

# 2025

## Workplace Wellbeing Trends Report

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# Trends Report:

## Navigating Workforce Wellbeing Challenges

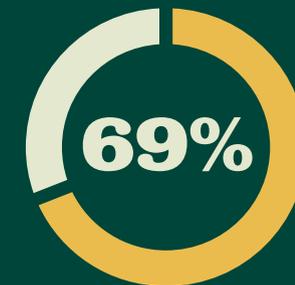
Anxiety remains the leading clinical concern, with parents and caregivers under increasing strain. Financial pressures continue to mount, while substance misuse and alcohol use rise, reflecting widespread stress.

At the same time, interest in holistic mental wellbeing solutions is growing. Employees seek comprehensive support, and employers are balancing immediate needs with future innovation—turning to partners for sustainable solutions.

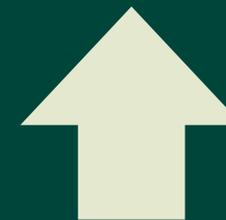
# Employees Face Mounting Challenges



4 in 10 employees experience persistent stress or excessive anxiety in their daily lives.



69% of parents say raising children feels harder than ever.

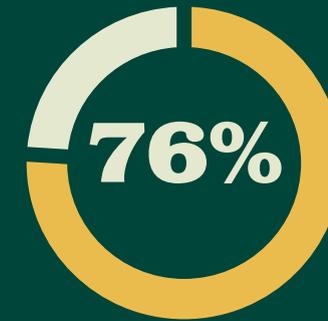


Canopy sees **7.5%** increase in cases involving alcohol and substance misuse issues.

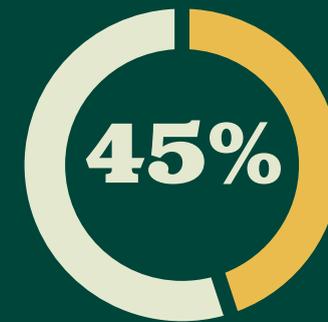


# Multifaceted Employee Needs: A Challenge for Employers

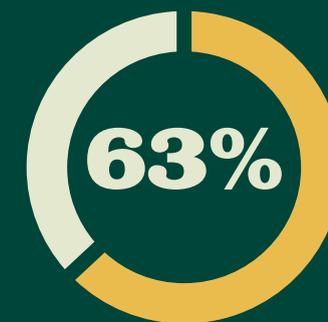
As issues of anxiety linger, caregivers face increased pressure, and financial concerns. Employers must navigate a complex landscape of employee needs.



of employers report increased demand for mental health services.



of working parents experience high levels of stress.

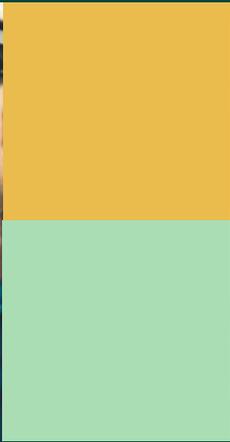


of employees cite financial concerns as a major source of anxiety.





Employees Want...

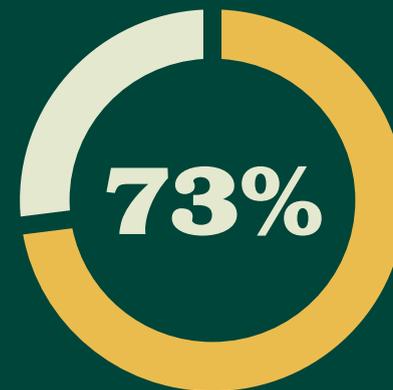


# Integrated Mental Health and Caregiving Support

Employees need accessible support for everyday challenges like caregiving, mental health, addiction care, social determinants of health and family support. They expect digital convenience supported by human connection.



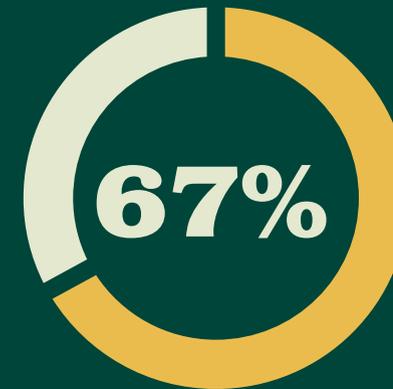
82% of employees want mental health support integrated into other benefits.



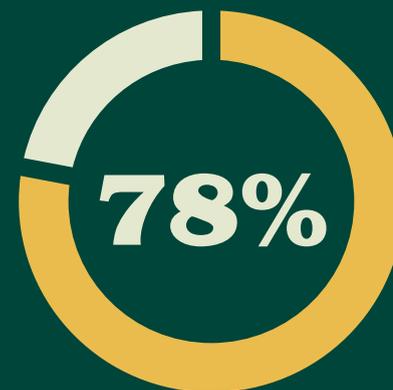
73% of caregivers say flexible connections to resources would reduce stress.

# Financial Wellness Programs with Real Impact

Employees look for more than just basic financial education. Personalized financial coaching, debt management tools, and discount programs make a tangible difference in their financial wellbeing.



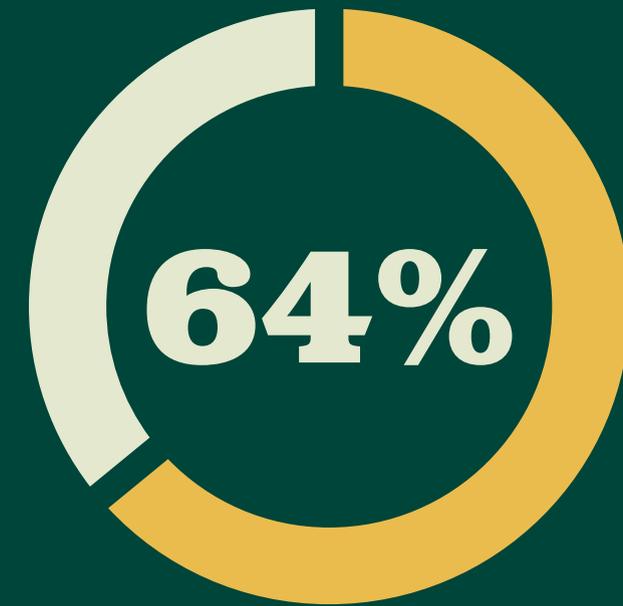
67% of employees want their employer to offer a personalized financial benefit.



78% of workers say financial stress impacts their productivity.

# Tech-Enabled Mental Health Solutions

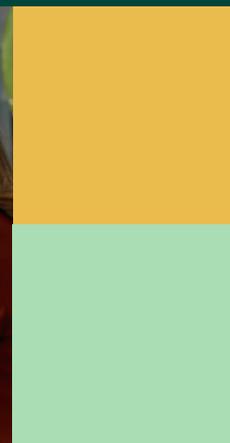
Employees expect easy access to digital mental health resources. AI-powered tools, virtual therapy, peer support, coaching sessions, and personalized mindfulness exercises are increasingly in demand.



millennials and Gen Z prefer digital-first mental health solutions.

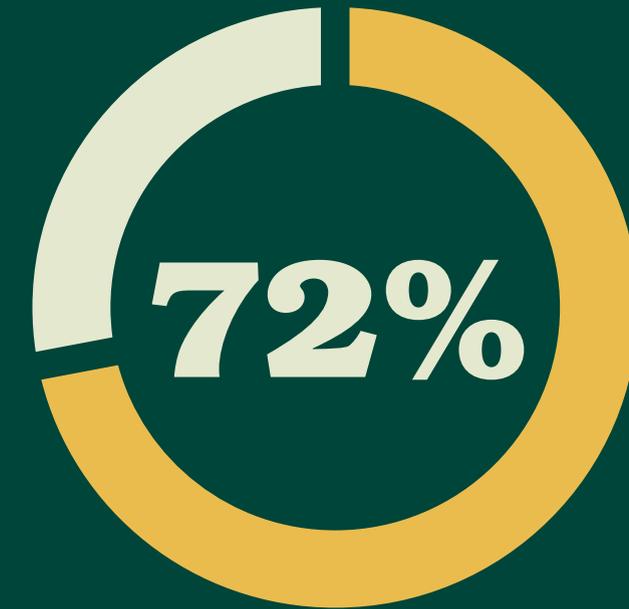


## Employers Want...



# Comprehensive Wellbeing Platforms

Employers seek integrated platforms to address mental health, caregiving support, and financial wellness in a cohesive solution. This approach simplifies administration and improves employee engagement.



Of employers plan to implement a single, comprehensive wellbeing platform by 2026.

# Data-Driven Insights for Targeted Support

Employers want partners to provide actionable insights through program data. This allows for targeted interventions and helps to demonstrate ROI on wellbeing initiatives.



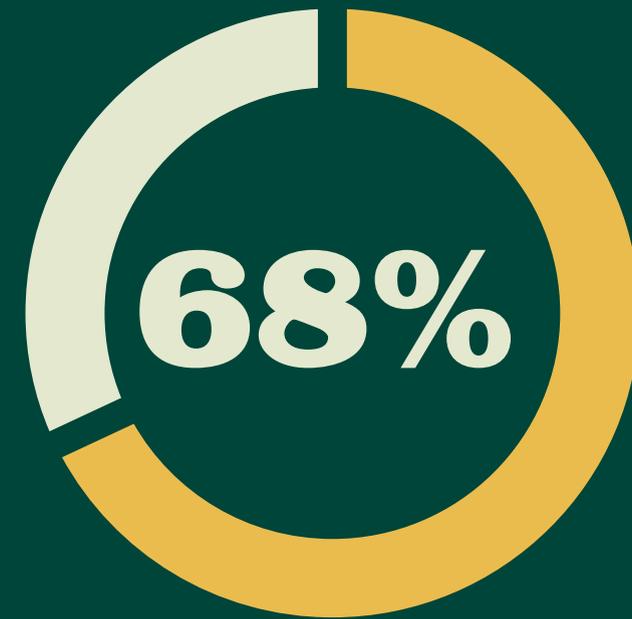
HR leaders say data analytics is crucial for wellbeing program success.

The average return-on-investment (ROI) for employee wellness programs is six-to-one. (Zippia, 2023)

For every dollar spent on corporate wellness programs, companies can expect an average return of \$3.27 in lower healthcare costs. (Gitnux, 2024)

# Flexible Benefits That Adapt to Changing Needs

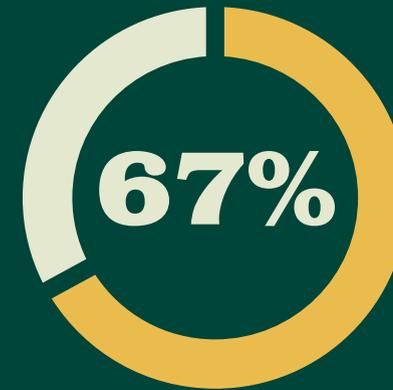
Employers seek benefits packages that are easily customized to address the evolving needs of their workforce, particularly in response to health concerns, caregiving demands, and economic shifts.



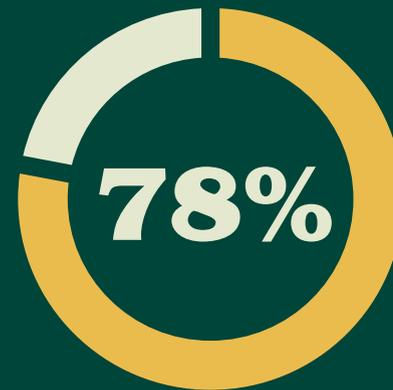
Of employers plan to offer more flexible benefit options by 2026.

# Employers Value Flexible Self-Help Tools

Employers are increasingly investing in self-help tools for employees to access anytime. By empowering them to take proactive steps in managing stress, building resilience, and addressing challenges, these tools complement traditional programs, ensuring employees can find help when and how they need it.



of employees find self-help tools valuable for addressing mental health needs.



of employers plan to expand self-help tool options by 2026.





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