Social service organizations are navigating one of the most competitive and complex climates for employee benefits. Rising costs, compliance obstacles and a diverse workforce require organizations like yours to maximize the value of benefits while balancing the investment made in human capital. Gallagher’s 2016 Benefits Strategy & Benchmarking Survey gives you insights into how social service organizations nationwide are weathering the storm and offering total rewards programs that keep top talent onboard.

**PREPARING FOR STORMY SEAS**
Before diving in, it’s important to examine the current employee benefits environment and the challenges that are making waves and lurking beneath the surface.

**HR and operational priorities appear to be well aligned.** There’s a focus on maintaining a competitive cost structure while using available funds to attract, engage and retain the talent needed to drive sustainability.

**GETTING SHIP-SHAPE**
Keeping these top priorities in mind, survey respondents shared mixed levels of confidence about how well they are performing in the following key areas.

**LOOKING AHEAD**
In the midst of an evolving market and in response to their unique priorities and challenges, social service organizations are looking ahead toward innovative investments. Though interestingly, they reported significantly lower adoption rates than employers overall.

**NAVIGATING WITH KNOWLEDGE**
Now that you’ve seen some ways that social service organizations are responding to the common challenge of attracting and retaining top talent while managing benefit costs, it’s time to chart your own course.

To learn more, visit ajg.com/nonprofits or contact your local Gallagher consultant.


Data was gathered from over 150 U.S. social service organizations.

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