



**PROTECTING AMERICANS'
COVERAGE TOGETHER**

On World Mental Health Day, Employers Highlight Work to Provide Greater Access to Mental Health Services, Urge Policymakers to Do the Same

Today marks World Mental Health Day, and employers are reinforcing their commitment to strengthening mental and behavioral health services for their workforce. With more than [one in five](#) adults living with a mental illness, America's mental health crisis continues to evolve. The pandemic made America's mental health more visible, but it also underscored the system was underprepared to handle patients' needs. In the years since, employers have stepped up to improve access to mental health care for their employees and their families.

Providing access to mental health care remains a top priority for employers. A recent report by the Business Group on Health found that [79% of employers](#) list access to mental health care as a priority for 2025. This is reaffirmed by a survey conducted by Mercer last year, which found that [94% of large employers](#) reported that they strengthened mental health coverage or services for employees since 2020.

While employers are taking action to enhance these services, Congress can further support the expansion and adoption of mental health services. Earlier this year, Protecting Americans' Coverage Together (PACT), a coalition of business voices dedicated to strengthening employer-provided insurance, proposed three solutions to help improve mental health care in the U.S.:

- **Expanding Access through Telehealth:** The pandemic demonstrated the necessity and significant value of telehealth services. Barriers to mental health care – such as geographical distance and workforce shortages – remain, emphasizing the continued importance of access to telehealth care. Members of PACT are seeking to cement telehealth access by making permanent several pandemic-era telehealth flexibilities, including waiving in-person requirements and removing restrictions on a provider's ability to administer virtual care based on where they are physically located.
- **Strengthening the Mental Health Care Workforce:** As demand for mental health care services increases, a significant hurdle faced by many is the shortage of providers, particularly in underserved and rural areas. Under current conditions, this shortage is likely to worsen as many existing providers approach retirement age or experience burnout as demand for mental health services increases at an unprecedented rate. PACT acknowledges that to meaningfully address mental health challenges, it is critical to

strengthen and grow the workforce of providers and non-clinical personnel who support patients.

- **Better Integrating Mental and Physical Health Care:** Providers, employers and patients have all acknowledged that mental, behavioral and physical health conditions are often interrelated. By better integrating care for mental and physical conditions, providers and insurers strengthen individuals' overall health, make care more efficient for patients and reduce stigma around mental health conditions. Under a more holistic model, individuals and their families can receive more effective care.

American employers, including members of PACT, will continue their work to prioritize employees' mental and physical wellness year-round.

The [Protecting Americans' Coverage Together](#) campaign is a coalition that includes the U.S Chamber of Commerce, Business Roundtable, Vermeer Corporation, the National Association of Manufacturers and Council for Affordable Health Coverage. PACT represents leading employer voices focused on strengthening employer-provided coverage and protecting the benefits that American families depend on for their health.