

2025 Workplace Solutions for Behavioral Health and Addiction Treatment

"Bringing Care to Wherever You Are"



january 1-31 Dec 2025

About

Pathway Healthcare has been helping companies support employee mental health and well-being with tailored solutions for over a decade.

At Pathway Healthcare, we are dedicated to delivering comprehensive, customized mental health and addiction services that meet the diverse needs of employees and their families. We believe that mental wellness is essential for a productive and healthy workforce, and we provide a range of flexible care options to ensure the best possible outcomes.

Our services are designed to address the unique challenges individuals face at every stage of life, offering both in-person and virtual solutions that prioritize convenience and accessibility. Whether it's providing direct support for employees or extending care to their families, Pathway Healthcare focuses on personalized care that fosters long-term recovery and well-being.

Our team of experienced professionals is committed to offering compassionate, tailored treatment plans that adapt to each individual's specific needs. By providing mental health and addiction services, we help employers create a supportive, resilient workplace culture, where employees feel valued and empowered to prioritize their well-being.

With Pathway Healthcare, employers can be confident that their workforce has access to the highest quality care, improving overall productivity, morale, and employee retention. Let us partner with you to support the mental health and recovery journey of your employees and their loved ones.



Table Of Contents

About Pathway	2
Behavioral Health Challenges in the Workplace	4
Common Behavioral Health Issues	5
Effects on Employees and Business	6
Pathway's Solutions	7
Virtual IOP	8 & 9
Virtual Therapy	10
Conclusions	11
Next Steps	12



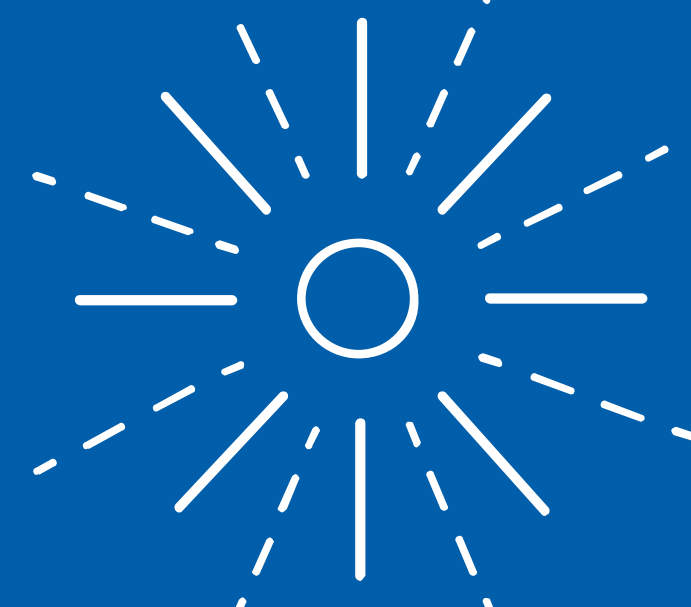
Behavioral Health Challenges in the Workplace

Behavioral health issues, including **anxiety, depression, and substance use disorders**, are increasingly common in the workforce and have profound implications for businesses.

These issues not only affect the well-being of employees but also impact a company's bottom line, leading to **decreased productivity, increased absenteeism, and higher turnover rates**.

Addressing these behavioral health challenges is *essential for fostering a resilient, engaged, and healthy workforce*. Employers that invest in mental health support and treatment for their employees see reduced absenteeism, lower turnover rates, and higher levels of productivity, *ultimately benefiting both the employees and the organization*.

Common Behavioral Health Issues



Anxiety Disorders:

- **20% of employees** report moderate to high anxiety, affecting focus and decision-making (American Psychological Association).
- Anxiety leads to **2-3 times higher absenteeism** (NIMH).
- **40% of workers** say stress impacts relationships with coworkers (American Institute of Stress).

Substance Use Disorders (SUDs):

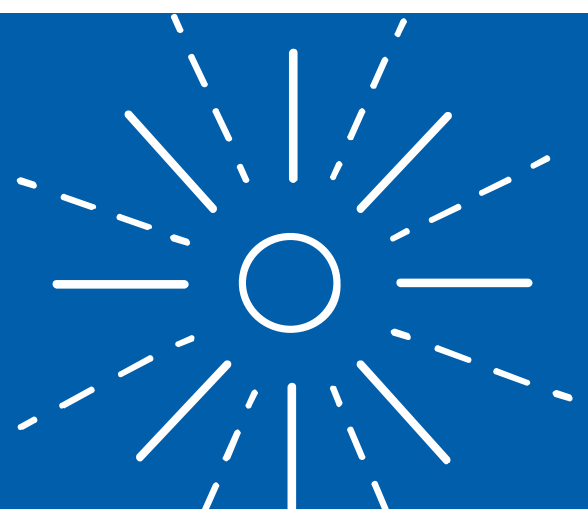
- **8.6% of full-time workers** report heavy alcohol use, and 9.5% use illicit drugs (SAMHSA).
- Employees with SUDs are **2-5 times more likely to miss work** and lose 33% of productivity (National Safety Council).
- **65% of workplace accidents** involve alcohol or drugs (OSHA).

Depression:

- 1 in 5 U.S. adults experience depression yearly.
- Depression costs employers **\$44 billion annually** in lost productivity (American Psychiatric Association).
- Depression leads to an average of **31.5 lost workdays** per year per affected employee (CDC).



How does this affect your business?



Absenteeism

Employees with untreated mental health conditions, like depression and anxiety, **take an average of 31.5 days** off per year (CDC) leading to lost productivity and strains on coworkers and the company.

Presenteeism

Mental health-related presenteeism—where employees are at work but not fully functioning—**costs businesses up to five times more** than absenteeism due to decreased focus and productivity (National Business Group on Health).

Turnover

Workplace stress and untreated mental health issues drive high employee turnover, **costing U.S. employers \$300 billion annually** in lost productivity and hiring costs (American Institute of Stress).

Pathway's Solutions

Virtual Behavioral Healthcare



Virtual care provides an accessible and flexible way for employees to receive mental health and addiction treatment without disrupting their work or personal schedules. By offering virtual therapy and Virtual Intensive Outpatient Programs (IOP), Pathway Healthcare ensures that employees can engage in consistent, high-quality care from any location. These services help reduce absenteeism and improve productivity by addressing behavioral health needs in a convenient and confidential manner.

- **Virtual IOP:** Structured therapy programs delivered online for employees requiring intensive support.
- **Virtual Therapy:** Individual therapy sessions available remotely for employees dealing with mental health issues.



Virtual IOP



Pathway Healthcare's Virtual Intensive Outpatient Program (IOP) provides essential support for employees facing serious mental health or addiction challenges. It offers more intensive care than traditional outpatient therapy, with three sessions per week over a 10-week period, combining individual and group therapy. This structured, virtual approach allows employees to receive comprehensive treatment without taking extended time off work.

Benefits for Companies and Employees

1. Convenience and Flexibility:

Employees can access high-level care from home, attending sessions before or after work hours to avoid disrupting their job. This helps maintain productivity while addressing their mental health needs.

2. Improved Retention and Productivity:

By offering access to the Virtual IOP, companies can help employees recover while reducing absenteeism, presenteeism, and costly turnover, keeping their workforce engaged and stable.

3. Cost-Effective:

Compared to inpatient care, the Virtual IOP is more affordable and accessible, with most insurances accepted and self-pay options available.

4. Comprehensive, Holistic Care:

The program covers addiction, mental health disorders, stress management, life skills, and family therapy, helping employees regain stability both at work and home.

5. Virtual and Personalized:

Unlike many alternatives, Pathway's virtual IOP provides evidence-based, personalized care that's convenient for employees balancing work and family.



Why IOP is a Better Choice to Alternative Treatment

Personalized, Evidence-Based Care:

The Virtual IOP is designed with a focus on individualized treatment plans based on evidence-based therapies like Cognitive Behavioral Therapy (CBT) and Dialectical Behavioral Therapy (DBT). These approaches have been proven to help individuals manage their mental health and addiction challenges more effectively.

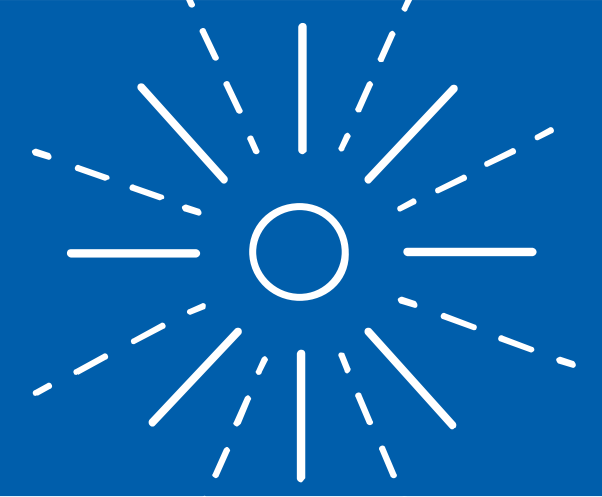
Virtual Delivery for Ultimate Flexibility:

Many traditional programs require in-person attendance, which can be a barrier for employees balancing work and family obligations. Pathway's virtual approach provides unmatched convenience while maintaining the same therapeutic depth.

Employer-Friendly Model:

By offering Virtual IOP as part of an employee benefits package, companies can proactively address serious behavioral health issues, leading to better workplace morale, reduced turnover, and long-term cost savings.

Virtual Therapy



Pathway Healthcare's virtual therapy services offer a convenient and accessible way for employees to receive professional mental health support without disrupting their work or personal lives. These services allow employees to engage in one-on-one counseling sessions with licensed therapists, all from the comfort of their home, office, or any private space, providing much-needed flexibility in today's busy work environment.

Benefits for Companies and Employees

1. Easy Accessibility:

Employees can access high-level care from home, attending sessions before or after work hours to avoid disrupting their job. This helps maintain productivity while addressing their mental health needs.

2. Better Work Life Balance:

Sessions can be scheduled around work hours, reducing the need for time off and minimizing disruptions.

3. Personalized, Professional Care:

Licensed therapists provide customized, evidence-based treatment for anxiety, depression, and more.

4. Cost-Effective:

Virtual therapy is often more affordable and saves both time and money for employees and companies.

5. Privacy and Confidentiality

Employees can access therapy securely, ensuring privacy without the need for in-person visits.

Behavioral Health Solutions for Your Workforce

- Reduce out-of-network costs
- Avoid costly absenteeism and lost productivity
- Minimize long-term healthcare expenses through early intervention and ongoing support.
- Flexible care options that fit into employees' schedules, reducing workplace disruption.
- Improved employee well-being



Partner with Pathway



Next Steps

To learn more about how Pathway Healthcare's virtual IOP and virtual therapy services can benefit your employees and reduce your company's healthcare costs, contact us:

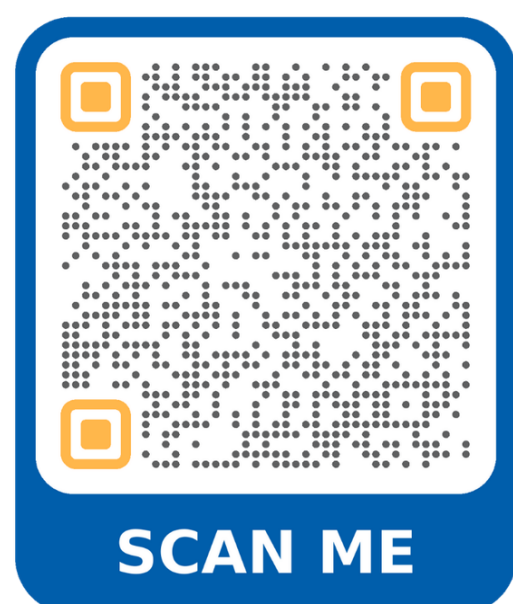
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Scan to enroll an employee now!

IOP Intake:



Therapy Intake:

