Nearly 62% of U.S. organizations responding to a recent International Foundation survey report that mental health and substance abuse (MH/SA) issues are impacting overall job performance, and 35% say their workforces are experiencing higher levels of stress compared with two years ago. Those are among the findings in *Mental Health and Substance Abuse Benefits: 2018 Survey Results*. The survey received 278 responses, including 190 from U.S. organizations.

U.S. organizations target education and awareness, return-to-work programs and strategies, and prevention programs to bolster the overall mental health of their participants. The following are the three most commonly offered tools in each category.

### Education/awareness
- Access to online resources and tools: 64%
- Printed or online information: 46%
- Worksite educational/informational sessions: 34%

### Return-to-work programs/strategies
- Case management: 38%
- Flexible/gradual return to work: 33%
- MH/SA-focused disease management: 28%

### Prevention programs
- Employee assistance programs: 83%
- Healthy workplace initiatives: 45%
- MH/SA-focused wellness programs: 41%

#### Health Care
- On average, 12.2% of an organization’s total health care costs are attributed to mental health and substance abuse claims.

#### Disability
- On average, 7.8% of disability claims are due to mental health and substance abuse issues.

#### Workers’ Compensation
- On average, 4.9% of the total cost of workers’ compensation is due to mental health and substance abuse issues.

### Percentage of organizations reporting change in opioid-related claims

<table>
<thead>
<tr>
<th></th>
<th>One Year Ago</th>
<th>Five Years Ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase</td>
<td>41%</td>
<td>51%</td>
</tr>
<tr>
<td>No change</td>
<td>53%</td>
<td>43%</td>
</tr>
<tr>
<td>Decrease</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>

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