

Prioritizing well-being: The top 5 benefits trends for 2022

As we head into 2022, organizations are making employee well-being a higher priority by implementing new policies and offering appropriate resources. Mental health services, flexible work arrangements, and more inclusive policies will supplement the standard benefits strategy and employee experience goals.

Trend

1

Employees will demand more flexible work arrangements and hybrid work

A majority of workers express a desire for employee flexibility, which organizations are addressing in a shift to hybrid work models.



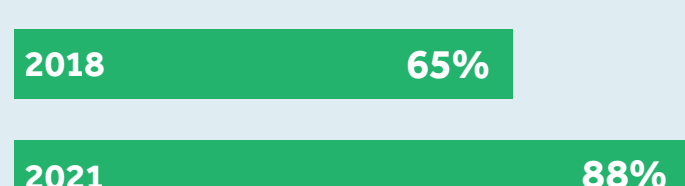
Trend

2

Organizations will do more to address workforce mental health

Employers who have increased their investment in mental health benefits have found a 50% increase in retention and half a day of productivity recovered per engaged employee per week.³

Percentage of employers that increased their investment in mental health services.³



1 in 3 workers say workforce mental health is a priority for their organization.²

Trend

3

Organizations will develop and implement a holistic employee leave strategy

The employee leave experience begins with company culture and must take into account the expansion of state and local paid family and medical leave laws.



3 out of 4 employers changed their unpaid leave policies to paid during COVID-19, and that trend will continue throughout 2022.¹

Ensuring compliance and creating a culture of health and wellness

are the top two priorities for companies in managing absence in 2022.²



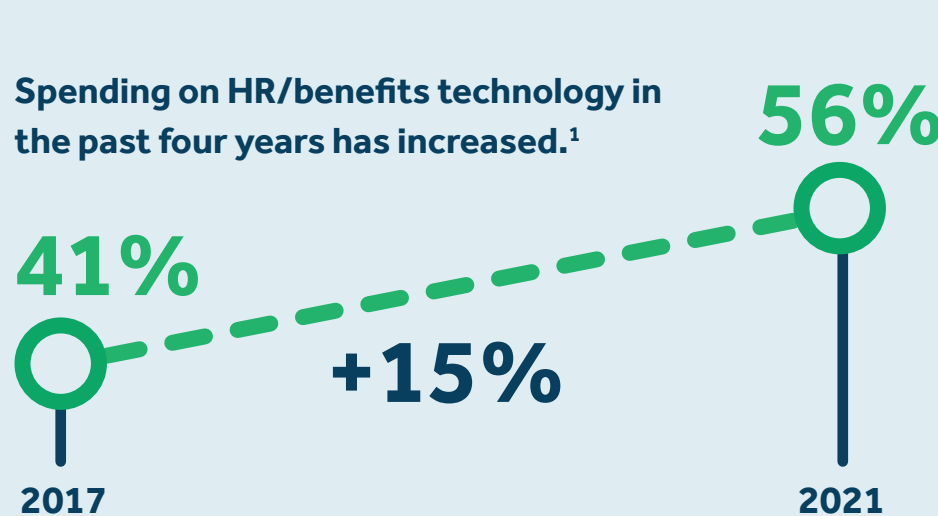
Trend

4

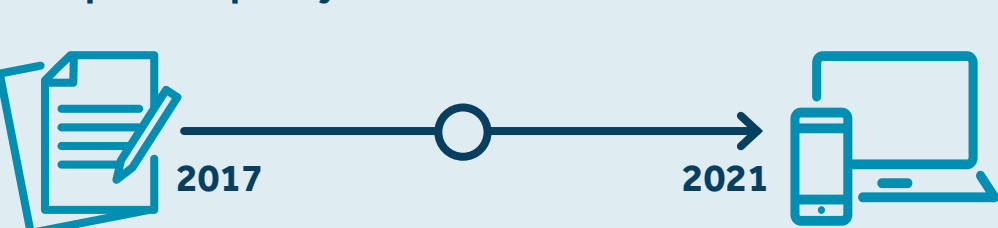
Further investments will be made in enrollment technology to help employees make the most of their benefits options

Benefits technology boosts efficiency, enhances employee experience, and clarifies benefits to help employees make better benefits decisions.

Spending on HR/benefits technology in the past four years has increased.¹



The enrollment process was more digital in 2021 compared to prior years.²



Trend

5

Addressing diversity, equity, and inclusion (DEI) in the workplace will be essential to organizational culture

Not only has prioritizing DEI been shown to help organizations' bottom line, but there is also a strong connection to employee retention and engagement.⁴



72% of employees who say their employer supports diversity are also very happy at their jobs

33% say their company doesn't prioritize diversity.



7 in 10 say their organization does not have a DEI strategy or that their strategy does not have specific initiatives or goals.²

Consider bringing these trends into your workplace

- ✓ Satisfy the individual worker's desire to work in or out of office with a hybrid model.
- ✓ Introduce flexible scheduling, which allows employees to adjust their work hours to accommodate their personal situation, such as a paid parental/family leave, caregiving responsibilities, childcare, or health conditions.
- ✓ Provide mental health resources, such as access to counselors or meditation apps, to help employees cope with stress and anxiety.
- ✓ Dedicate in-office resources or designate time for meditation or counseling.
- ✓ Invest in digital decisioning tools to help employees understand which benefits to enroll in given their needs.
- ✓ Expedite the shift for paper-based to digital benefits processes with benefits administration platforms that will make enrollment easier for employees to understand and to access.
- ✓ Lean on leadership to make DEI initiatives a legitimate priority for organically and consistently incorporating inclusive dialogue into the day-to-day workforce.

¹ 10th Annual Workplace Benefits Study, Guardian, 2021, Inflection Point: How COVID-19 is reshaping the employee benefits paradigm

² Guardian webinar, *The Future of Benefits: Biggest trends to watch for in 2022*, December 2021

³ Spring Health, 2021

⁴ The New York Times, "Here's What Companies Are Promising to Do to Fight Racism," April 2020

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