

Employers will continue to invest in holistic well-being with an emphasis on preventing burnout, destigmatizing mental illness, and promoting financial wellness.

Increasingly employees, particularly younger workers, value well-being and expect their employers to provide robust support for themselves and their families. According to [Atlassian](#), GenZ and Millennial employees rank mental health and wellness the most important societal issue but are more likely to say that their employer did not provide adequate support during the pandemic.

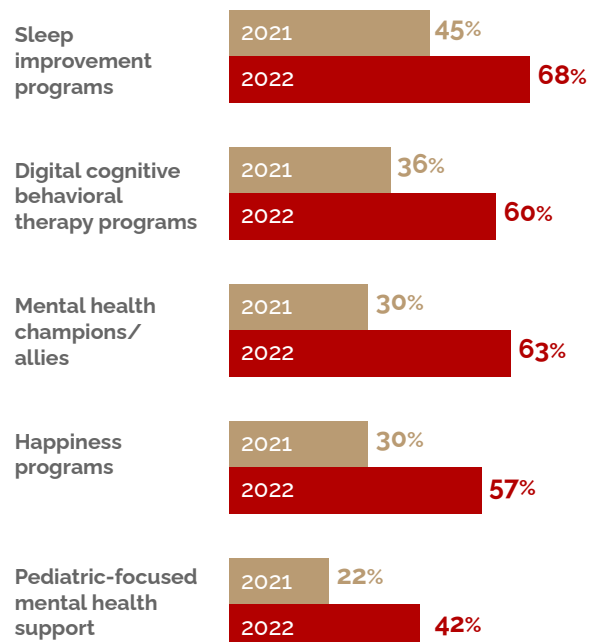
With [burnout](#) at an all-time high and other more serious mental health issues expected to grow, employers will continue to invest significantly in [holistic well-being programs](#), particularly training managers to lead with empathy and developing programs to build resiliency and destigmatize mental health. According to a Fidelity/Business Group on Health [survey of large employers](#), 63% plan to invest in mental health allies/champions programs in 2022 compared to only 30% in 2021. In addition, financial wellness programs are becoming more universal with increased focus on student loans.

In 2021 average budgets for well-being programs grew 18% with more employers offering voluntary, employee-pay-all benefits due to the pandemic; these trends are expected to continue in 2022 with mental health and emotional well-being ahead of physical health as the leading pillar of global well-being programs. (Fidelity/Business Group on Health)

KEY DATA

- ▶ According to a February 2021 [HBR study](#), 89% of workers said that their work life was getting worse, 85% said that their well-being declined, and 56% said that their job demands had increased.
- ▶ In a January 2022 BCCWF poll, 88% of respondents ranked managing burnout as their chief concern when it comes to supporting their workforces followed by talent retention (36%) and improving access to mental health support (31%).
- ▶ According to [Lyra](#), 84% of workers said mental health benefits are important when considering a new job and 59% said they would stay at a job because it provides robust mental health benefits.
- ▶ 92% of large employers expanded support for mental/emotional well-being programs and 28% consider well-being to be a fundamental part of their business strategy, up from 19% in 2020. ([Fidelity/Business Group on Health](#))

Employers are increasing investment in programs to support employees mental health and emotional well-being:



Source: Fidelity/Business Group on Health, 12th Annual Employer-Sponsored Health & Well-Being Survey