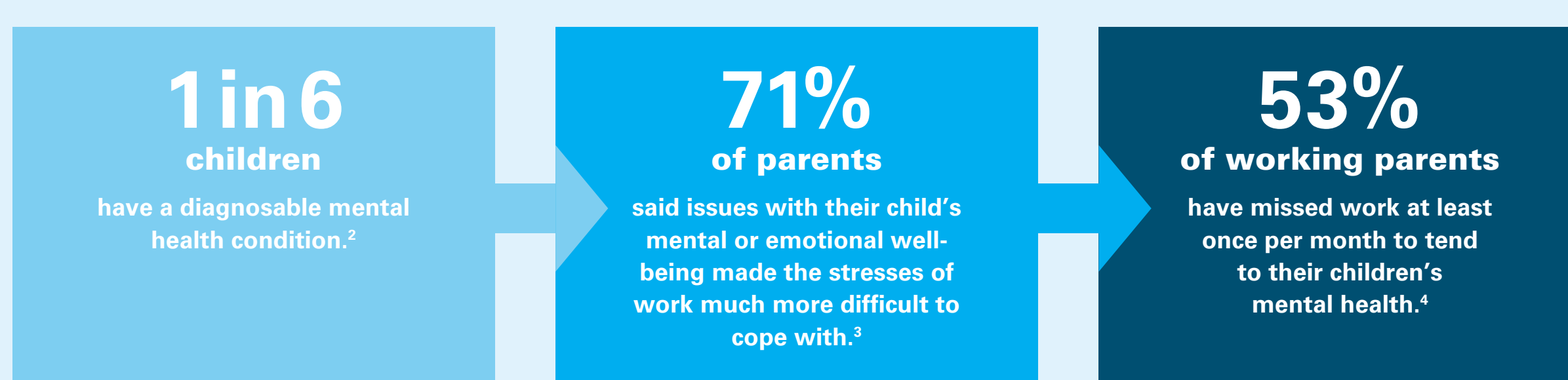


## Understanding how youth mental health impacts your workforce

As an employer, the youth mental health crisis in America is likely affecting more of your workforce than you realize. Since two out of every five workers are parents with a child under the age of 18,<sup>1</sup> this can have major ramifications for the well-being of your employees and your business. The issue becomes even bigger when we consider that many caregivers of children are not necessarily 'parents' in the traditional sense.



The health of children affects those who care for them, which in turn affects employee health and productivity.



To address the impact of youth mental health on your workforce, focus your attention on early intervention, access, integrated care and stigma.

**EARLY INTERVENTION**

**ACCESS**

**INTEGRATED CARE**

**STIGMA**

## Taking critical action sooner

Given how early in life mental health challenges can begin, early diagnosis and treatment are essential to supporting youth mental health.



**11 yrs**

The average delay between when mental health symptoms first appear and intervention is approximately 11 years.<sup>5</sup>

**1 in 6**

U.S. children aged 2–8 years had a diagnosed mental, behavioral or developmental challenge.<sup>6</sup>

**50%**

of lifetime mental health conditions begin by age 14 and 75 percent begin by age 24.<sup>7</sup>

### PROVIDE RESOURCES AND EDUCATION:

**THIS IS HOW**

- Empower your workforce with information around early intervention and youth mental health.
- Ask your health plan partner what tools and initiatives they provide in support of early intervention, including school-based programs.
- Request educational resources for parents and caregivers on signs of youth mental health challenges, especially on crucial subjects like suicide prevention.



To learn more about supporting your workforce through youth mental health and other behavioral health challenges, visit [healthbenefitinsight.com](https://healthbenefitinsight.com).

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