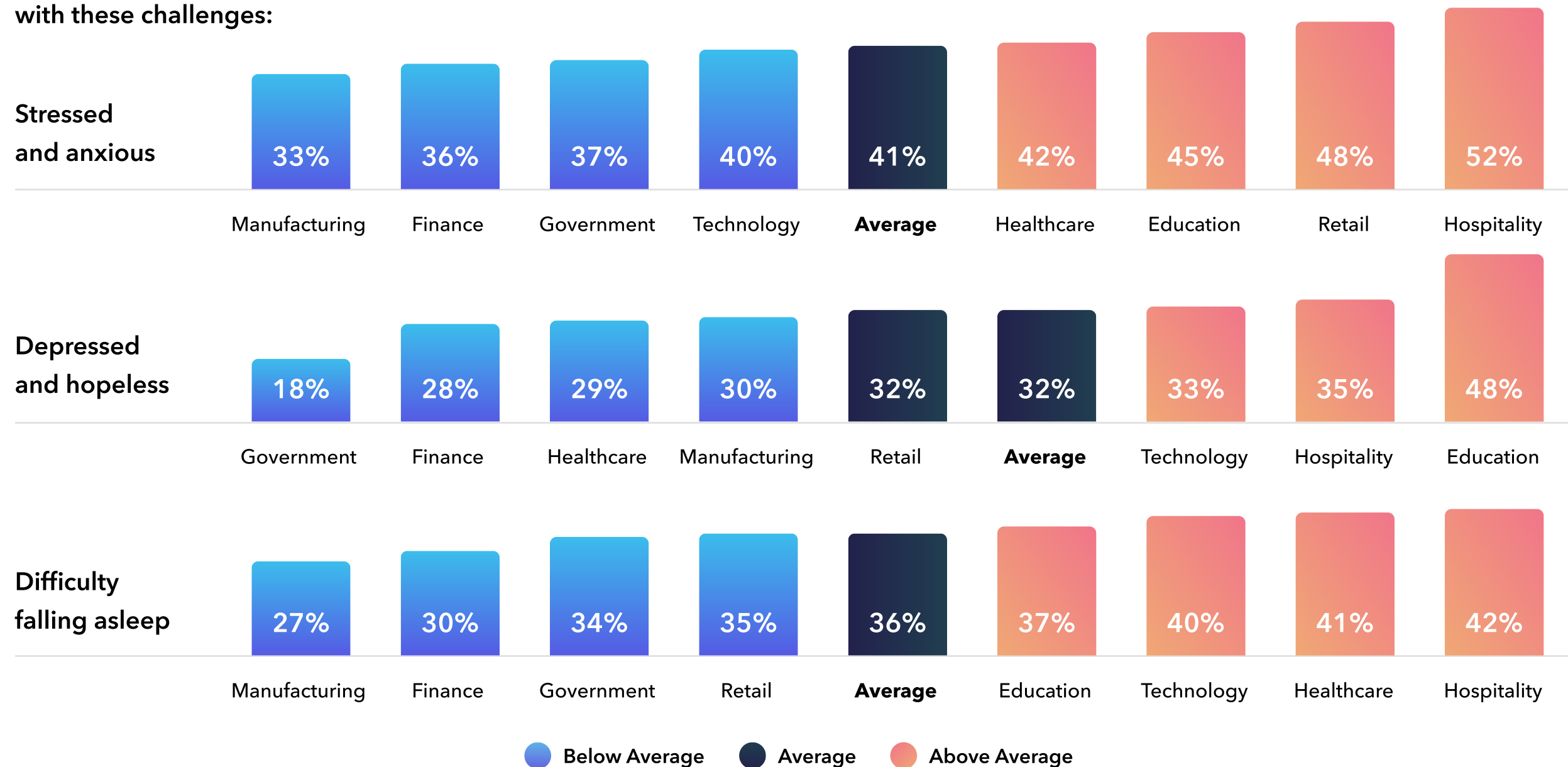
How well does your industry support mental health?

With employers having made mental health benefits a priority in recent years, how do employees think their industry is doing? Many employers have been addressing the important need to increase access to therapy for clinical needs, but less attention has been paid to preventive interventions for subclinical needs.

Given that workplace stress, burnout, and anxiety are risk factors for more serious mental health conditions, are employers offering preventive benefits, such as tools to address stress and anxiety and programs to train empathetic managers? If so, are employees even aware of those benefits? We asked 2000+ employees in the general population of the US and uncovered which industry has the most stressed-out workers and which offers the most mental health benefits to support prevention.

Which industries have the most mental health challenges?

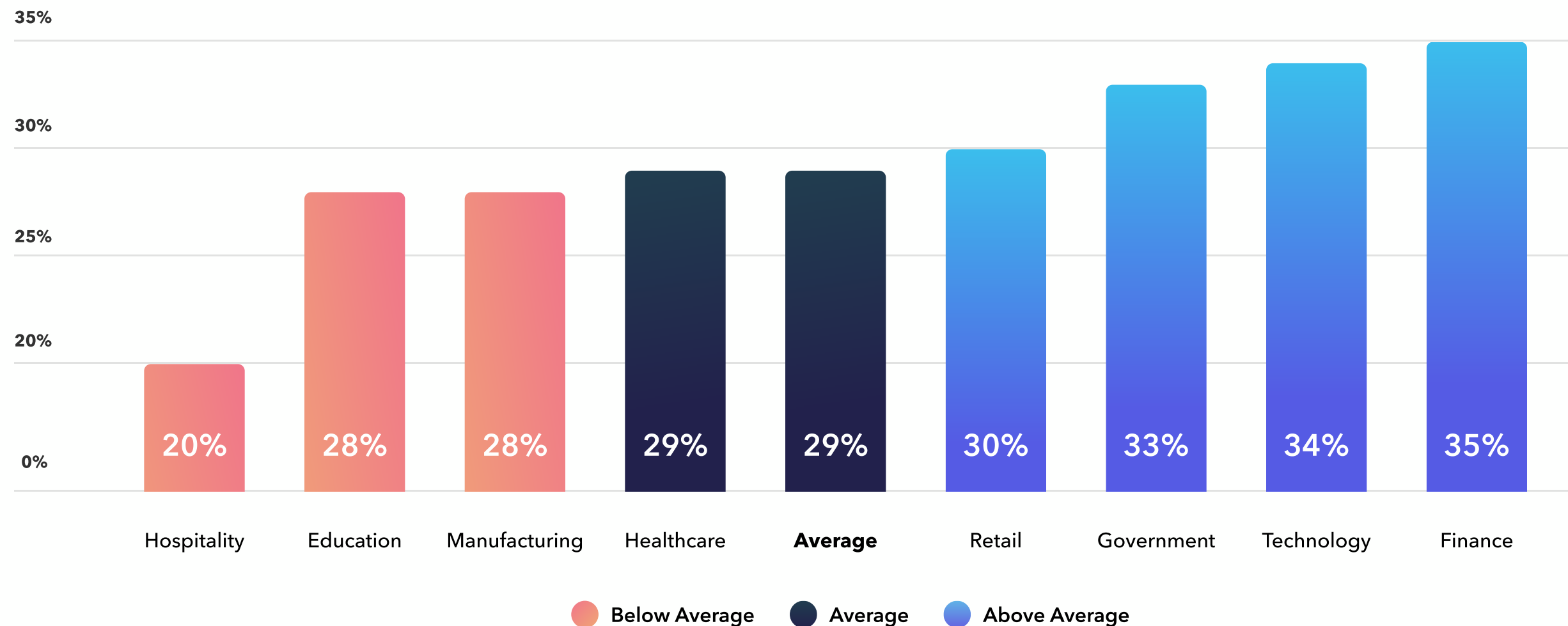
Percent of respondents with these challenges:



Mental health benefits: How does my industry stack up?

In our US population survey, we asked people to tell us what mental health preventive benefits their employer offers and what they wish their employer would offer. Based on their responses, we benchmarked industries by their level of mental health preventive support and categorized them as below average, average, or above average. Here's how they stacked up.

Percent of respondents indicating mental health preventive benefits are offered by employer*



*Respondents were asked if their employer offered mental health solutions to address anxiety, stress, and sleep; mental health days off; regular mental health breaks; wellness stipends; and supportive managers/culture.

↓ Below average

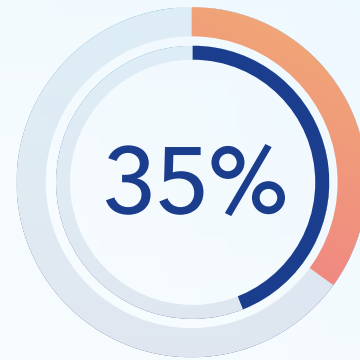
Hospitality**

High mental health needs, but employees feel they're on their own

90%

Hospitality employees are on their own

90% of hospitality employees said they take the lead on their mental health—indicating they're on their own.



Least-supportive managers

Only 35% of respondents said they feel supported by their managers when it comes to mental health, way below the overall industry average of 44%.



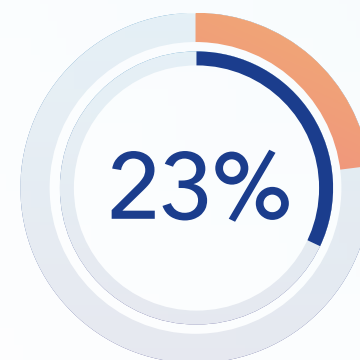
2x less mental health conversations at work

And hospitality has the lowest share of respondents (only 15%) who reported there being mental health conversations in the workplace—**2x lower than the overall industry average.**



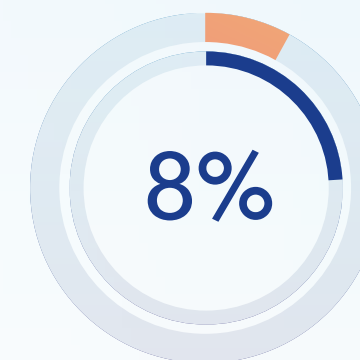
No access to self-care break rooms

Hospitality workers also reported the least (19%) access to self-care break rooms, way below the average across industries of 27%. That's why **52% wish their company offered them.**



Lack of mental health tools

Only 23% have access to a mental health solution to address stress, anxiety, and sleep—well below the overall industry average of 32%. So it's not surprising that **46% wish their company offered one.**



No rest for the weary

Only 8% said they have mental health days off—almost **3x lower than the overall industry average.** So it's also not surprising that a high **65% are looking for this benefit.**

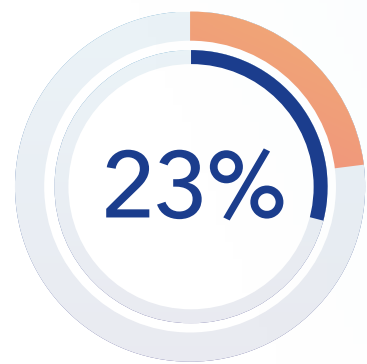
● Below Average ● Average ● Above Average

**Tourism and entertainment (e.g., restaurants, hotels, theme parks)
Source: US General Population Survey conducted by Calm, October 2022

⬇ Below average

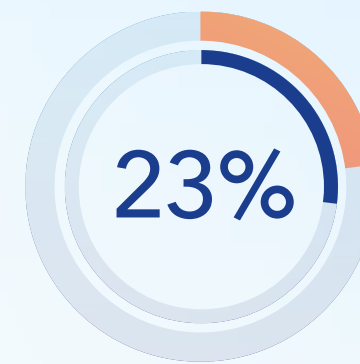
Manufacturing

Less mental health support all around, just shy of the average



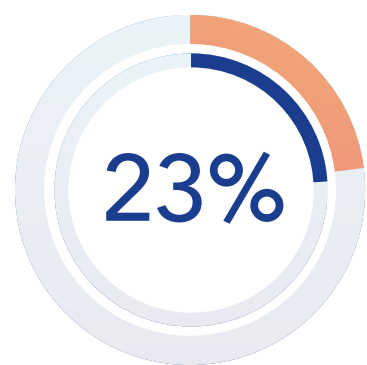
Fewer mental health conversations than average

Only 23% of manufacturing employees said their workplace has company-wide conversations about mental health—a little lower than the overall industry average of 29%. And **42% wish their company did.**



Despite on-site work, few break rooms in sight

Only 23% of manufacturing employees said they have access to a self-care break room, a little lower than the overall industry average of 27%. So it's not surprising that **44% said they wish they did.**



Average mental health days off

Only 23% have mental health days off, close to the overall industry average. And **45% wish they could take them.**



Average mental health tools offered

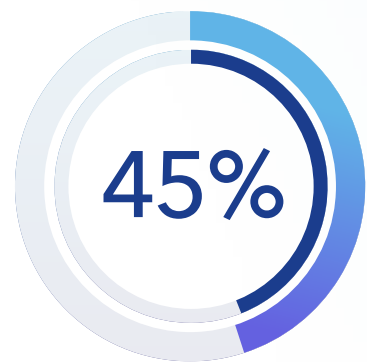
29% have access to a mental health solution for stress, anxiety, and sleep—just shy of the overall industry average—while **38% wish their employer offered this benefit.**

● Below Average ● Average ● Above Average

↓ Below average

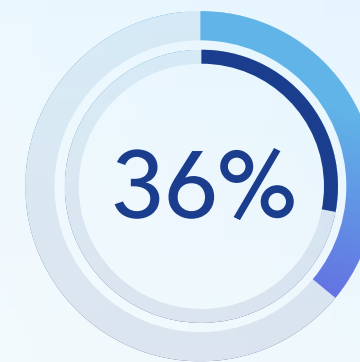
Education

High mental health needs, but the least access to mental health tools



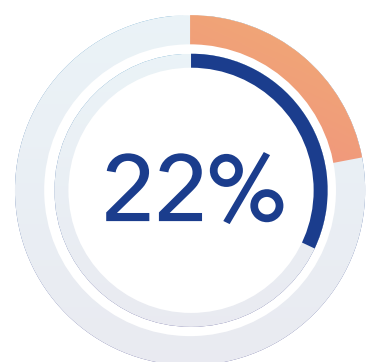
Managers are supportive

45% said their manager supports their mental health—right around the overall industry average.



And managers are mindful

And 36% said their employer offers training on how to be a mindful manager, above the overall industry average of 28%.



Despite high level of stress, least access to mental health solutions

Only 22% reported access to such tools—way below the overall industry average of 32%.

52%

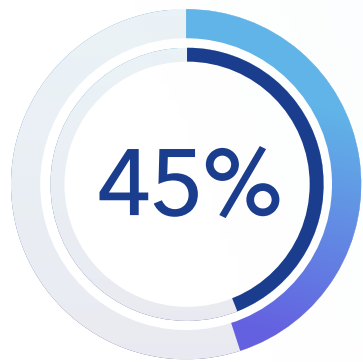
Employer help wanted

Education employees reported the most demand for their employer to offer mental health support (52%), across all industries.

● Below Average ● Average ● Above Average

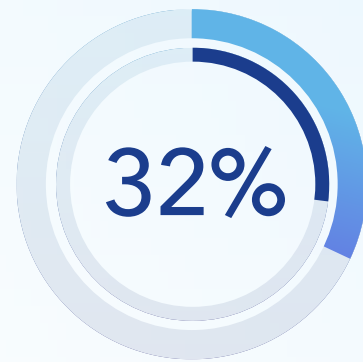
Healthcare

Average mental health support—with a few gaps—for highly stressed workers



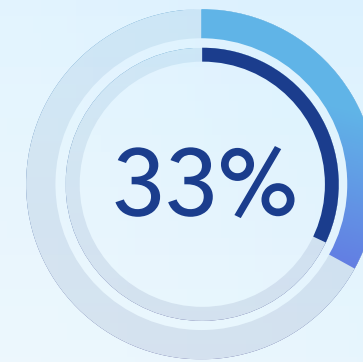
Supportive managers

45% of healthcare employees said their manager is supportive of their mental health, close to the overall industry average.



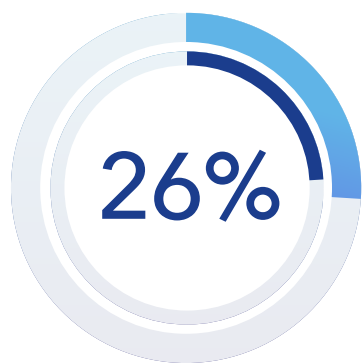
Self-care rooms are more common

32% have access to self-care break rooms, which is better than in most industries (the overall industry average is 27%).



Average mental health tools offered

And a third have access to a mental health solution to address stress, anxiety, and sleep—close to the overall industry average—but **41% wish their employer offered such support.**



I need mental health days off

26% of employees said their employer offers mental health days off (just above the overall industry average of 24%), and **53% said they wish their company offered them.**



More wellness stipends, please

20% said their employer offers wellness stipends right at the overall industry average, but **51% wish their employer did.**

● Below Average ● Average ● Above Average

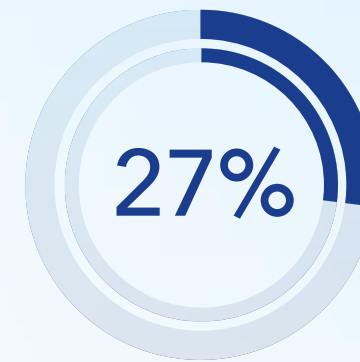
Retail

Average mental health support, but retail needs more supportive managers



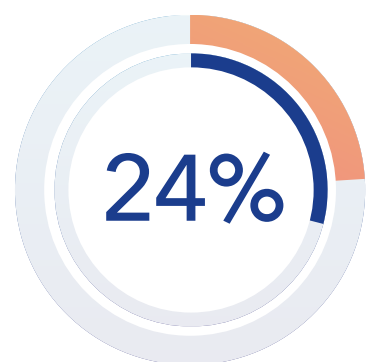
Above-average mental health tools offered

35% have access to a mental health solution for stress, anxiety, and sleep, which is higher than the overall industry average of 31%. Still, **44% do not have access and wish their employer offered one.**



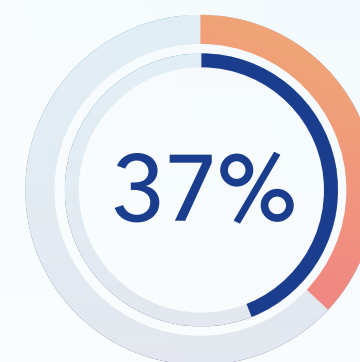
Yes to more self-care break rooms

27% said they have a self-care break room on-site—right at the overall industry average, but **49% wish they did.**



Yes to more mental health conversations at work

Only 24% have company-wide conversations about mental health, just a little lower than the overall industry average. And **52% wish they did.**



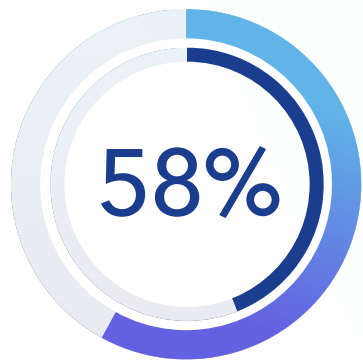
Supportive managers? Yes and no

37% felt their managers were supportive of their mental health (only slightly lower than the overall industry average of 44%), versus **43% who said they wish their managers were supportive.**

↑ Above average

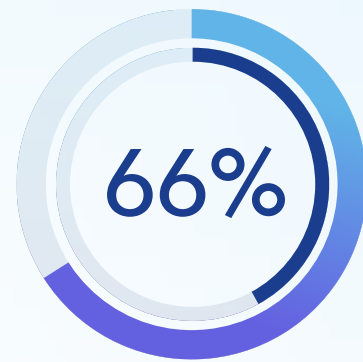
Government**

Supportive workplace culture for mental health, but employees want more



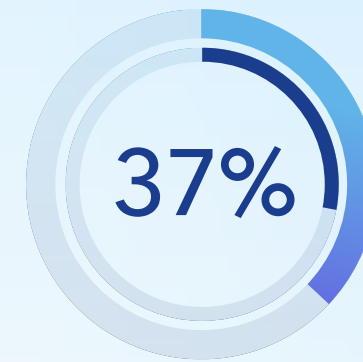
Most-supportive managers

Across all industries, government workers have the most managerial support for mental health (58%)—way above the overall industry average of 44%.



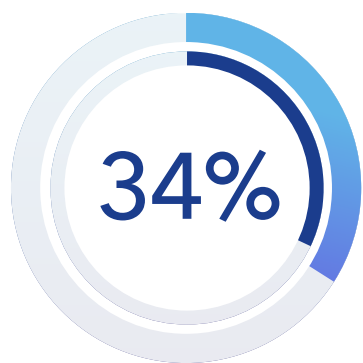
Most-supportive workplace culture

66% felt their workplace culture is supportive of their mental health, way above the overall industry average of 42%.



Most resilience workshops on offer

Government had the highest share of respondents (37%) who said their employer offers resilience workshops, well above the overall industry average of 28%.



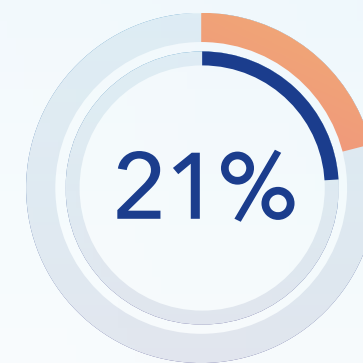
Still, more want mental health tools

While 34% have access to a mental health solution for stress, anxiety, and sleep—just above the overall industry average—**42% said they wish their employer offered one.**



2x lower wellness stipends offered

Government employees have the least access to wellness stipends, across all industries. So it's not surprising they also have **the highest share (71%) of respondents who wish their employer offered them.**



Yes to mental health days off

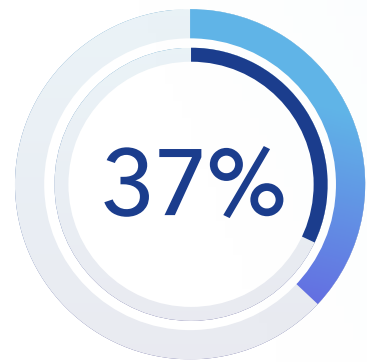
Only 21% have mental health days off (just under the overall industry average), and **58% wish their employer offered this benefit.**

● Below Average ● Average ● Above Average

↑ Above average

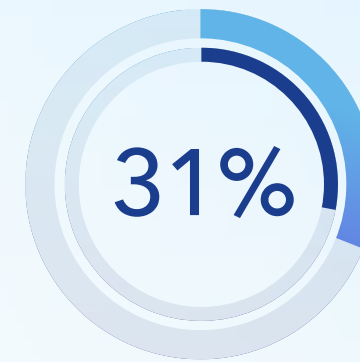
Technology

Decent mental health offerings, but workplace culture could be more supportive



Above-average mental health tools, mental health days off, and wellness stipends

The technology industry has the second-best offerings across all industries when it comes to access to mental health solutions to address stress, anxiety, and sleep (37%) and wellness stipends (26%) and the highest share of employers who offer mental health days off (32%).



Resilience workshops on offer

31% get workshops on resilience and coping strategies for stress and anxiety (just shy of the overall industry average), but **49% want this benefit at work.**

40%

But still employees demand more mental health tools

40% of employees said they don't have access to a mental health solution to address stress, anxiety, and sleep and wish they did.

47%

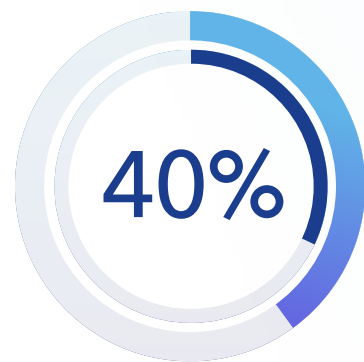
Workplace culture is not supportive

And 47% said their workplace isn't supportive of their mental health and they wish it were.

● Below Average ● Average ● Above Average

Finance

Decent mental health benefits, but more mental health training could help



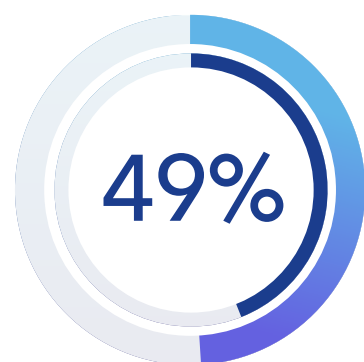
Most access to mental health tools

The finance industry has the highest level of access to a mental health solution to address stress, anxiety, and sleep (40% of respondents)—well above the overall industry average of 32%.



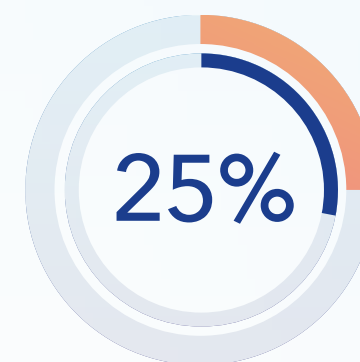
Most access to wellness stipends and mental health days off

Finance employees also enjoy wellness stipends (30%) and mental health days off (30%)—both well above the overall industry averages of 21% and 24%, respectively.



Great manager support too

After the government sector, the tech industry has the second-best manager support, with 49% of respondents feeling their manager supports their mental health. And **52% said their workplace is supportive of their mental health.**



Fewer resilience workshops

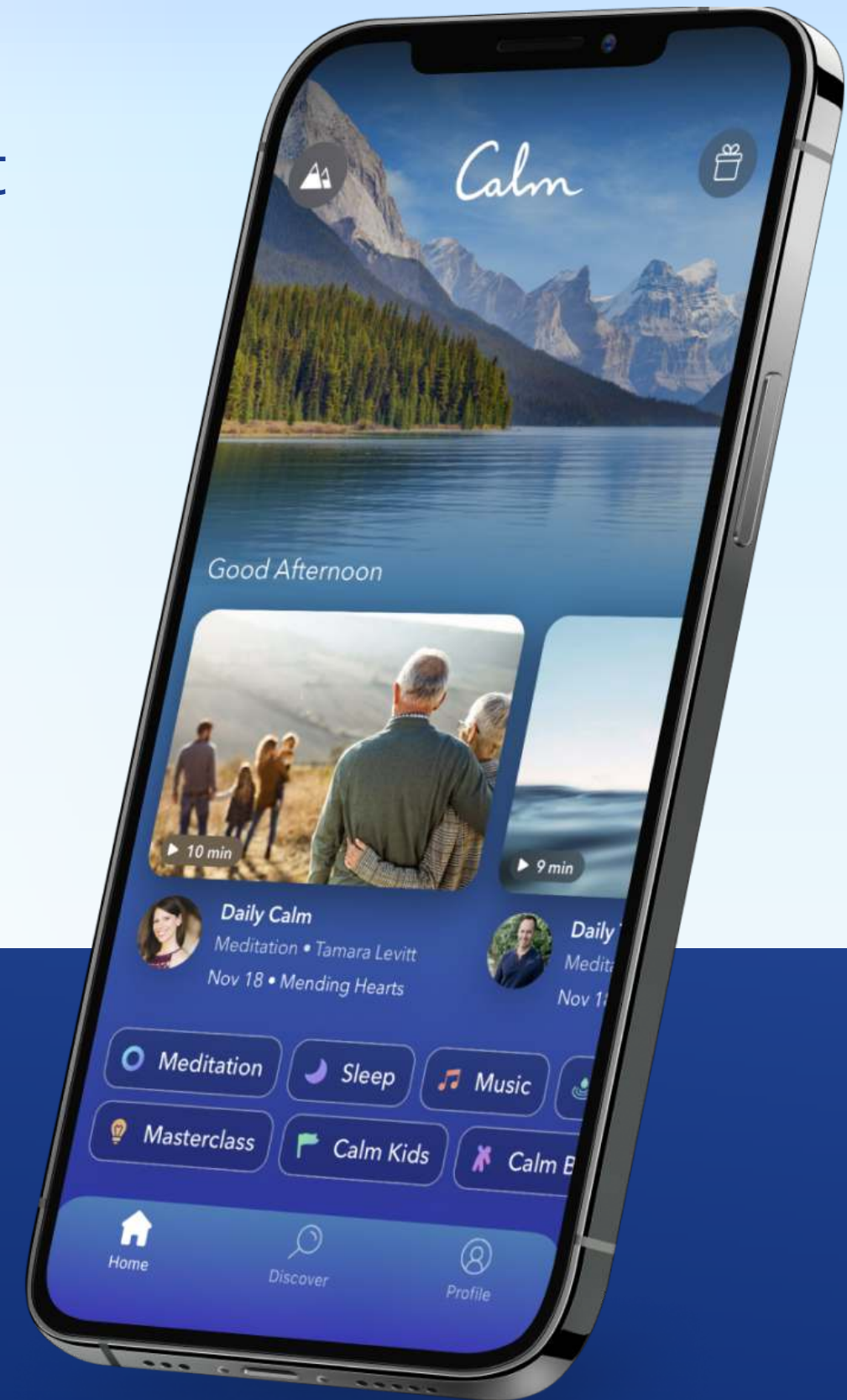
But only 25% of finance employees said their company offers workshops on resilience or coping strategies for stress and anxiety, which is slightly below the overall industry average and lags behind the technology industry (31%) and government (37%). So it's not surprising that **40% of tech employees wish their employer offered such workshops.**

While industries are starting to offer mental health support, key gaps still exist

- While some industries are doing better than others, across the board, all industries could do more to effectively support their employees' mental health as well as increase awareness of existing mental health benefits.
- On average, only a third provide workshops and training on employee resilience, coping strategies to manage stress and anxiety, and how to be a mindful manager.
- And while about a third of employers on average also provide a mental health solution to help employees manage their stress, anxiety, and sleep, **that still leaves close to 70% of industries not effectively providing critical preventive support for their employees' mental health.**

Calm Business's mental health solution provides a preventive approach to addressing your employees' stress, anxiety, and sleep, helping to improve employee health, happiness, and productivity.

Request Demo →





Ready to build a happier and healthier workplace?

Let's take that first step, together.

Calm Business is an enterprise-level solution that brings mental health and wellness front and center for global organizations everywhere. We believe that the future of work is mental health and that leaders will drive productivity and improve retention in the workplace by making employee mental health and wellness a priority. In addition, the preventive nature of Calm gets more people the mental health support they need when they need it, leading to lower overall healthcare costs. As the #1 most trusted meditation and mindfulness app, we bring engaging meditations, masterclasses, sleep stories, and more to help employees reduce their stress and anxiety levels and be more productive and happy at work. In addition, Calm Business offers organization-level analytics, insights and reporting, dedicated customer service, support for dependents, engagement strategies, and tailored workshops.

Over 3,000+ organizations around the world trust and choose Calm Business as their mental health and wellness partner, including Accenture, KraftHeinz, Universal Music Group, Planned Parenthood, Deloitte, ASICS, and GoFundMe. Partner with us and drive the mental health conversation forward. Learn more at <https://business.calm.com>.

Join 3000+ organizations around the world that trust Calm for their mental wellness needs

