



Supported Caregivers: Building a Stronger Team from the Inside Out

Healthy employees are more focused, engaged, and better able to manage both work and caregiving duties.

Three-quarters of US employees are balancing caregiving with their careers.¹ Caregivers are often so focused on their responsibility to their loved one that they neglect caring for themselves. In addition, physical and emotional stress take a toll on caregivers by manifesting as hypertension, anxiety and depression – all of which lead to a higher risk of heart disease.² Heart health directly impacts both individual well-being and overall workplace productivity, absenteeism, employee engagement, and healthcare costs. Organizations can experience an average productivity loss of \$6,410 per caregiving employee.³

Employers can play a crucial role in supporting caregivers—whether they are caring for children, aging parents, or family members with health conditions. By offering flexible, inclusive, and empathetic policies, employers can help reduce stress for caregivers, improve retention, and enhance overall employee well-being. Workplace best practices include flexible work schedules, paid family leave, onsite or subsidized childcare, and providing and promoting an Employee Assistance Program. Leaders and Managers at all levels can have a positive impact by fostering a supportive culture and promoting available resources.

¹ *How to Keep Employees Productive: Support Caregivers*. Harvard Business School, 2023 ² Cambia Health Foundation. (2024, March 4). *Helping the Helpers: The Importance of Heart Health Among Caregivers*. ³ Kaiser Permanente. (n.d.). *Supporting Caregivers in the Workplace*.



What Others Are Doing:

More than ever, employers recognize the unique challenges that employees face after a leave of absence for caregiving. These can include training and transition timeframes, positioning for important projects, and access to mentors or leaders who can help them grow and advance.

Read more about how employers can help employees manage their caregiving responsibilities [here](#).



Resources for your Employees

[Caregiver Support](#)

[Caregiving](#)

[Preventing Heart Disease](#)



KP Member Specific Resources

[Attend a Caregiver Group](#)

[Attend a Heart Health Class](#)

[Self-Care Apps](#)

***Members may see articles or information authored from KP partners in other regions, but they should seek care directly from their local care team.*



Strategic Planning Resources

[How to Create a Caregiver-Friendly Workplace](#)

[How to Have Heart-Healthy Workplaces](#)

[How to Promote Heart Disease and Stroke Prevention in the Workplace](#)

*All kp.org information is available to view in Spanish or English depending upon user preference

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Other Resources

[Cardiovascular Health: ACTION STEPS for Employers](#)

[About Work-related Heart Disease](#)

[Behind the Growing Momentum Around Caregiving Support in the Workplace](#)

