

Report Finds 1 in 4 Workers Unaware of Mental Health Benefits

A [survey](#) conducted in January 2025 by the National Alliance on Mental Illness (NAMI) found that 1 in 4 workers is unaware whether their employers offer mental health benefits, employee assistance programs, flexible work arrangements or sick days for mental health. Only half understand how to access these benefits through their employer-sponsored health insurance.

The second annual survey, conducted with Ipsos, polled more than 2,000 full-time employees from companies with over 100 workers across multiple industries.

NAMI found that, similar to last year's findings, only about a fifth of employees have received training on mental health conditions or symptoms, despite more than three-quarters expressing interest in learning about mental health benefits and receiving general education about mental health.

“These results show a high demand for mental health education and resources, with mental health challenges emerging across the workforce.”

- Daniel H. Gillison Jr., CEO at NAMI

Although workers have voiced a strong desire for mental health care benefits, HR professionals report that these offerings are often unutilized. A separate One Medical survey found that workers avoid using these benefits for a number of reasons. Almost half (45%) of employees cited a lack of time, 25% reported feeling embarrassed and 22% mentioned cost concerns.

Furthermore, this report demonstrates that stigma and judgment surrounding mental health issues persist in many workplaces. NAMI data shows that more than half of employees are comfortable discussing their mental health with a close friend or manager, while only 39% would feel comfortable discussing their mental health with HR.

Employer Takeaway

The NAMI survey highlights the need for employers to improve awareness of available resources. To increase the utilization of mental health benefits, NAMI recommends that employers share benefits information through various channels, offer training, and equip managers to share resources and communication information on benefits multiple times throughout the year.

Contact us for more resources.