



insights from
the experts

2025 NFP US Wellbeing Trend Webinar

February 11, 2025





insightsfrom
the**experts**



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Mind The Gap



2025 Wellbeing Trends

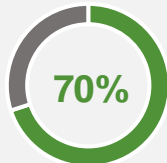
Mental Health & Mental Wellbeing



of employees and dependents have mental health care needs

77%

of workers having reported experiencing work-related stress in the last month¹



of employees are primary caregivers to children or aging parents³

24%

of employees cite childcare and eldercare as a distraction in the workplace²

56%

of caregivers report having to take a leave of absence from work due to caregiving responsibilities.³



of employees have physical wellbeing needs

89%

feel that the fertility and family-forming process has negatively impacted their mental health.⁴

42%

of adults are affected by obesity⁵

Caregiver Support



of employees need social connection for health and wellbeing

40%

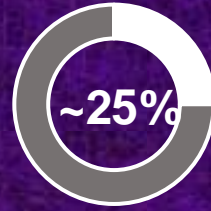
of workers feel physically and emotionally isolated in the workplace⁶

50%

reduction in turnover risk when employees feel a strong sense of belonging⁷

Physical Wellbeing

Social Wellbeing



Mental Health and Mental Wellbeing



Mental Health and Mental Wellbeing

Three Focus Areas:

- ✓ Integrated and Independent
- ✓ Pediatric and Dependent Care
- ✓ Workplace Mental Wellbeing



Mental Health: Integrated and Independent

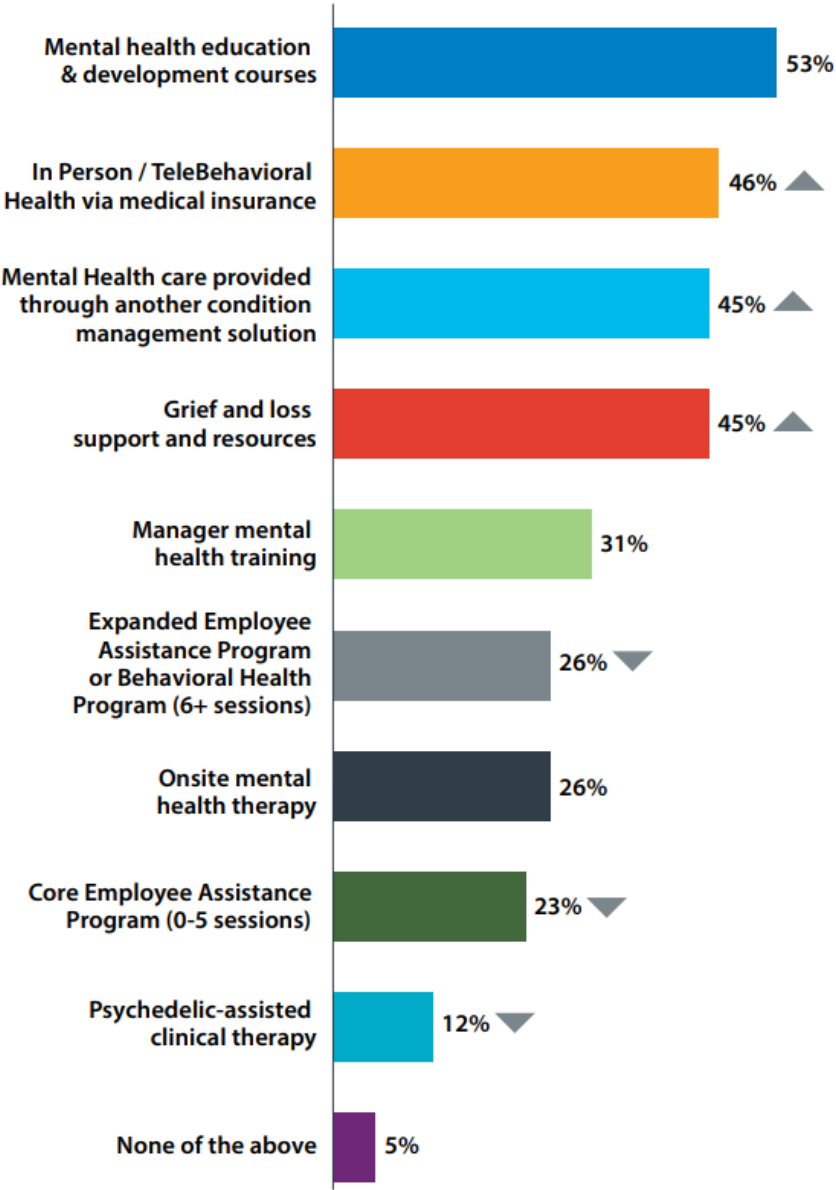
Condition Management Category	Behavioral Health Integration	Example Components
Diabetes Management	✓ Integrated Behavioral Health	Stress, depression, medication adherence, lifestyle coaching
Musculoskeletal (Pain Management)	✓ Mental Health Support	Chronic pain psychology, cognitive behavioral therapy (CBT)
Women's Health	✓ Emotional Well-being Focus	Perinatal/postpartum mental health, menopause-related anxiety
Weight Loss & GLP-1s	✓ Psychological Support	Emotional eating, body image, behavioral coaching
Digestive Health (IBS, IBD, GERD)	✓ Mind-Gut Connection	Stress management, anxiety reduction, gut-brain axis therapies

Mental Health: Integrated and Independent

“ The percentage of employees reporting their employer offers mental health-related services, such as an EAP or telehealth services, has decreased over the past two years. ”

2022 Health Minds poll, APA

Mental Health Resources Offered



Pediatric and Dependent Mental Health

75%

of parents **miss work** to address their children's mental health or academic performance

-Rethink Healthcare on 8/24/2023

54%

of working parents **interrupted their work** to answer communication about their child's mental health needs during business hours

- Nationwide Children's Newsroom on February 22, 2022

46%

of families have at least one childcare-related employment change, primarily **absenteeism and changing work schedules**

- Academic Pediatric Association Jan-Feb 2011

30-50%

of working parents' **thoughts are on their child's mental health** and well-being even while they are at work

- Nationwide Children's Newsroom on February 22, 2022



•Children's mental health concerns leads to **burnout**, causing employees to **leave the workforce**

-SpringHealth Blog, July 22, 2022

Gheorg.com

Workplace Mental Wellbeing

52% of employees have felt burned out due to their job in the past year, with higher percentages among women and mid-level employees.

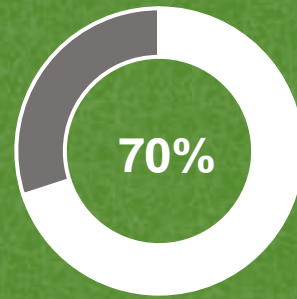
NAMI's 2024 Workplace Mental Health Poll

Mental Well-Being Programs Offered (% Yes)

VS 2023

Training on stress management	54%	▲	47%
Peer recognition programs/incentives	38%	▲	31%
Training on compassion and empathy in the workplace	37%		35%
Training on growth mindset	34%		32%
Training on emotional intelligence	34%		33%
Training on focus and attention	34%		31%
Educational webinars (4 or more a year)	32%		28%
Training on working with difficult emotions	30%		32%
Training on having difficult conversations	30%		31%
Meditation Apps	29%		26%
Training on cyber awareness	28%		32%
Training on gratitude and generosity	25%		28%
Training on resiliency	24%		25%
Training on unconscious bias	22%		24%
Lunch & Learns on mental fitness training (5+)	20%	▼	23%
Group meditation classes (onsite/virtual)	18%		24%
None of the above	4%		5%

Caregiver Support

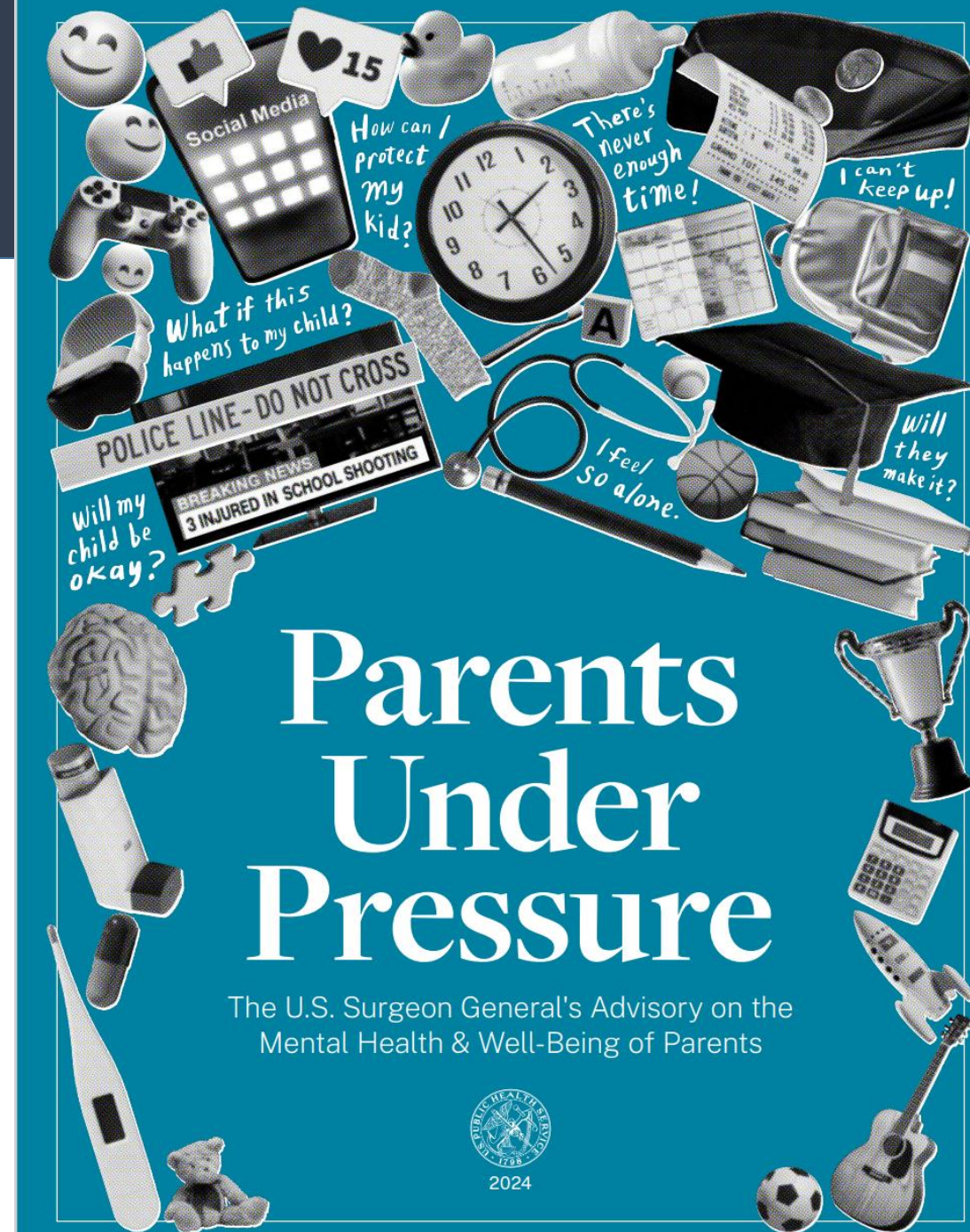


Supporting Caregivers in the Workplace: A National Crisis

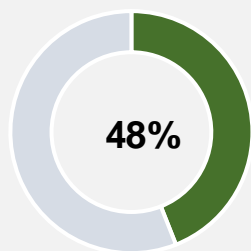
“The work of parenting is essential not only for the health of children but also for the health of society. Amid a youth mental health crisis, the work of raising a child is just as valuable as the work performed in a paid job and critically important when it comes to the impact on the future of society. We must do more to better support parents and caregivers.”

-Vivek Murthy

Former U.S. Surgeon General



Key Takeaways: Parents Under Pressure



of parents say that most days their stress is completely overwhelming, compared to 26% among other adults.

Stressors that parents and caregivers experience:



- Financial strain, economic instability, and poverty



- Parental isolation and loneliness



- Time demands



- Technology and social media

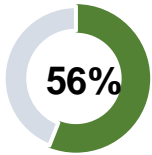


- Children's health & safety

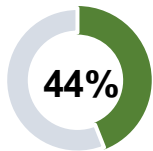


- Cultural pressures and children's futures

The Widespread Impact of Being a Working Caregiver



Of caregivers report having to take a leave of absence from work due to caregiving responsibilities.¹



of respondents said they would “definitely” or “probably” be interested in caregiving resources (e.g. for elder/ill family members)²



Emotional Stress

A study published in JAMA Internal Medicine found that caregivers are more likely to experience symptoms of depression and anxiety compared to non-caregivers.



Financial Strain

Family caregivers in the US spend an average of \$7,000 per year on out-of-pocket costs related to caregiving.³
The average lifetime income loss for women caregivers is around \$324,000.⁴

Health Concerns

Caregivers are at increased risk for health problems such as high blood pressure, heart disease and weakened immune function.⁵



Productivity Impact

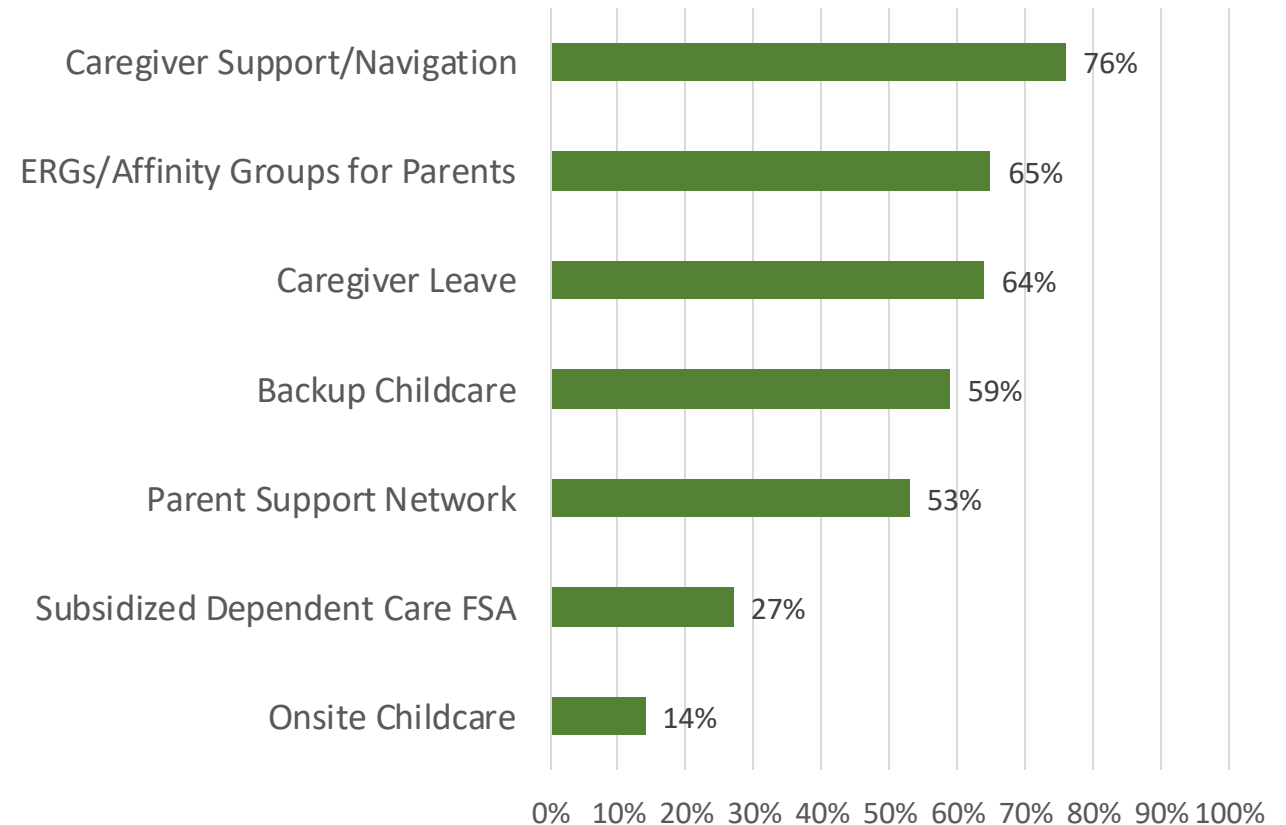
24% of employees cite childcare and eldercare as a distraction in the workplace.⁶



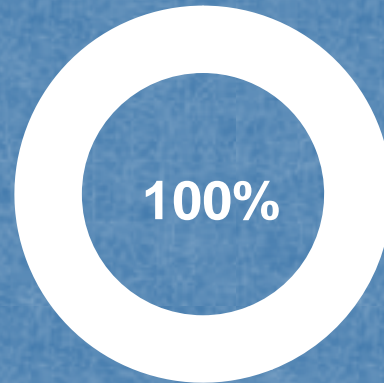
Employers are Taking Action

1. Expand policies & programs to support the well-being of parents and caregivers in the workplace
2. Implement trainings for managers on stress management & work-life harmony
3. Provide access to comprehensive and affordable high-quality mental health care

How Employers Support Working Caregivers (2025)²



Physical Health and Wellbeing



Physical Health and Wellbeing: 2 Focus Areas



Weight Management & Chronic Conditions

- Increased attention to GLPs
- High cost & frequency of chronic conditions



Back to Basics:



Nutrition



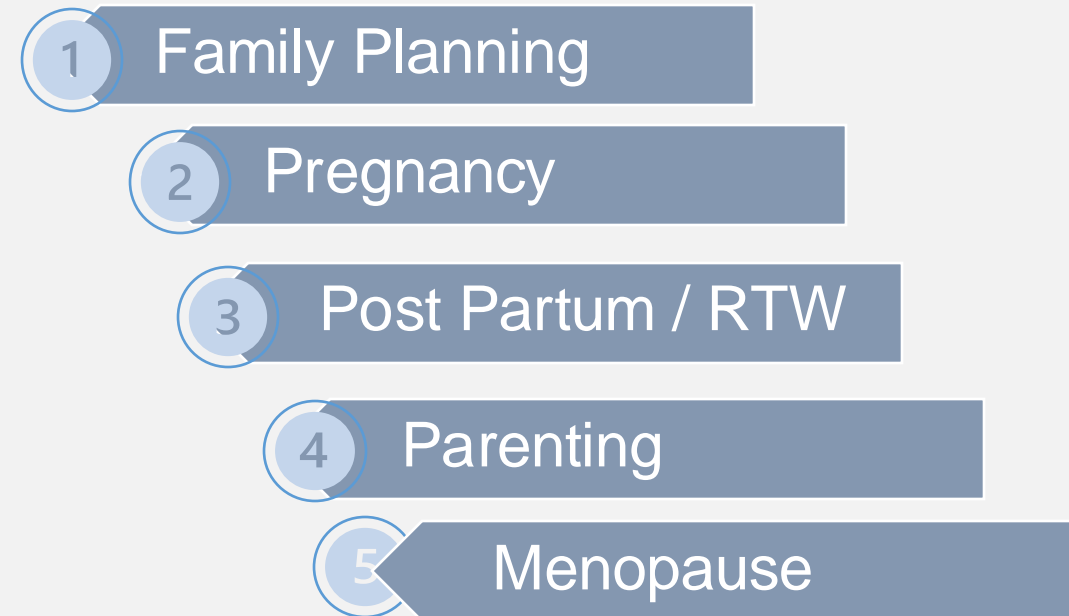
Physical
Activity



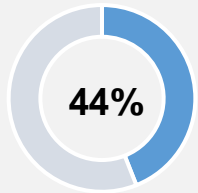
Coaching



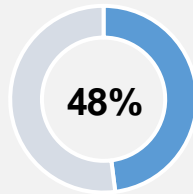
Women's Health & Family Planning Spectrum



Addressing Weight Management & Chronic Conditions

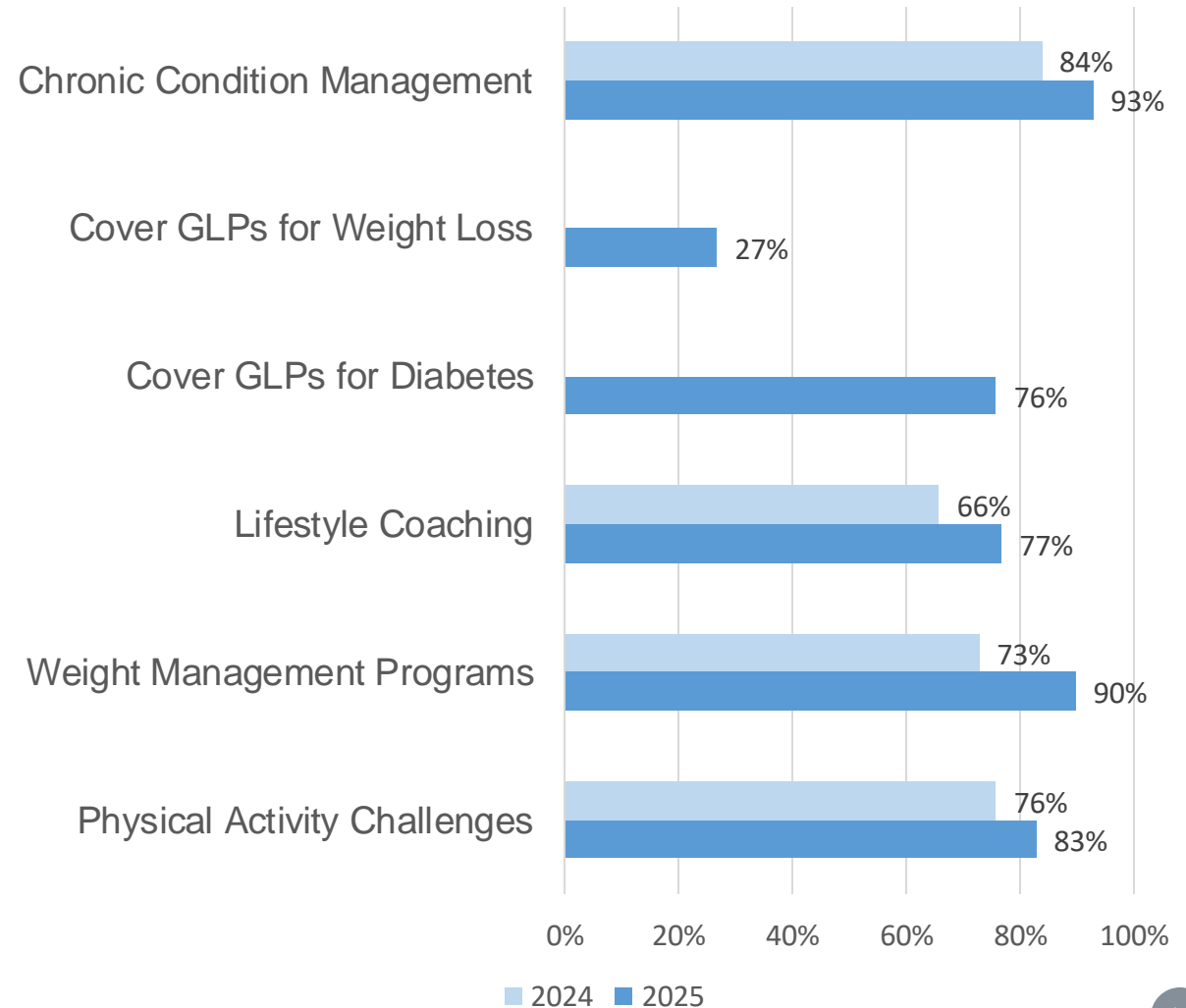


Of people would change jobs for obesity treatment coverage³

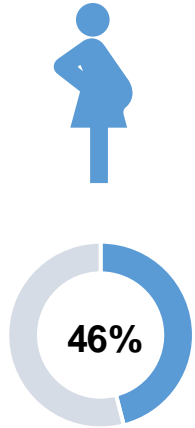


of respondents would “definitely” or “probably” be interested in weight management programs¹

Employers are Providing the Following for Employees^{2,3}

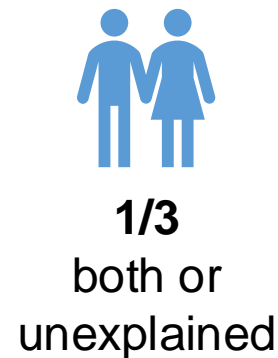
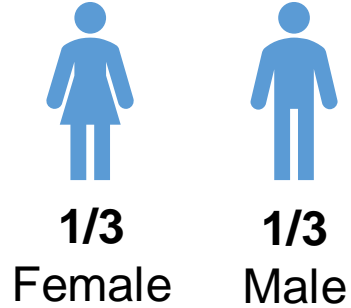


Women's Health and The Family Planning Spectrum

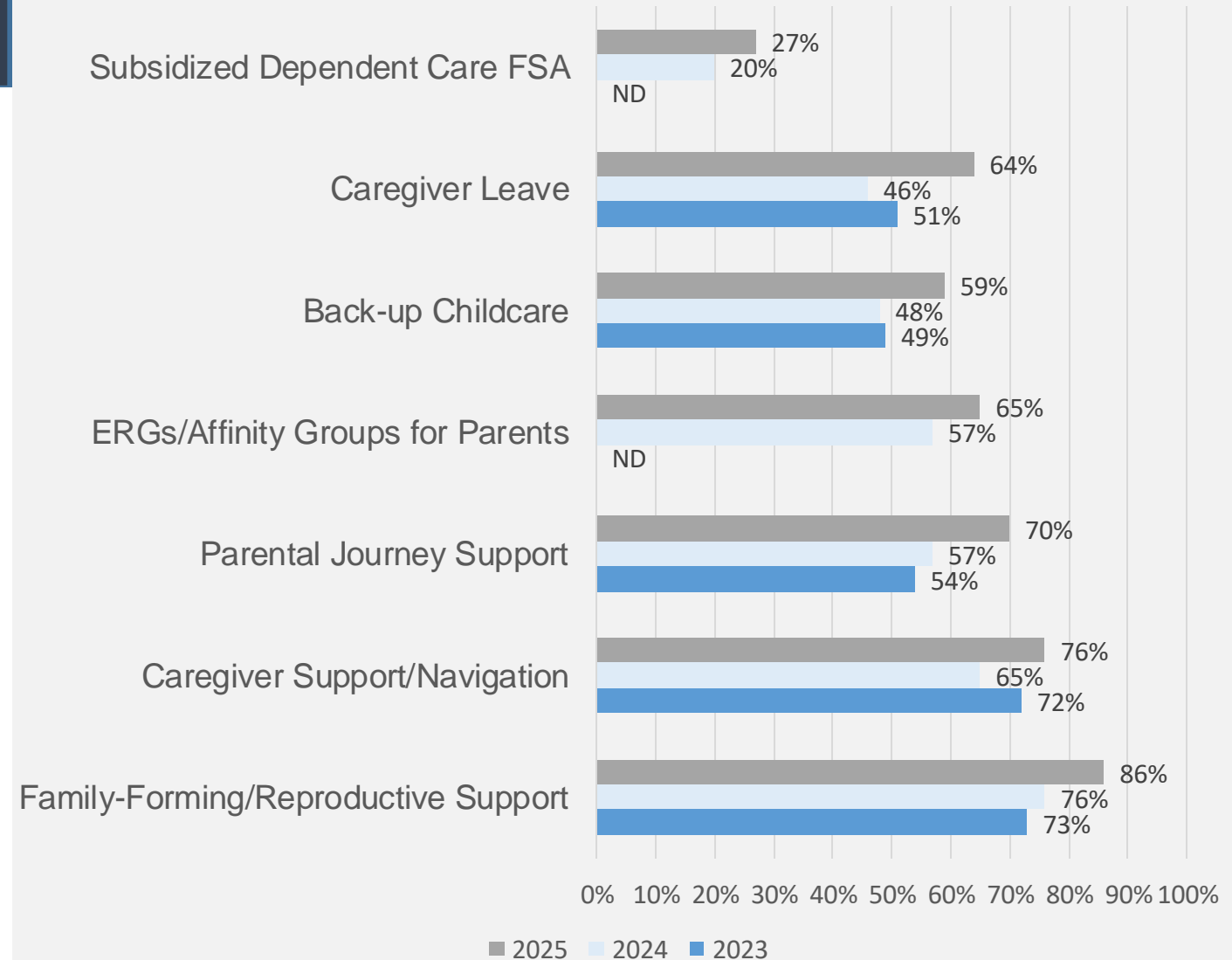


Of respondents would “definitely” or “probably” participate in women’s health services (e.g. fertility, menopause)¹

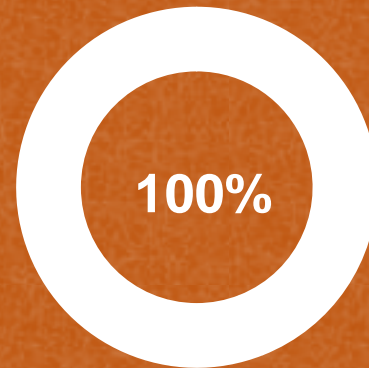
Infertility is attributed to:²



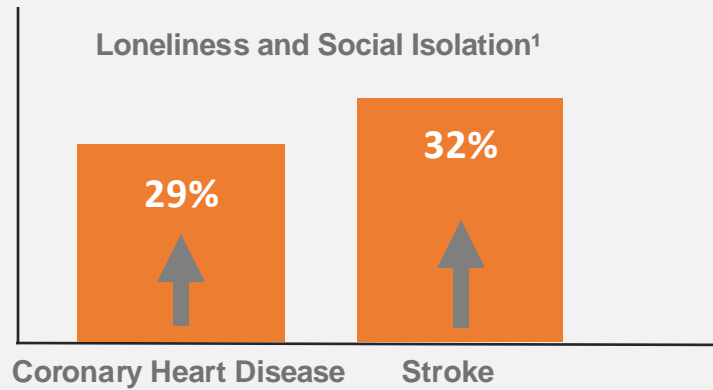
Employer's Family Planning Support Programs³



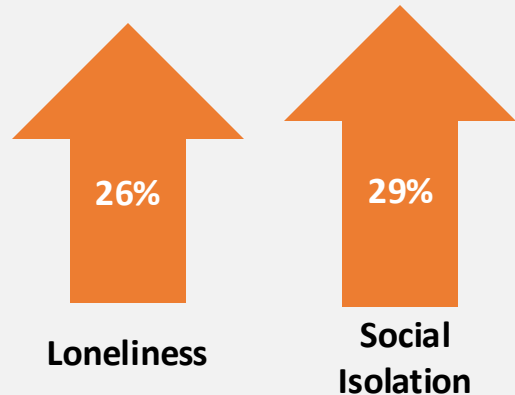
Social Wellbeing



Loneliness and Social Isolation

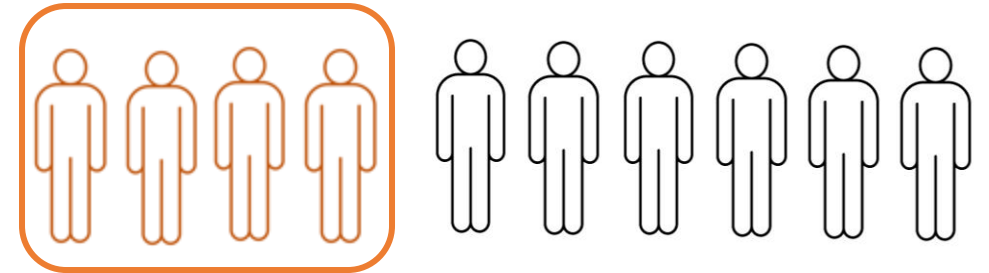


Risk for Premature Death²



In the workplace:

40%



report physical and emotional isolation³

¹Valtorta, et al., 2016. Loneliness and social isolation as risk factors for coronary heart disease and stroke: systematic review and meta-analysis of longitudinal observational studies. *Heart*, 102. ²Holt-Lunstad, et al., 2015. *Perspectives on Psychological Science*, Vol. 10, No. 2. ³EY Belonging Barometer Study

The Importance of Connection to our Business

Employees who report a strong sense of belonging¹:



50% reduction in turnover
75% reduction in sick days
56% increase in job performance



More innovative ideas and better problem-solving skills



167% increase in employer promoter score,
double the raises, 18 x more promotions



**Top driver of job satisfaction:
Interpersonal Relationships**

What Are Employees Saying?

KPMG Survey: Workplace Friendships Play a Critical Role in Employee Mental Health, Job Satisfaction

Limited by technology-driven interactions, employees seek more authentic opportunities for connection

November 19, 2024

Work friends ...

- 81%** are highly important
- 83%** help them feel more engaged
- 81%** help them feel more satisfied on the job
- 80%** help them feel more connected



84%

It's important for companies to facilitate personal interactions that help develop work friendships

25%

Say their company is not focused on activities and events that lead to the development of close work friendships

What Are Employers Doing?



Health and benefit fairs



Preventive care clinics



Convenience screenings - dental/vision/hearing



Digital wellbeing platforms*



Team challenges and competitions*



Recognition*



Community volunteer events

Figure 13:

Strategies Leveraged for In-Office Worktime



Arrow indicates statistically significant year-over-year increase or decrease.

2025 Wellbeing Trends and Takeaways

~25% of employees and dependents have mental health care needs

77% of workers having reported experiencing work-related stress in the last month¹

Mental Health & Mental Wellbeing

- Mental Health Care (and tools) for Dependents under 13
- Robust mental health care imbedded into condition management point solutions
- Neurodiversity support and tools
- Year-long programs to build resiliency, growth mindset, emotional intelligence etc.

48% of respondents would “definitely” or “probably” be interested in weight management programs⁴

89% feel that the fertility & family-forming process has negatively impacted their mental health.⁵

Physical Wellbeing

- Weight management programs/GLP1s
- Chronic condition management
- Women's health through the lifecycle from fertility/family planning through menopause
- Male infertility home testing

24% of employees cite childcare and eldercare as a distraction in the workplace²

56% of caregivers report having to take a leave of absence from work due to caregiving responsibilities.³

Caregiver Support

- Caregiver leave (updated PTO policies)
 - Paid/unpaid
 - Parental & maternity
- Backup childcare
- Parent/elder care support programs
- ERGs for parents
- Productivity tools for caregivers

37% of respondents are providing more on-site perks and social opportunities.⁴

40% of workers feel physically and emotionally isolated in the workplace⁶

Social Wellbeing

- On-site wellbeing events
- Digital wellbeing platforms
- Team challenges and competitions
- Preventive on-site clinics (dental, vision, hearing)
- Community volunteer events
- Peer recognition programs
- Mentorship programs

1. 2023 Work in America Survey: Workplaces as engines of psychological health and well-being

2. 2024 NFP US Leave Management and Trend Report

3. AARP

4. NFP Employee Trends Insight Report

5. Carrot

6. Twaronite, K. May 2019 EY Five Finding on the Importance of Belonging

For You and Your Employees

SPECIAL EVENT

**Leading Through the Fire:
Cultivating Resilience, Clarity and
Strength in Challenging Times**
February 25, 2025, 1p – 2p ET



Dr. Jeremy Hunter, Peter F Drucker
School of Management
Deb Smolensky, National Practice
Leader, NFP, an Aon Company

[Register Here](#)



Your Sleep Optimization Toolkit
March 11, 2025; 11 a.m. – 12 p.m. ET



Jackie McNamara, VP of Client
Experience, WellnessIQ
Doreen Davis, SVP Vitality and Wellbeing
Solutions, NFP, an Aon Company

Registration details in your NFP Latest
Insights Newsletter or contact your NFP
representative.

For You (HR & Wellbeing)



2025 Wellbeing Trends 4-week Workshop
Tuesdays, April 22nd – May 13th, 12 -1 p.m ET

**Mental
Health &
Mental
Wellbeing**

Tues. April 22nd

**Caregiver
Support**

Tues. April 29th

**Physical
Wellbeing**

Tues. May 6th

**Social
Wellbeing**

Tues. May 13th

Registration details in your NFP Latest Insights
Newsletter or contact your NFP representative.



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Thank you.