



# The impact of social health on employers' workforce

Jennifer Castillo, MPH  
Workforce Health Consultant, Kaiser Permanente



# Good health goes beyond good health care

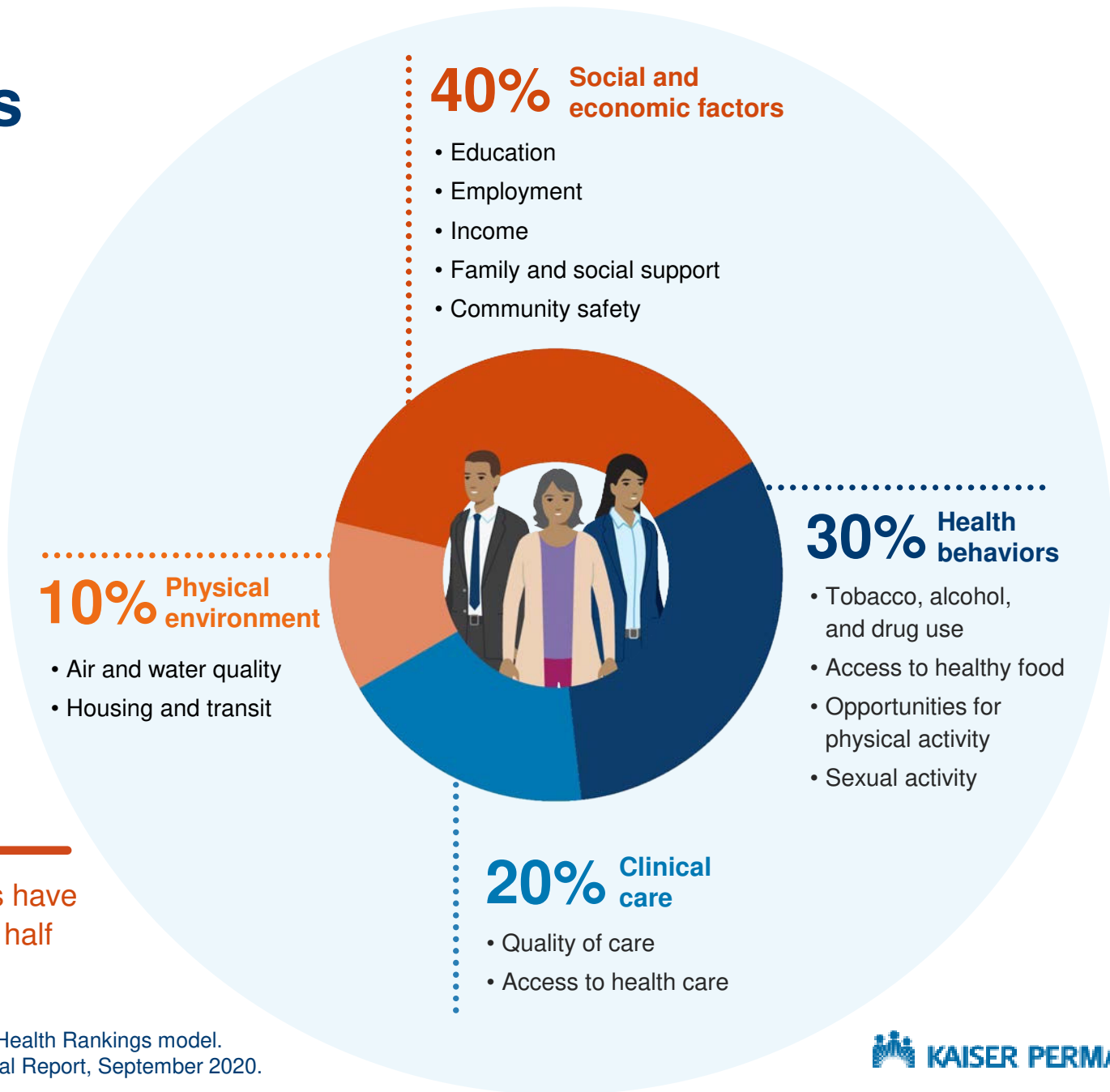
Total health involves more than quality care. Social and economic factors, such as where people are born, live, and work, have a big impact on their health.<sup>1</sup>

Understanding employees' total health will help organizations create wellness solutions to address any social health disparities they may experience.

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**2 in 3** Kaiser Permanente members have an unmet social need — and half want our help meeting it.<sup>2</sup>

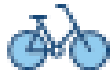
1. University of Wisconsin Population Health Institute, County Health Rankings model.  
2. Kaiser Permanente, 2020 National Social Needs Survey Final Report, September 2020.



# ZIP codes predict health and longevity

A person could achieve a vastly different health outcome depending on where they live — both in terms of quality of life and life expectancy. Social factors like air quality, crime rates, and the availability of fresh food have been shown to directly impact an employee’s overall health and productivity at work.<sup>1</sup>

## Neighborhood A: Ranked the healthiest neighborhood in town



Bike lanes and no litter



Fresh food nearby



Good school nearby and minimal crime



Parks and sidewalks for physical activity

Life expectancy **82 years**

- Health maintenance and condition management
- Engagement, high work performance

## Neighborhood B: Ranked most unhealthy neighborhood in town



Long commute and poor public transit access



No fresh food nearby



High levels of crime and violence



Poor air quality

Life expectancy **71 years**

- Chronic stress, tobacco use, prediabetes
- Missed workdays and high workers' compensation costs<sup>2</sup>

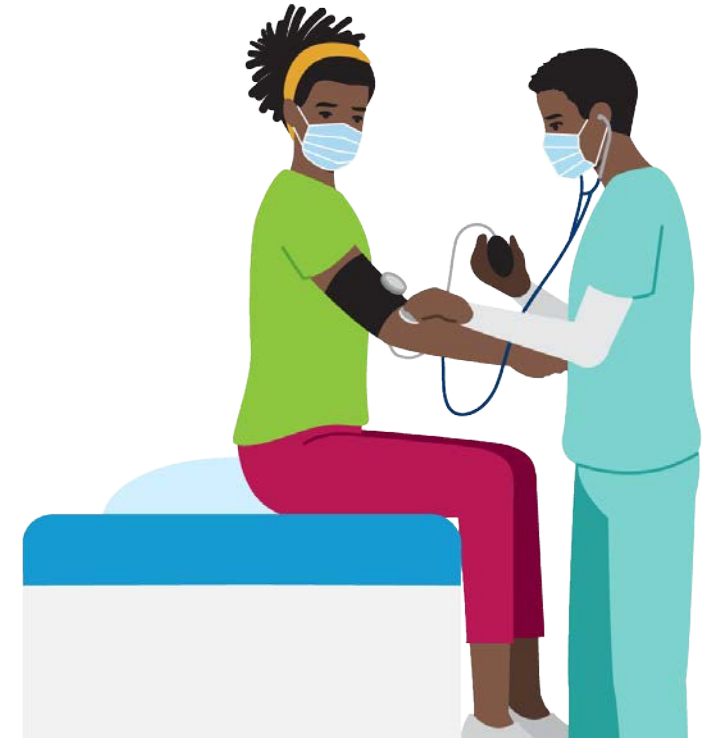
1. rwjf.org, accessed May 31, 2022. 2. Adapted from The California Endowment, “A Tale of Two Zip Codes.”

# Unmet social needs drive chronic conditions

When an employee is faced with living in a food desert — an area with limited access to healthy foods — they may have to settle for what is available at fast food or convenience stores. A lack of nutritious options can contribute to many illnesses.

These environments drive many chronic conditions such as obesity, type 2 diabetes, and hypertension, which are the most expensive chronic conditions to manage.

**Chronic conditions affect 60% of employees and 90% of U.S. health care costs making it a top workforce wellness concern.**



**Chronic conditions** are the leading drivers of employer health care costs

# Unmet social health needs can harm employees and increase health care costs

Employees with unmet social needs are:

**2.4x**  
more likely

to have missed needed health care and to have missed 6+ workdays in the past 12 months<sup>1</sup>



**7x**  
more likely

to report poor mental health<sup>2</sup>



**\$2,443 per person per year** in health care costs could be saved by connecting employees to community-based resources and services.<sup>3</sup>

1. Cordina et al., McKinsey & Company, December 3, 2021. 2. Coe et al., McKinsey & Company, February 20, 2020. 3. Pruitt et al., *Population Health Management*, December 2018.

# The first integrated health care system with a social health practice

To continue driving toward equitable health outcomes, we must care for the social health of our members and communities. That's why Kaiser Permanente prioritizes social health alongside physical and mental health.



**44%** of people with employer-sponsored health coverage reported at least one unmet social need.\*

\*Coe et al., McKinsey & Company, February 20, 2020.

A top-down view of a person sitting on a couch, working on a laptop. The person is wearing a pink shirt and has their hands clasped. There are several papers and a pen scattered around them. The entire image has a blue tint.

# Resources for employer groups



## Support for social health

Making it easier to connect to community resources

If your employees ever need help with their daily needs, it's good to know where they can turn for support. The Kaiser Permanente Community Support Hub is a convenient online tool to help find services for healthy food, housing, child care, financial assistance, transportation, and more.



Your employees deserve to thrive in mind, body, and spirit. The Kaiser Permanente Community Support Hub brings them closer to what they need to live well and thrive.

To learn more about The Kaiser Permanente Community Support Hub contact your Kaiser Permanente representative.

To preview The Kaiser Permanente Community Support Hub, visit [kp.org/communityresources](https://kp.org/communityresources) or scan the QR code.



The services described above are not covered under your health plan benefits and are not subject to the terms set forth in your Evidence of Coverage or other plan documents. These services may be discontinued at any time without notice.

Learn more at [kp.org/communityresources](https://kp.org/communityresources)



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# Upstream support for social health

Good health requires more than just health care. When you think about health, you might think of doctor visits and medicine. But what about access to healthy food? Or a safe place to live? **For total health, you need to be able to meet your daily needs.**

Kaiser Permanente is committed to helping our members and communities find solutions to support unmet social needs.

Learn more [here](https://kp.org/communityresources).

Access an employee-facing flyer [link](#) here. This directory is accessible by all (including non-KP members).





# Toolkits & guides to support well-being programs

## Foundational Toolkits

- [Starting a Workforce Well-being Program](#)
- [Wellness Committee](#)

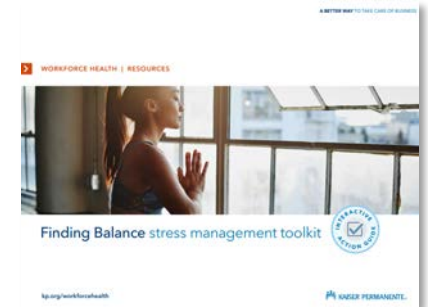


## Policy and Environments Toolkits

- [Healthy Eating at Work Food Policy](#)
- [Tobacco-Free Campus Policy](#)

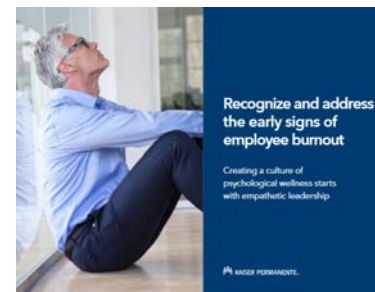
## Program-based Toolkits

- [Healthy Lifestyle Toolkit \(new!\)](#)
- [Finding Balance](#) (stress management)
- [Rest and Revive](#) (sleep management)



## Guides

- [Recognize and address the early signs of employee burnout \(new!\)](#)
- [The impact of social health on your workforce](#)
- [Prioritizing mental well-being in the workplace](#)

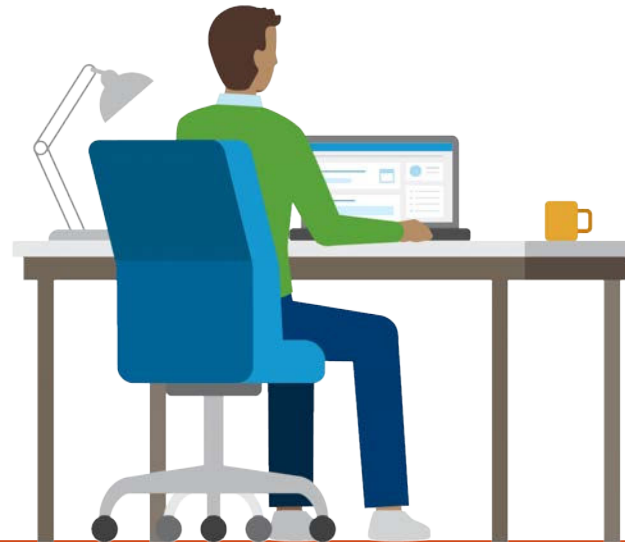


# Evidence-based guide for employers

*The Impact of Social Health on Your Workforce* is an evidence-based guide that connects social health data with employee wellness and provides strategies for organizations to help all employees achieve their optimal health.

## Share this guide with your employer contacts to help them:

- Understand the impact of social health
- Identify needs among their workforce
- Remove barriers to needed social health care



[Download the guide on  
kp.org/choosebetter](https://kp.org/choosebetter)

**71%** of job seekers said they're more likely to accept a job offer from an employer they consider socially responsible.\*

\*IBM Institute for Business Value, May 2021.



Live walkthrough of [social health guide](#)

## Survey

- For “Event ID” use **06**
- For “Consultant ID” use: **D**
- Today’s date is **02-21-2024**
- Two easy options:
  - Open browser and type in <https://tinyurl.com/2024KPWebinar>
  - Open your smartphone camera and focus it on the QR code and then click on the notification that pops up

