

> Mental health caregivers

5 ways to build a greater culture of support

Recent research¹ commissioned by New York Life Group Benefit Solutions (NYL GBS) shows that nearly 50% of working Americans have helped a loved one with mental health challenges over the past year. These caregiving responsibilities are impacting employees' own mental health and unfortunately, many feel they don't have enough support in the workplace. Here are some considerations to help build a greater culture of support for these caregivers.

1

Evaluate and take inventory of current available benefits.



The best place to start is with evaluating your current mental health benefits. Some mental health services may already be included within your Employee Assistance Program that can provide helpful support to caregivers, such as counseling and coaching services.

After taking inventory, you can better assess the need and opportunity to add additional resources for employees.

2

Consider offering paid time off for caregiving needs, along with flexible work arrangements.



When employees feel compelled to show up for work while navigating mental health caregiving challenges, they are not showing up as their best self.

By offering flexible work arrangements and paid time off specific to caregiving needs, you can better enable employees to find a more effective work-life balance. This could help ensure that when employees are at work, they are focused and productive.

3

Drive ongoing awareness of available mental health resources.



Deploy communications and reminders throughout the year promoting resources, not just at benefits enrollment time. Consider multiple ways to promote available support beyond your benefits intranet site, such as highlighting resources during company or team meetings.

4

Create training and education specific to mental health needs.



Implementing management training focused on effective ways to help employees manage mental health challenges could help to reduce the stigma often associated with speaking about mental health in the workplace. It could also help employees feel more comfortable in discussing caregiving needs with managers before work performance begins to suffer.

5

Develop advocates for mental health wellness throughout your organization.



Creating mental health benefit advocates, beyond your benefits team, can help ensure that employees are aware of available resources and encouraged to take advantage of them.

If trained appropriately, managers make great advocates, reinforcing and driving awareness around available support during one-on-one discussions.

For more ways to help meet the benefits needs of your employees, please reach out to your New York Life Group Benefit Solutions Representative or [contact us](#).

¹ Survey methodology: New York Life Group Benefit Solutions commissioned Morning Consult to conduct an online poll between December 9th-December 15th, 2022, among 1000 Employed adults who have had their mental health impact by caring for loved one who is facing a mental challenge. The data was weighted to approximate a target sample of adults based on gender, age, race, educational attainment, and region. The margin of error for the full sample is +/- 3 percentage points.
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