

# How Does Human Resources Support Employee Work-Life and Well-Being?



# Our approach to individual wellness



# How we show we care

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## Providing resources to support your work-life and well-being

- 7 benefits for personal well-being: mental health, personal resilience, personal finance, nutrition, physical activity**
- 8 well-being perks for health insurance members**
- 7 services for caregivers and parents: working parents and elder care**
- 6 culture building opportunities**



# Benefits for personal well-being

Employees can consult one-on-one with a:

- Registered dietitian
- Fitness specialist
- Certified health and wellness coach
- Elder care specialist
- Working parent expert
- Financial wellness expert
- Licensed mental health therapists – five free sessions
- Health coaching
- Three employee-dedicated fitness memberships (*online-only, onsite, or all-access*)
- Programs supporting mental health, nutrition, physical activity, personal resilience and personal finance
- Access to the Headspace app (*limited number of licenses*)
- Tobacco cessation coaching



# Well-being perks for UK health insurance members

- Up to \$200 off Health and Wellness Community Supported Agriculture shares
- Free nicotine replacement therapy for participating in tobacco cessation coaching
- Telemedicine via LiveHealth\*, including mental health therapy - \$0 co-pay
- Hinge Health\*— end-to-end digital musculoskeletal care
- Free membership in Wondr Health\*
- Learn to Live\*— emotional well-being resources offered by Anthem
- Discounts on wellness products and services offered by Anthem



# Services for caregivers and parents

- Onsite lactation rooms and guidance
- Working parents network and consultations
- Big Blue Family Care childcare referral network
- Annual events and childcare workshops for parents
- Option to use your free mental health counseling sessions for your child or spouse/partner
- Elder care consultations and nationwide referral service
- Annual conference and workshops for elderly caregivers



# Opportunities for culture building

- Regular in-person and online events such as chair massage, self-care workshops and webinars
- On-demand offerings featuring YouTube videos, blog posts and the monthly “Becoming Wildly Resilient” podcast
- Social media updates
- Monthly opportunities to win cash prizes for tracking steps through MoveWell Rewards
- Occasional habit and step challenges to increase activity and earn prizes
- Retreats, workshops, presentations or experiential sessions for departments by request
- Unused vacation leave donation and request opportunities





## *How do we support you?*

- Provide personalized support and resources for what matters most to you and your individual well-being.
- Offer personal well-being benefits, health insurance member perks, services for caregivers and parents and culture-building opportunities



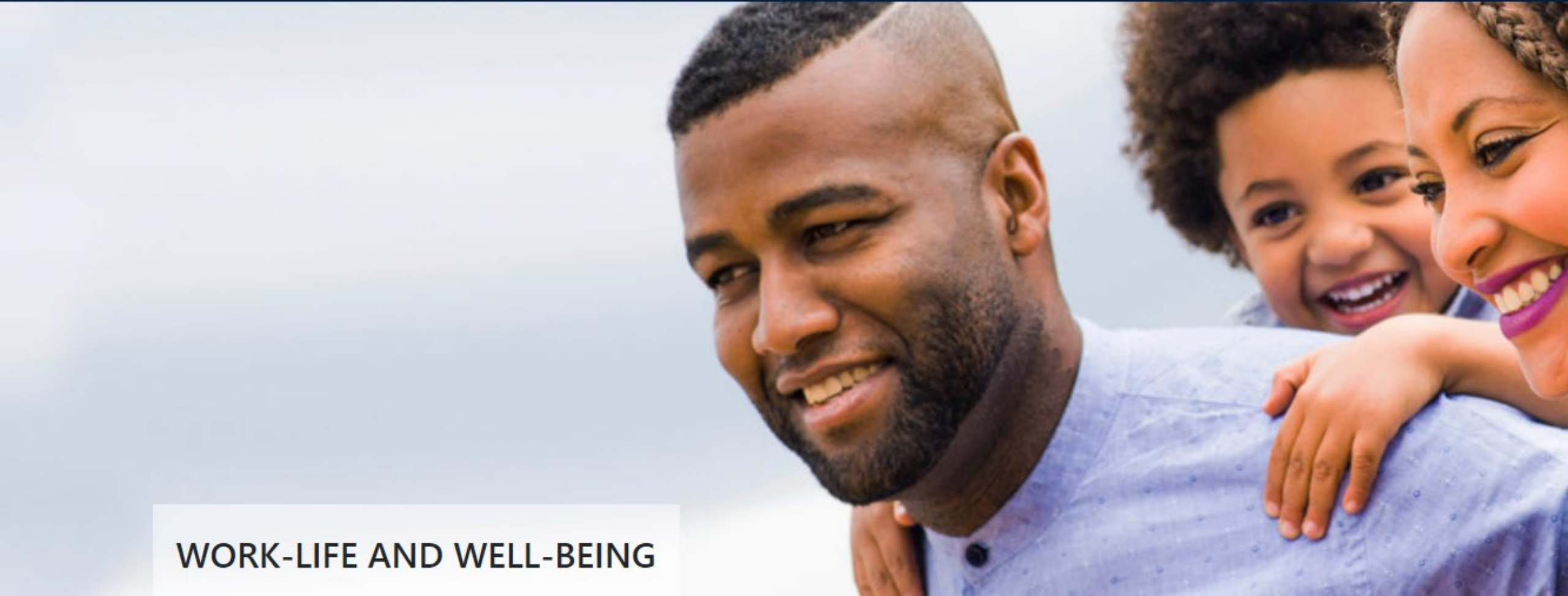




*We're available  
to meet your  
wellness needs!*

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**WORK-LIFE AND WELL-BEING**