

November 2022

# Global Well Being Benefits and Communication Strategies

## Well Being Communication Strategies

- Ensuring ongoing communications with employees and assessing both usage and employee opinion can help determine whether workers understand and value the benefits they're being offered.
- Communicate year round, not just during open enrollment.
- Employers can increase visibility of well being resources but providing more frequent communications through multiple channels including e-mails and Slack or other chat platforms, and by allowing employees to ask questions being at meetings.
- Utilize a variety of communication channels, from mailing postcards to employee houses to use of QR codes and videos.
- Collaborate with the company's marketing team to create eye-catching pamphlets/displays of information.
- Ask workers for feedback on whether communication is sufficient, and whether they're using benefits and what would incentivize them to do so.

# 75%

of employees spend less than 30 minutes reviewing their benefits package brochure

Communicating in a way that meets employees where they are at is crucial to increasing engagement in well being programs

### ADDITIONAL RESOURCES

- [6 tips for more effective wellness communications](#)
- [Immersing Well-being into the Workplace Culture with Richard Safeer](#)
- [Planning Your 2022 Well-Being Program: How To Improve Employee Wellness Communications](#)
- [16 Ways A Communications Team Can Successfully Promote A Wellness Program](#)

## Paid Family Leave

- More than half of respondents in a Homethrive 2021 Employee Caregiving Survey indicated their supervisors were not as supportive as they needed them to be with regard to their caregiving responsibilities outside work. Nearly 40 percent of caregiver respondents said their supervisors were not aware of their caregiving responsibilities outside of work.
- Almost 1 in 5 workers in the U.S. are caregivers for ill, elderly, or special-needs adults
- Caregivers are more likely to have to take time off, arrive late, leave early, and take calls or check in on someone at home in the middle of the work day.
- Caregivers are denied promotions or feel unable to apply for promotions because they have to juggle other responsibilities at home

# 79%

of caregivers do not have access to caregiver support benefits at their workplaces

Paid sick days, paid caregiver leave, flexible work hours, and programs like paid backup care can help to lighten the load for caregivers.

### ADDITIONAL RESOURCES

- [Employee Benefits to Support Family Caregivers](#)
- [Paid Family Leave, on the Rise, Helps Women Stay in the Workforce](#)
- [Homethrive 2021 Employee Caregiving Survey](#)
- [Paid Leave Could Keep More Than 6 Million Caregivers Connected to the Labor Force by 2030](#)

## Sabbaticals

- Sabbatical leave allows employees to take long-term breaks from work in order to pursue personal or professional interests.
- Traveling, volunteering, researching topics of interest, studying, or training to advance career are examples of ways employees use sabbaticals.
- Traditionally, sabbaticals are offered for academics
- Employees are not required to be paid, but sabbatical compensation varies, from 100% of an employee's salary to any percentage as stated in company policy..
- Various factors including seniority and number of years at a company determine sabbatical eligibility.

# 40%

of employees plan to switch jobs in the coming year because of stress.

Sabbaticals help minimize burnout, improve retention, and open possibilities of creativity and innovation

### ADDITIONAL RESOURCES

- [Paid Sabbatical Leave Policy - SHRM](#)
- [What is a Sabbatical Leave Policy? Things to Consider](#)
- [The Complete Guide to Sabbatical Leave](#)