



Mental Health in the Workforce

Mental Health Matters Task Force Report 2024

Suzanne Hultin
Employment, Labor & Retirement Program



“Workplace mental health and well-being is a critical priority for public health. It has numerous and cascading impacts for the health of individual workers and their families, organizational productivity, the bottom-line for businesses, and the U.S. economy.” —U.S. Surgeon General Dr. Vivek Murthy

Mental Health Matters Task Force

November 2022-August 2023

Subcommittees of the Task Force

Enhancing
Nondiscrimination,
Parity & Benefits



Expanding Access to
Workplace Care &
Supports



Targeting Underserved
Rural, Ethnic & Racial
Communities



Addressing Behavioral
Health Workforce
Shortages



Nondiscrimination, Parity & Benefits

State Policy Options to Consider as Determined by Subcommittee

Strengthen Parity and Nondiscrimination Laws

- Kentucky HB50 (2021)

Expand Workers' Compensation, Paid Sick Leave & Disability Insurance

- Kansas SB193 (2021)

Educate Consumers and Employers about their Rights and Responsibilities

- Connecticut Public Act 284 (1999)

Address Workplace Care and Supports

State Policy Options to Consider as Determined by Subcommittee

<p>Stay-at-Work/Return-to-Work Programs</p> <p>Virginia SB560 (2019)</p>	<p>Encourage Telemental Health Services</p> <p>Arkansas HB1176 (2021)</p>	<p>Prioritize Wellness Programs</p> <p>Oregon HB2469 (2021)</p>	<p>Strengthen Employee Assistance Programs</p> <p>Wyoming SB112 (2023)</p>	<p>Establish Drug-Free Workplace Programs</p> <p>Indiana HB1007 (2018)</p>	<p>Utilize Infrastructure, Technical Assistance & Training Programs</p> <p>Nevada AB96 (2021)</p>
---	--	--	---	---	--

Underserved Rural, Ethnic and Racial Communities

State Policy Options to Consider as Determined by Subcommittee



Increasing Understanding of Care Disparities with Data

Hawai'i SB759 (2023)

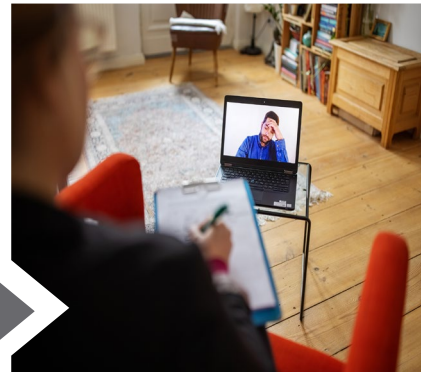


Engage with Community Members

Louisiana HCR44 (2022)

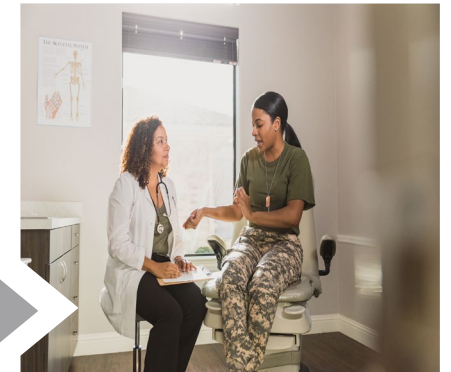
Expand Telehealth Access and Broadband

Colorado HB1289 (2021)



Provide Culturally Tailored Care

Illinois HB4645 (2022)



Addressing Behavioral Health Workforce Shortages

Policy Options as Determined by the Subcommittee

Gather Data and Promote Employment Opportunities

California AB 666 (2022)



Embrace Peer Support Specialists

Montana HB 137 (2023)



Embrace New Tools

Minnesota SF 2995 (2023)



Break Down Barriers to Behavioral Health Care Professions

Oklahoma SB 773 (2019)



Address Burnout

Vermont SB 42 (2021)



Mental Health in the Workplace for Military Veterans & Servicemembers

- **Nondiscrimination in hiring, pay, promotion for mental health condition- [New Jersey, Virginia](#)**
- **Paid sick leave for mental health conditions- [15 states and D.C.](#)**
- **Understanding disparities with data- [Washington](#)**
- **Expanding telehealth access- [Arkansas, Colorado, Idaho, Vermont, New York](#)**
- **Workplace wellness programs that cover mental health- [Oregon, Wisconsin, Nebraska, Oklahoma](#)**
- **Promote Employment Opportunities in behavioral health- [Tennessee, Minnesota, Idaho](#)**
- **Address BH Workforce burnout- [Arkansas, New York, Vermont](#)**
- **[What else?](#)**

REPORT

Mental Health Matters: Policy Framework on Workforce Mental Health



Nondiscrimination, Parity and Benefits

This policy report explores the need to address discrimination and lack of parity in mental health insurance benefits.

Behavioral Health Workforce Shortages and State Resource Systems

This policy report underscores the urgent need to address the provider shortage for behavioral health services in America.

Policy Snapshot: Behavioral Health in Underserved Rural, Racial and Ethnic Communities

5 State Approaches to Behavioral Health in Underserved, Racial and Ethnic Communities

Policy Snapshot: Behavioral Health Workforce Shortages

States are taking several approaches to increasing the availability of mental health providers and considering policy options to reduce the workforce shortage of behavioral health professionals.

Mental Health Matters: Policy Framework on Workforce Mental Health

An overview of framework designed by the Mental Health Matters National Task Force to promote workforce mental health.

Underserved Rural, Racial and Ethnic Communities

This policy report explores mental health issues in rural, racial and ethnic communities.

Workplace Care and Support

This policy report explores ways to improve workplace care and supports for America's workforce.

Policy Snapshot: Workplace Care and Supports

The mental well-being of employees in the United States remains a concern in light of the COVID-19 pandemic. Reports indicate that many people are feeling overwhelmed, experiencing burnout and struggling to remain optimistic about the future.

Policy Snapshot: Nondiscrimination, Parity and Benefits

States have introduced additional non-discrimination and parity laws to protect employees with mental health conditions from any form of discrimination in their workplace.





Thank you for joining today!

Suzanne Hultin

Director, Employment, Labor &
Retirement Program

Suzanne.Hultin@ncsl.org

(303)856-1531



www.ncsl.org

@NCSLorg



Denver

7700 East First Place,
Denver CO 80230

Washington D.C.

444 North Capitol Street,
N.W.

Suite 515,

Washington, D.C. 20001