

DATA DRIVES DECISIONS™

# 5 Trends to Watch

## When Considering How to Improve Employees' Physical and Emotional Wellbeing

More than 4,000 organizations responded to the 2023 US Benefits Strategy & Benchmarking Survey, providing insight into how they're caring for the physical and emotional wellbeing of their employees. Their responses highlighted several noteworthy trends.

# 1

### Employers prioritize medical benefits to recruit, retain talent.

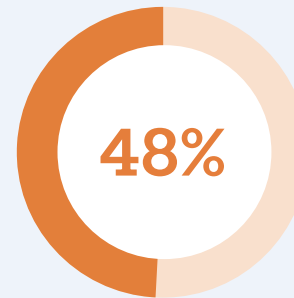


Employers enhanced their medical benefits in 2023

Rising health plan premiums haven't deterred many employers from enhancing their medical benefits, even as they prepare for continued cost increases. In fact, employers' attention to medical benefits is up 6 points from 2022.

# 2

### Specialty drug benefits struggle to gain traction.



Of employers either don't know or don't use tactics to manage the use and costs of specialty drug benefits

New approvals for weight loss drugs, gene therapies and biosimilars are on the minds of employers as they keep an eye on the specialty pharmacy pipeline. Most likely, their use of additional measures for managing specialty drugs will accelerate.

# 3

### Voluntary benefits and financial security are closely aligned.

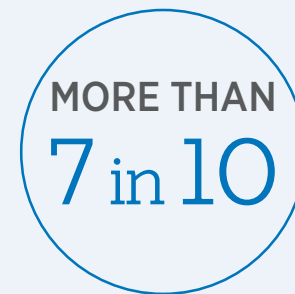
TOP AREAS OF VOLUNTARY BENEFITS GROWTH SINCE 2019



Voluntary benefits are increasingly viewed as a way to help support employees' financial security needs and lifestyle preferences. A few particular benefits have become more widely available in the last five years, including hospital indemnity, critical illness and pet insurance.

# 4

### The focus on emotional wellbeing in the workplace continues its upward trend.



Employers increased the importance of emotional wellbeing in 2023

Pervasive concerns about the impact of stress and burnout on employees, and ultimately their organizations, has likely influenced the growing focus on emotional wellbeing in the workplace.

# 5

### Absence management policies are becoming more inclusive.

INCLUSIVE APPROACHES TO ABSENCE MANAGEMENT



Employers are updating their approaches to absence management—taking into account important aspects of their people's lives outside of work and supporting more flexible and restorative paid time off (PTO) and other leave policies.

Making tough benefits and HR decisions? Our workforce trends data can help.

For only \$750, you can access six reports and 4,000+ employers' responses to our 2023 US Benefits Strategy & Benchmarking Survey. See how similar-sized organizations in your industry and region are navigating the most pressing benefits and HR issues today.



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