

Mental Health Benefits: Education Industry Benchmarking Report

How well does the education industry support mental health?

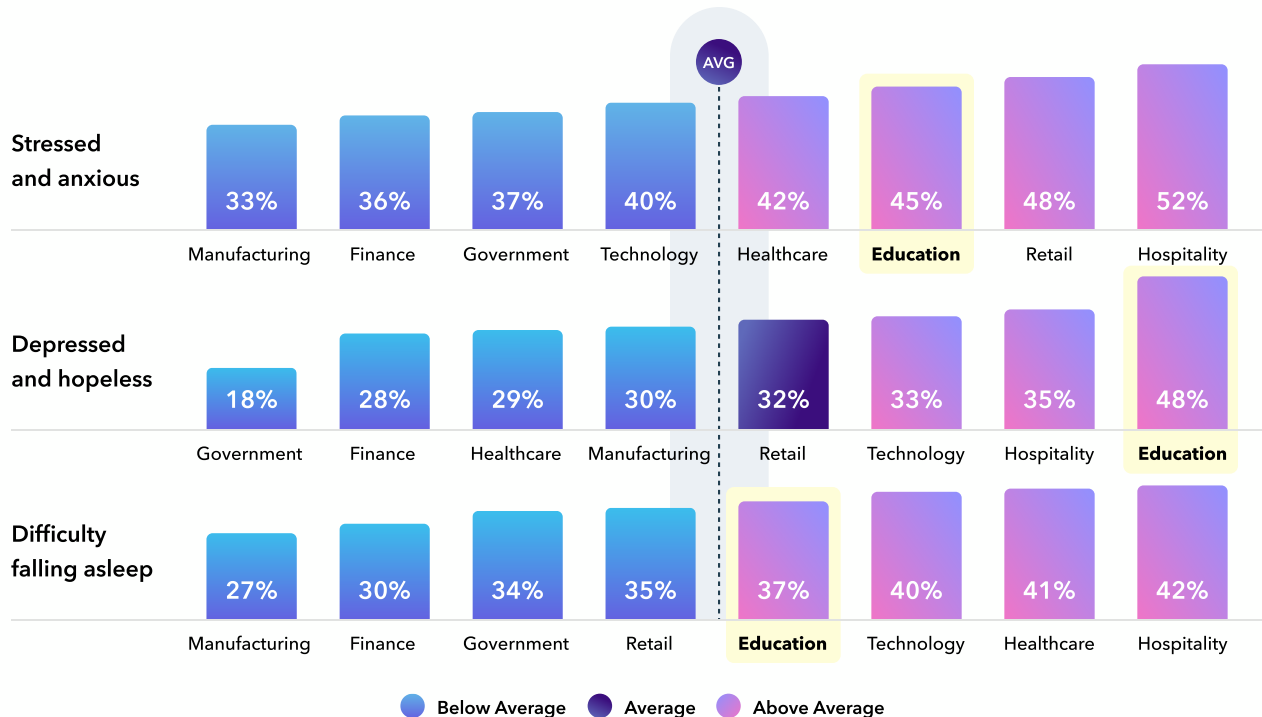
Given high burnout and turnover in the education industry in recent years, employers have prioritized mental health benefits, but how does the education industry measure up according to its employees? Often employees feel they have to quit their job when they burn out, but this doesn't need to be the case if employers offered more preventive mental health benefits to manage stress, anxiety, and sleep before they burnout.

But are education employers offering these key 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 how education stacks up against other industries.

Education tops the list when it comes to employees saying they're **feeling depressed and hopeless** relative to other industries, and also has **higher than average stress and sleep challenges**.

Which industries have the most mental health challenges?

Percent of respondents with these challenges:*

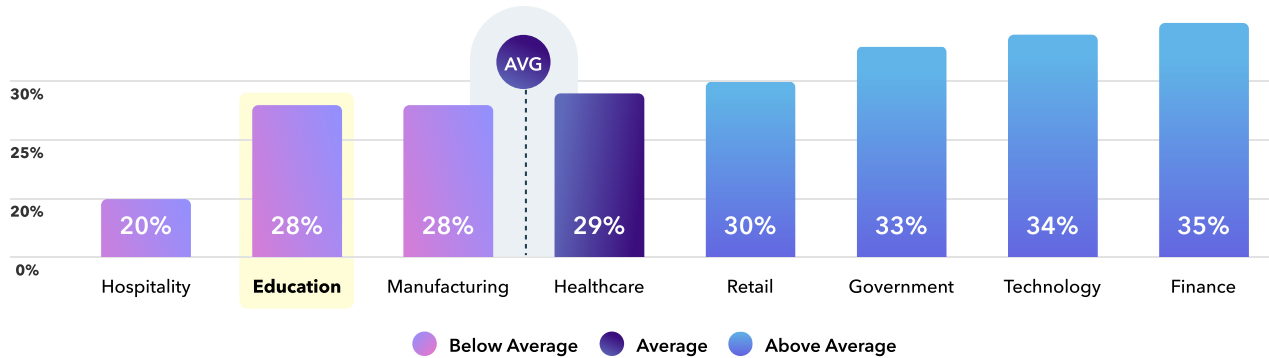


Health challenges experienced :more than half the days or* nearly every day* per month.
Source: US General Population Survey conducted by Calm, October 2022

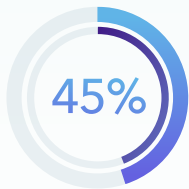
But education shows up at the bottom of the list when it comes to providing adequate mental health preventive benefits, according to employees.

Which industries offer the most mental health preventive benefits?

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

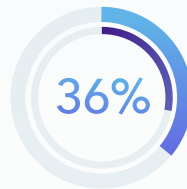


With high mental needs, but the least access to mental health tools, here are some of the mental health benefits education employees wish they had.



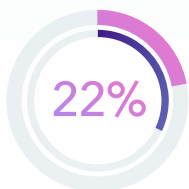
Managers are supportive

Forty-five percent 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 highest demand for their employer to offer mental health support (52%), across all industries.

Legend: Below Average (Purple), Average (Dark Purple), Above Average (Blue)

*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.
Source: US General Population Survey conducted by Calm, October 2022

Ready to bring a sense of Calm to your school?

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

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