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The Evolution of EAP's



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THEN



Traditional EAP's



Basic mental health support (managerial support and legal support)



Focused on less complex issues (low mood, anxiety, work related stress)



Focused on in the moment support with low session models



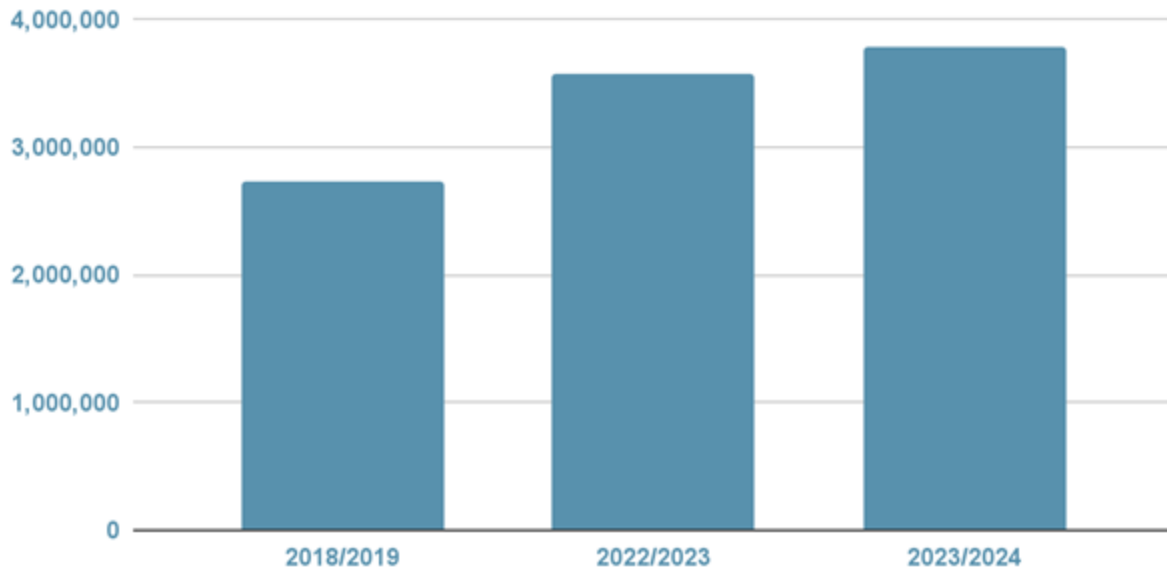
One size fits all approach (they helped tick a box)



Exclusion driven

Drivers of Evolution - Increased Need

Estimated Number of Adults in Contact with Mental Health Services:



Source:

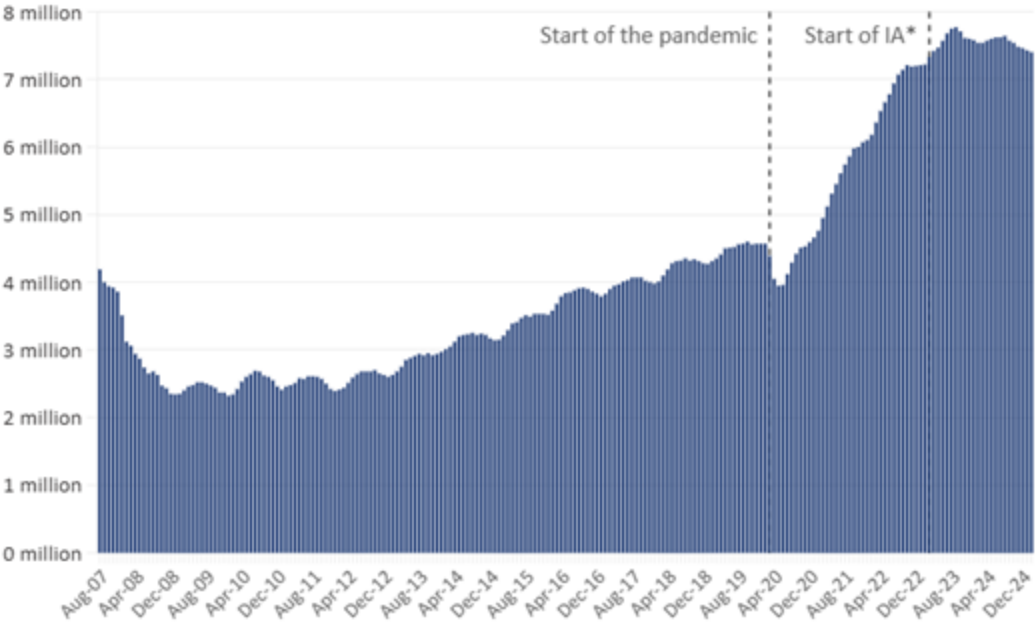
2018/2019: <https://www.england.nhs.uk/2024/10/englands-nhs-mental-health-services-treat-record-3-8-million-people-last-year/>

2022/2023: <https://digital.nhs.uk/data-and-information/publications/statistical/mental-health-bulletin/2022-23-annual-report#>

2023/2024: <https://www.england.nhs.uk/2024/10/englands-nhs-mental-health-services-treat-record-3-8-million-people-last-year/>

Drivers of Evolution - Public Wait Times

Total NHS waiting list for consultant-led elective care
 August 2007 to February 2025



Source: [BMA analysis of NHS England Consultant-led Referral to Treatment Waiting Times statistics](https://www.bma.org.uk/advice-and-support/nhs-delivery-and-workforce/presures/nhs-backlog-data-analysis#:~:text=With%20demand%20for%20hospital,during%20a%20pandemic%20have%20led) • Data includes estimates for missing data. *Industrial Action



Source: <https://www.bma.org.uk/advice-and-support/nhs-delivery-and-workforce/presures/nhs-backlog-data-analysis#:~:text=With%20demand%20for%20hospital,during%20a%20pandemic%20have%20led>

Drivers of Evolution - Complexity of Cases

2017: Around 1 in 9 (10.8%) of children aged 5 to 16 years old had a probable mental health disorder

2023: Rising to around 1 in 5 (20%) of children aged 7 to 16 years old.

Source: [https://cymhc.org.uk/resources/facts-and-figures/#:~:text=From%20the%20years%202017%20to%202022%20rates%20of%20probable%20mental,25.7%25\)%%20\(NHS%20Digital%2C%202023](https://cymhc.org.uk/resources/facts-and-figures/#:~:text=From%20the%20years%202017%20to%202022%20rates%20of%20probable%20mental,25.7%25)%%20(NHS%20Digital%2C%202023)

Drivers of Evolution - Job Market

- A 2025 Kickresume survey reported that **70% of respondents would choose a job with strong mental health benefits over one with slightly higher pay but no mental health support.**
 - Source: <https://www.kickresume.com/en/press/mental-health-survey-kickresume/>
- **86% of employers see mental health benefits as crucial for recruitment** and attracting new talent
 - Source: <https://www.eapa.org.uk/revealed-how-mental-health-offerings-are-now-crucial-to-recruitment/>
- **95% of HR leaders said they plan to increase their investment in 'social issues' such as mental health**
 - Source: <https://www.eapa.org.uk/revealed-how-mental-health-offerings-are-now-crucial-to-recruitment/>

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Clinical Quality and Excellence

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Precision and Personalisation

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Onsite Services

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Q&A

