

WORKPLACE SUPPORT FOR A HEALTHY LIFE-WORK BLEND

People in the U.S. who are employed full-time spend an average of 8.8 hours a day at work.¹ Time spent at work is more than the average person spends sleeping (6.8 hours), participating in leisure activities (three hours), and caring for or helping family and friends (one hour).² Given the events of the last several years, employers that want to keep employees satisfied and recruit top talent need to be able to support and encourage a healthy life-work blend among employees.

The rising generations of those entering the workforce often seek positions that offer flexibility and allow workers to integrate personal obligations into professional responsibilities for a fluid life-work

experience. In addition to flexibility, additional workplace support, such as family assistance programs or recovery-friendly workspaces, can help employees balance and integrate life-work matters and keep them engaged and productive at work.

Download the following materials to encourage and support a healthy life-work blend:

- Granting Employees Flexibility within Their Positions and Work Environment (Fact Sheet)
- Resources that Consider Social Determinants of Health (Fact Sheet)

Employer Spotlight: 2021-22 Bell Seal Recipients

EMPLOYER	INDUSTRY	PROGRAM
Alkermes	Biopharmaceuticals	Alkermes provides benefits for family and senior care planning and legal assistance: (1) Family care planning ranges from pregnancy planning to paid time off for bonding with new children, to finding backup child care. (2) Senior care planning provides support and guidance from expert senior care advisors to navigate adult and senior caregiving. (3) Employees can participate in a third-party legal service that provides access to experienced attorneys to help with various matters at a group rate.
City of Port St. Lucie	Public sector	The City of Port St. Lucie offers a wellness program that promotes mental, nutrition, fitness, and financial education and well-being. They encourage employees to utilize the employee assistance program and foster values that promote mental well-being
Parkway School District	Education	The Parkway School District offers a holistic, voluntary well-being program that provides access to programs as broad as "Mediterranean Eating for the Busy Person" to a "Sleep Challenge" to "Native Gardening." They hope to attract and inspire the personal well-being of their diverse workforce.
Watchdog Real Estate Project Management (REPM)	Real estate	Watchdog REPM was designated and presented with "Recovery-Friendly Workplace" accreditation by Unity Recovery, a mental health and substance use recovery organization in the Philadelphia area, as part of the company's organizational strategy to support employee health and overall wellness.

1. "Charts Related to the Latest 'American Time Use Survey' News Release | More Chart Packages." U.S. Bureau of Labor Statistics, U.S. Bureau of Labor Statistics, www.bls.gov/charts/american-time-use/activity-by-work.htm.
2. Gallup, Inc. "In U.S., 40% Get Less Than Recommended Amount of Sleep." Gallup.com, Gallup, 18 Apr. 2019, <http://news.gallup.com/poll/166553/less-recommended-amount-sleep.aspx>.