

## BENEFITS BREAKDOWN May 2025



### 1 in 4 Workers Unaware of Mental Health Benefits

An annual [survey](#) by the National Alliance on Mental Illness (NAMI) found that 1 in 4 workers are unaware whether their employers offer mental health benefits, employee assistance programs, flexible work arrangements or sick days for mental health. Only half understand how to access these benefits through their employer-sponsored health insurance. NAMI found that, similar to last year's findings, only about a fifth of employees have received training on mental health conditions or symptoms, despite more than three-quarters expressing interest in learning about mental health benefits and receiving general education about mental health. Furthermore, this report demonstrates that stigma and judgment surrounding mental health persist in many workplaces. NAMI data shows that more than half of employees are comfortable discussing their mental health with a close friend or manager, while only 39% would feel comfortable discussing their mental health with HR.

The NAMI survey highlights the need for employers to improve awareness of available resources. To increase the utilization of mental health benefits, NAMI recommends that employers share benefits information through various channels, offer training, and equip managers to share resources and communication information on benefits multiple times throughout the year. Contact us for more resources.

### One-quarter of Federal Spending in FY 2024 Was on Health Care

A [KFF analysis](#) found that \$1 of every \$4 in the federal fiscal year (FY) 2024 (Oct. 1-Sept. 30) was used to pay for health programs and services. The government spent \$1.9 trillion (27%) on health care programs and services, while other large spending categories included Social Security (21%), national defense (13%) and interest payments on national debt (13%). These four categories account for almost three-quarters of all federal spending. The federal government supports health programs and services—Medicare, Medicaid and Affordable Care Act (ACA) Marketplaces—through mandatory spending, discretionary spending and tax subsidies.

This considerable spending in FY 2024 makes health care a target for federal cuts, especially as a new administration ramps up. Medicaid cuts are an area both the Trump administration and Congressional Republicans have identified as a focus of cost-cutting. Federal Medicaid cuts could restrict eligibility, add work waiver requirements or require the 41 states with expanded Medicaid programs to spend more to cover costs. In turn, states could restrict eligibility or reduce reimbursement rates, according to experts. Some states could eliminate expansion programs completely, potentially removing coverage for millions of Americans. The Trump administration will also examine other ways to cut health care costs. Experts don't consider the administration likely to extend ACA subsidies. However, the president has generally said that Medicare cuts are off the table.

There are four primary sources of Americans' health insurance coverage: Medicare, Medicaid, ACA Marketplaces and employer-sponsored coverage. As health care spending continues to be substantial, employers should continue to monitor federal cost-cutting measures.