

winejobs.com
SUMMIT

RECRUIT | DEVELOP | RETAIN

The forum for wine industry HR professionals

Stats & Facts

- Mental Illness was an epidemic BEFORE covid with 1 in 5 Americans having reported mental illness (CDC). Now, 1/3 Americans have displayed signs of anxiety, depression or both (Pew).
- Calls to the federal disaster hotline increased more than 1000% in May 2020
- \$1 Trillion each year is lost in productivity due to mental illness (WHO)
- 1/3 of employees worry about retaliation or firing if they seek mental health care (Pew)
- Other comorbid conditions are a risk factor for mental health (WHO)

Stats & Facts

- Loneliness is as deadly as smoking 25 cigarettes a day (Cigna, 2018)
- 2 in 5 Americans lack meaningful relationships
- Generation Z the loneliest generation (Cigna, 2018)
- During August & September, 1.1 million people over the age of 20 left the workforce. 800,000 were women, compared with 216,000 men in the same time period
- Wage gaps can increase the odds of women leaving the workforce as choices on who has the higher income may need to be made
- McKinsey & Co report: 40,000 women surveyed, 1 in 4 contemplating resigning for a less demanding job or better work life balance.

Benefits Budget Cut: What else can I do?

1. Benchmark your benefits...wine industry historically richer in benefits. Slight cuts not likely to make employees leave
2. Focus on holistic wellness...don't focus on cost savings, focus on belonging/community
3. Invest in mental health services. Can this be done locally? Group education, practices, free resources
4. Consider flexible schedules whenever possible...job sharing? Telecommuting?
5. Consider cross training employees and skill development...include employees in decision making (control over destiny)
6. Forced wellbeing days...close, no email, no phone

Benefits Budget Cut: What else can I do?

7. Encourage PCP visits in 2021
8. Classes...financial wellbeing, cooking, yoga, life skills classes
9. Vacation donation policies
10. Travel gift cards/vouchers...help employees pay for a getaway
11. Help with childcare expenses or partner with childcare provider
12. Student loan repayment assistance or tuition reimbursement

**Keep a distinction between COMP and BENEFITS. COMP may be equitable. Benefits may not.

**Communicate & Accommodate