



# Annual Report 2025

Transforming Mental Healthcare: Addressing Industry Challenges and Providing Innovative Solutions

# Contents

Three Key Trends Shaping Mental Healthcare Benefits..... 1

Trend #1: Employee Wellbeing: A Holistic Approach to Health..... 2

Trend #2: Preventive Health & Cost Containment: Proactive Health Management ..... 3

Trend #3: Technology Innovation: Digital Solutions for Personalized and Scalable Care..... 4

Adapting Benefits to Modern Trends..... 6

Employee Assistance Program (EAP)..... 7-8

Managed Behavioral Health (MBH)..... 9-10

Chronic Condition Management (CCM) ..... 11-12

From Insight to Impact: A Roadmap for HR Leaders ..... 13-16

The Uprise Health Solution ..... 17-20





# Three Key Trends Shaping Mental Healthcare Benefits

The mental healthcare industry is undergoing significant changes, driven by evolving needs and emerging solutions. Increasing awareness, advancements in technology, and a growing emphasis on preventive care are reshaping how mental health services are delivered. This report explores three key trends that are influencing the direction of this industry and highlights how these trends are being implemented in organizations today.





## TREND #1

# Employee Wellbeing: A Holistic Approach to Health

In the working world we know today, companies are starting to prioritize the mental and physical health of their employees. This trend isn't just about offering yoga classes or free snacks. It's about creating an environment where employees feel supported in every aspect of their health. Stress management programs, mental health days, and access to counseling services are becoming standard in many workplaces.

Why is this happening? Research shows that when employees are healthy and happy, productivity increases, and absenteeism drops. By investing in their workforce's health, companies see better overall performance. This isn't just good for business; it's good for the people who make up the business.



## Statistics & Insights

According to [Gallup's State of the Global Workplace](#) report, companies with a strong focus on employee wellbeing see 41% lower absenteeism and 59% lower turnover rates.

A [2024 report](#) found that 88% of employees expect employers to provide a holistic approach to wellbeing, which includes both mental and physical health support.

A [2024 McKinsey report](#) found that factors like mental and physical health, work-life balance, and job satisfaction are as crucial as salary for employee well-being, especially for Generation Z.







## TREND #2

# Preventive Health & Cost Containment: Proactive Health Management

The focus on preventing health issues before they arise is gaining traction. Instead of waiting for problems to occur, many organizations are now emphasizing the importance of regular check-ups and early intervention. This approach saves money in the long run by avoiding costly treatments and hospital stays.

For example, companies are offering incentives for employees to get regular health screenings or vaccinations. By catching potential issues early, they can address them before they become serious. This proactive strategy not only reduces healthcare costs but also keeps employees healthier and more engaged in their work.

## Statistics & Insights

Healthcare Business Today found that regular health screenings can detect chronic conditions early, reducing the need for expensive treatments and hospitalizations by 30%, while early intervention programs can lead to a 50% reduction in the progression of chronic diseases.

According to the CDC's 2024 Annual Report, companies with comprehensive wellness programs experience a 25% reduction in sick leave, a 32% reduction in workers' compensation and disability claims, and employees are 8 times more likely to be engaged at work.

Employers who invest in preventive health measures can save up to \$3.27 for every dollar spent on wellness programs, leading to reduced healthcare costs by 15-20% over five years.





### TREND #3

## Technology Innovation: Digital Solutions for Personalized and Scalable Care

Technology is revolutionizing mental healthcare. Digital tools and platforms are making it easier for people to access the care they need, even from the comfort of their own homes. Telehealth services allow patients to connect with therapists and doctors through video calls, removing barriers like travel time and stigma.

Apps and online platforms provide personalized care plans, reminders for medication, and even virtual therapy sessions. These tools are designed to cater to individual needs, making mental healthcare more accessible and tailored to each person. The scalability of these solutions means that more people can receive care, regardless of location or financial constraints.

### Statistics & Insights

In a [report published by PHTI](#), employers, health systems, and health plans are increasing spending on digital health solutions primarily due to increased consumer demand (83%) and improved health outcomes (62%), with cost savings also being a key factor.

A report from [StartUs Insights](#) found that wearable devices and wellness apps are used by 60% of employees to monitor and manage their mental health, reducing stress levels by 30% and improving overall wellbeing.

AI-powered mental health applications have [expanded access to care](#), addressing the global shortage of mental health professionals, with about 85% of individuals with mental health issues not receiving treatment due to provider shortages.





The mental healthcare industry is being shaped by these three key trends. By focusing on employee wellbeing, preventive health, and innovative technology, we can create a healthier and more supportive environment for everyone. As these trends continue to evolve, it's essential for organizations to stay ahead of the curve and implement strategies that benefit both their employees and their bottom line.







# Adapting Benefits to Modern Trends

The mental healthcare industry is evolving with a focus on employee wellbeing, preventive health, and technology innovation. Employee Assistance Programs (EAP) now support all aspects of health, including stress management and mental health days. Chronic Condition Management (CCM) emphasizes regular check-ups and early interventions to prevent health issues. Managed Behavioral Health (MBH) leverages technology to make mental healthcare accessible through telehealth and apps.

Organizations can adapt their benefits plans to align with these trends by implementing comprehensive wellness programs. EAPs can offer more personalized support, stress management resources, and flexible mental health days. CCM can incorporate regular health screenings, preventative measures, and early intervention programs. MBH can benefit from digital tools, telehealth services, and mental health apps to provide scalable and personalized care. These strategies not only reduce costs but also improve overall employee wellbeing. By adopting these approaches, companies can benefit their workforce and their bottom line.



# Employee Assistance Program (EAP)

Think of Employee Assistance Programs (EAPs) as your workplace allies. These employer-sponsored programs are designed to help employees tackle personal and professional challenges that might impact their work and overall wellbeing. They offer a range of confidential services, including counseling, stress management, and crisis intervention. By providing this essential support,

EAPs help employees navigate life's ups and downs and maintain a healthy work-life balance. Whether it's dealing with personal issues, managing stress, or seeking guidance during a crisis, EAPs are there to offer a helping hand, ensuring employees feel supported and valued in their workplace.

## **Trend #1: Employee Wellbeing**

EAPs put mental and emotional health first. They provide confidential counseling, stress management tools, and crisis support. This creates a safer, more supportive work culture. Employees feel appreciated and understood, leading to higher job satisfaction and productivity. These programs also help tackle personal issues – like mental resilience, fitness coaching, child or elder care resources, budgeting tools, legal document templates – that might affect work, offering guidance both in and out of the office.

## **Trend #2: Preventive Health and Cost Containment**

Preventive health is a key focus. EAPs aim to catch issues early and offer continuous support to stop minor problems from escalating. They provide wellness workshops, health screenings, and educational resources, encouraging proactive health management. This approach reduces absenteeism, lowers healthcare costs for employers, and ensures a healthier workforce.

Cost containment is another major benefit. By addressing mental health concerns early, EAPs reduce the need for costly treatments down the line. Employers save on healthcare expenses, and employees experience less financial stress. Investing in EAPs results in a healthier, stronger workforce.

## **Trend #3: Technology Innovation**

Modern EAPs use technology to boost accessibility and engagement. Digital platforms allow 24/7 access to resources and support, making it easy for employees to seek help whenever they need it. This includes virtual counseling, self-help tools, and mobile apps for immediate assistance. These tech solutions ensure help is always within reach, removing barriers to care.

Personalized care is also enhanced through technology. Employees get tailored recommendations based on their unique needs, leading to more effective support. Integrating advanced tech in EAPs is a significant step forward in delivering comprehensive mental health care.





## Solution: Uprise Health's EAP

Uprise Health offers a comprehensive Employee Assistance Program (EAP) and work-life services that enhance care access, engagement, and overall wellbeing. This allows employees to stay productive and focused both at home and work, while reducing healthcare claims and costs.

- **Unified Digital Platform** enables convenient access to all EAP services and resource options. Clinically validated check-ins that evaluate member wellbeing levels. CBT-based digital mental health courses that cover extensive mental health and lifestyle topics.
- **Clinical Services** include individual therapy sessions, both in person or teletherapy, online group therapy sessions, and 24/7 crisis support.
- **Work-Life Services** offers over 20,000 self-help educational materials and webinars, financial coaching and resources, and legal consultations, discounted legal fees and online forms.
- **Employer Support** provides real-time reporting and analytics dashboard, unlimited management referrals, and critical incident response.

Employee Assistance Programs address key trends in mental health by focusing on wellbeing, preventive health and cost containment, and embracing technology. They create a supportive environment, prevent issues from escalating, and make help easily accessible. Investing in EAPs is beneficial for both employees and employers, fostering a healthier, happier workforce. The commitment to employee wellbeing not only enhances individual lives but also strengthens the overall organizational culture. By prioritizing mental health, companies can build a resilient and engaged workforce.





# Managed Behavioral Health (MBH)

Managed Behavioral Health is a specialized approach to mental healthcare that combines various services to support employees' mental wellbeing. This concept goes beyond traditional therapy, providing comprehensive support that includes counseling, substance abuse plans, crisis intervention, preventive measures, and the use

of advanced technology to ensure accessible and effective care. Unlike Employee Assistance Programs (EAPs), which typically offer short-term counseling and immediate crisis intervention, MBH programs provide ongoing, long-term mental health care and integrate closely with physical health management to support overall well-being.

## **Trend #1: Employee Wellbeing**

Employee wellbeing is crucial in today's workplaces. The pressures of modern life and work can strain mental health, and MBH steps in with confidential counseling, stress management tools, and substance abuse treatment. These services create a safer, more supportive work environment where employees feel valued and understood. The result? Higher job satisfaction and productivity.

MBH programs tackle personal issues like anxiety or depression, using cognitive-behavioral therapy (CBT). These programs also offer customizable plans to meet unique needs like Autism care, applied behavior analysis (ABA) therapy, and other high-demand services. With a focus on whole-person care, MBH programs incorporate physical health, along with mental health, for a more comprehensive and personalized care experience. Addressing these areas helps employees manage life's challenges both inside and outside the workplace.

## **Trend #2: Preventive Health and Cost Containment**

Preventive health is a key component of MBH. Early intervention and continuous support stop minor issues from becoming major problems. Wellness workshops, health screenings, and educational resources promote proactive health management. This approach not only reduces absenteeism but also lowers healthcare costs for employers. Employees benefit from less financial stress and better overall health.

Cost containment is another significant benefit. Addressing care management to facilitate transitions between levels of care – inpatient, outpatient, partial hospitalization, to name a few – based on medical necessity reduces need for expensive treatments later. This proactive approach saves on healthcare expenses and contributes to a healthier, more resilient workforce.

## **Trend #3: Technology Innovation**

Modern MBH programs leverage technology to enhance accessibility and engagement. When applied properly, integrated tech solutions can provide enhanced case management and improve quality of care. Digital platforms provide 24/7 access to resources and support, making it easy for employees to seek help whenever they need it. Virtual counseling, self-help tools, and mobile apps ensure that assistance is always within reach, reducing wait times for treatment. These tech solutions remove barriers to care and make mental health support more accessible and comprehensive.



## Solution: Uprise Health's MBH Solution

Uprise Health's MBH program focuses on custom mental health benefits, better access through network adequacy, cost-effective care transitions, and enhanced employee experience. Our MBH solution reduces oversight and healthcare costs through coordinating, managing, and evaluating mental health & substance abuse benefits. Employers have the flexibility to design targeted behavioral health plans tailored to their workforce while maintaining parity compliance.

Our MBH solution allows self-insured employers to carve out and customize mental health benefits that go beyond standard medical plans, ensuring tailored, equitable, and enhanced coverage for all employees. We emphasize network adequacy and specialized care access, offering single case agreements to ensure every employee can get the care they need, no matter how unique their situation. By managing transitions between levels of care based on medical necessity, we help employers reduce high-cost inpatient stays and improve long-term outcomes for their workforce. Our customizable plans let employers address specific needs, such as Autism coverage or substance abuse treatment, in a way that aligns with parity requirements while meeting the real needs of employees, with the overall outcome of improving workforce productivity and lowering healthcare costs.

Managed Behavioral Health programs, like those offered by Uprise Health, are essential in addressing the key trends in mental health. By prioritizing employee wellbeing, implementing preventive health measures, and leveraging technology, MBH provides a comprehensive support system for individuals facing more complex mental health challenges. This approach not only enhances employees' lives but also strengthens organizational culture, leading to a healthier, happier workforce.



# Chronic Condition Management (CCM)

Chronic Condition Management is all about helping individuals take control of long-term health conditions like diabetes, hypertension, and asthma – to name a few. It's not just about treating symptoms. It's about providing ongoing support and resources to improve overall health and

quality of life. By focusing on personalized care plans and continuous monitoring, CCM ensures that individuals can lead healthier, more balanced lives while managing their chronic conditions effectively.

## **Trend #1: Employee Wellbeing**

CCM focuses on mental and emotional health. Personalized support and continuous monitoring help employees manage the stress and challenges of chronic conditions. This creates a safer, more supportive work culture. Employees feel valued and understood, leading to higher job satisfaction and productivity. When employees know that their health is a priority, they are more likely to engage fully and perform better in their roles. CCM also helps with personal issues like fitness coaching and access to care resources, ensuring employees feel supported both in and out of the office. This comprehensive approach not only enhances their work life but also their overall sense of wellbeing.

## **Trend #2: Preventive Health and Cost Containment**

Preventive health is key to CCM. Identifying potential issues early and providing continuous support helps prevent minor problems from becoming major ones. Programs include regular check-ins, personalized coaching, health screenings, and educational resources that encourage proactive health management. This approach reduces absenteeism and lowers healthcare costs for employers, while promoting a healthier workforce. Preventive strategies ensure that employees can address health concerns before they escalate, leading to long-term benefits for both the employee and the organization.

Cost containment is another big benefit. Addressing health concerns early reduces the need for expensive treatments later. Employers save on healthcare expenses, and employees face less financial stress. Investing in CCM leads to a healthier, more resilient workforce. By cutting down on costly medical interventions, organizations can allocate resources more effectively, enhancing overall productivity and employee satisfaction.

## **Trend #3: Technology Innovation**

Modern CCM programs use technology to enhance accessibility and engagement, as well as to monitor health conditions. Wearables and health apps are integrated into CCM programs to provide real-time tracking of health metrics for chronic conditions – like blood pressure, glucose levels, and physical activity levels. Virtual coaching and telemedicine improve access to care, offering employees easy access to healthcare professionals and the ability to monitor conditions consistently.







## **Solution: Chronic Condition Management from Uprise Health**

Uprise Health's CCM program uses data analytics to identify who needs chronic condition management support at an organization, provides proactive telephonic outreach to 100% of the identified population, and ensures personalized care plans proven to increase wellbeing and cost savings. We help our members with chronic conditions thrive. Our comprehensive solution addresses both physical and mental health to provide a hands-on approach to care. Not only do our Nurse Care Advocates provide educational resources to help employees understand their condition, they work alongside them to design plans for behavior modification for preventive care so employees can manage their health with confidence. Uprise Health clients experience a 4:1 ROI when investing in our CCM solution.

Chronic Condition Management addresses key trends in the mental health industry by focusing on employee wellbeing, preventive health, cost containment, and technology innovation. When employees feel empowered to own their chronic condition, employers experience a happier and more productive workforce. Investing in CCM benefits both employees and employers, fostering a culture of health and wellbeing that enhances overall organizational success. This holistic approach ensures that every individual receives the care and support they need to thrive, both personally and professionally.





# From Insight to Impact: A Roadmap for HR Leaders

In today's evolving workplace, HR leaders are at the forefront of shaping organizational culture and employee experience. The trends transforming mental healthcare—employee wellbeing, preventive health, and technology innovation—are not just industry shifts; they are strategic levers for HR to drive engagement, retention, and compliance. Here's how HR professionals can translate these insights into meaningful action.





## TREND #1

# Employee Wellbeing

The modern workforce expects more than just competitive pay and standard benefits. Employees want to feel supported in all aspects of their lives—emotionally, mentally, and physically. For HR executives, this means going beyond traditional wellness programs and embedding wellbeing into the core of the employee experience.

Creating a culture of care starts with leadership. When HR champions mental health initiatives, it signals to employees that their wellbeing is a priority. This includes offering flexible work arrangements, promoting psychological safety, and ensuring that managers are equipped to support their teams. It also means recognizing that wellbeing is not one-size-fits-all—employees need access to a range of resources that reflect their diverse needs and life stages.

**Impact:** A culture of care leads to higher engagement, lower turnover, and a stronger employer brand—key metrics for HR success. When employees feel supported, they're more likely to stay, grow, and advocate for the organization.

## Action Steps

- **Embed Wellbeing into Culture:** Integrate mental health support into onboarding, manager training, and leadership development. Normalize conversations around mental health to reduce stigma and build psychological safety.
- **Expand EAP Awareness:** Promote Employee Assistance Programs (EAPs) through internal campaigns, manager toolkits, and employee testimonials to boost utilization and trust.
- **Champion Work-Life Balance:** Implement flexible work policies, mental health days, and wellness stipends to support holistic wellbeing and reduce burnout.





## TREND #2

# Preventive Health & Cost Containment

HR professionals are constantly balancing the needs of employees with the financial realities of the business. Preventive health strategies offer a powerful solution—addressing health concerns early not only improves employee outcomes but also reduces long-term healthcare costs.

By proactively identifying risks and offering early interventions, HR can help employees avoid more serious health issues down the line. This includes mental health screenings, resilience training, and chronic condition management programs. These efforts not only reduce absenteeism and disability claims but also demonstrate a commitment to employee wellbeing that builds trust and loyalty.



## Action Steps

- **Launch Preventive Campaigns:** Use data to identify health risks and roll out targeted initiatives like biometric screenings, resilience training, and early intervention programs that address both physical and mental health.
- **Track Benefit Utilization:** Monitor usage of wellness programs and adjust offerings based on employee feedback and outcomes. This ensures resources are aligned with actual needs.
- **Partner with Finance:** Collaborate with finance teams to model ROI on wellness investments and align with broader business goals, demonstrating HR's strategic value.

**Impact:** Proactive care reduces absenteeism and claims costs, while reinforcing HR's role as a strategic business partner. It also builds a healthier, more resilient workforce that can adapt to change and perform at its best.



## TREND #3

# Technology Innovation

Technology is reshaping how HR delivers care, communicates with employees, and measures impact. With hybrid and remote work now the norm, digital tools are essential for reaching employees wherever they are—and ensuring equitable access to support.

From AI-powered wellness platforms to telehealth services and wearable devices, technology enables personalized, scalable care that meets the diverse needs of today's workforce. For HR, this means more than just adopting new tools—it's about using data to drive decisions, improve engagement, and demonstrate the value of mental health investments.

## Action Steps

- **Adopt Scalable Platforms:** Implement digital mental health platforms that offer 24/7 access to care, personalized support, and real-time analytics. These tools meet employees where they are—at home, in the office, or on the go.
- **Leverage Data for Personalization:** Use engagement and health data to tailor communications and benefits to different employee segments, ensuring relevance and inclusivity.
- **Ensure Equity in Access:** Evaluate digital solutions for inclusivity and accessibility to ensure all employees can benefit, regardless of location, role, or ability.

**Impact:** Technology enables HR to deliver personalized, scalable, and measurable support—enhancing both employee experience and organizational resilience. It also empowers HR to make data-driven decisions that improve outcomes and demonstrate impact.

When HR leaders embrace holistic, preventive, and tech-enabled strategies, they don't just respond to trends—they shape the future of work. By aligning benefits with employee needs and organizational goals, HR professionals can foster a culture of wellbeing, reduce turnover, and drive measurable business outcomes. This is how insight becomes impact—and how HR becomes a catalyst for lasting change.



# The Uprise Health Solution

Uprise Health partners with HR leaders to tackle key industry trends and implement effective strategies to drive positive outcomes for employees.

## Holistic Wellbeing and Mental Resilience:

Uprise Health's Employee Assistance Program (EAP) offers a comprehensive approach to wellbeing, covering mental, physical, financial, and personal development. Accessible 24/7 through a digital platform, our EAP provides counseling, coaching, peer support, and work-life resources to reduce stress-related absenteeism and boost mental resilience. Our focus on appointment scheduling assistance and continuity of care ensures employees receive seamless support. With an ever-expanding provider network, employers can curate based on geography and expertise to meet their employees' diverse needs.



### OUR IMPACT:

**4x**

utilization over  
traditional EAPs

**22.5**

days of productivity  
gained per active user  
per year

**92%**

of members improve  
with care





## Patient-Centered Chronic Condition Management:

Our Chronic Condition Management (CCM) program emphasizes personalized care, leveraging telehealth and remote monitoring to enhance patient engagement. Conditions covered include asthma, back pain, COPD, CAD, diabetes, heart failure, hypertension, hyperlipidemia, depression, and more. Proactive outreach by Nurse Health Advocates and data-driven care plans help manage chronic conditions, lower healthcare costs, and improve wellbeing.

### OUR IMPACT:

**4:1**  
ROI

**Over  
\$38.1m**

in healthcare savings for  
clients over the last 3 years



## **Innovative Behavioral Health Solutions:**

Uprise Health's Managed Behavioral Health (MBH) program integrates advanced technologies for high-quality care. AI-driven tools and telehealth flexibilities enhance service delivery and patient-provider matching. Our extensive provider network and claims processing ensure accessible and effective behavioral health support. Not only does Uprise Health build a tailored network to meet any employer's needs, we also negotiate competitive rates to deliver high-quality, cost-effective care.

**Custom Benefits at Scale:** Provides employers the flexibility to design targeted behavioral health plans tailored to their workforce while maintaining parity compliance.

**Access to High-Quality Care:** Network adequacy and SCAs ensure employees can find the right providers, even for specialized needs like anxiety, impulse control, substance use, and mood disorders – to name a few.

**Cost Containment Strategies:** Proactive case management and stepped care transitions reduce unnecessary spending while supporting sustainable outcomes.

**Enhanced Employer Differentiation:** Helps employers stand out by offering progressive and responsive mental health benefits.

**Claims Processing & Adjudication:** Ensures claims are aligned with the medical necessity to help employers keep costs low and determine their financial responsibility for the payment to the provider.

**At Uprise Health, we're committed to transforming mental healthcare by addressing industry challenges and providing innovative solutions. Our comprehensive approach focuses on employee wellbeing, preventive health, and technology innovation. By partnering with Uprise Health, HR professionals can leverage cutting-edge programs and technologies to address industry trends, promote positive outcomes, and deliver exceptional value to their employees.**



# Take the Next Step:

## Explore Our Solutions:

Discover how our Employee Assistance Programs (EAP), Managed Behavioral Health (MBH), and Chronic Condition Management (CCM) can benefit your organization.

## Get Involved:

Partner with us to implement cutting-edge mental health solutions that prioritize wellbeing.

## Contact Us:

Reach out to our team to learn more about how Uprise Health can support your mental health initiatives.



Together, we can make a difference in the lives of your employees and build a stronger, healthier workforce.

