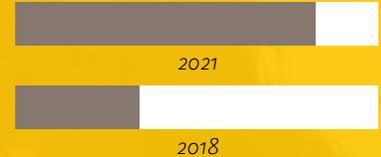


# Voluntary Benefits in a Post-Pandemic Job Market



**85%** of large employers believe that voluntary benefits are more important to their total rewards strategy going forward, compared to **36%** of employers who deemed it to be important in 2018.<sup>1</sup>

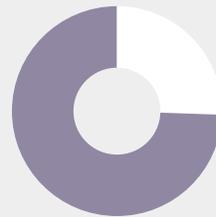
The workplace and the voluntary benefits market changed as a result of the pandemic. These changes have created a need and an opportunity for employers to differentiate their brand and company culture to better attract, engage, and retain employees.

## Workers are rethinking their careers and how their jobs mix with their lives.

Employers will be challenged to give employees the right mix of reasons for employees to stay.



**40%** of workers feel they can finally bring their full selves — complete with pets, family members and the worries they might share, along with a few tears — to work without embarrassment.<sup>2</sup>



**Nearly three-quarters (73%)** of workers want the option of flexible remote work to continue.<sup>2</sup>

The pandemic caused them to rethink their skill sets.



**Nearly three-quarters** of workers planning to leave their jobs (72%) say that the pandemic caused them to rethink their skill sets.<sup>3</sup>

They sought out skills training on their own

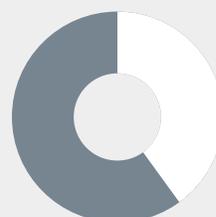


**6 in 10 (59%)** have sought out skills training on their own since the start of the pandemic.<sup>3</sup>

## Many want a new job in 2021 and those who are happy working from home want to continue to do so.



**52%** of employed adults are looking for a new job.<sup>4</sup>



**Nearly 60%** of people who currently work from home say they will look for a remote position if their current employer doesn't allow them to continue working remotely at least some of the time.<sup>5</sup>

They've woken up to investing more time understanding their benefits. At the same time, new types of benefits are being offered and adopted.



49% of employees have had a wake-up call to invest more time in understanding their benefits.<sup>6</sup>

### Fastest Growing Voluntary Benefits<sup>1</sup>



Identity Theft



Hospital Indemnity



Pet Insurance



Critical Illness



Legal Plans

And many are challenged with the new “always on” work/life styles.



4 in 10 employees struggle to navigate the demands that come with today's flexible “always on” work-life world.<sup>7</sup>



54% of people feel overworked.<sup>2</sup>



39% are downright exhausted.<sup>2</sup>

## What can employers do to keep their employees engaged and happy before a competitor takes them?

Organizations can strengthen their benefits packages as part of their retention and engagement strategy. They can do so by ensuring voluntary benefits and perks meet the growing diversity of employees' needs and preferences.

### Sources

<sup>1</sup> Willis Towers Watson 2021 Emerging Trends in Health Care Survey.

<sup>2</sup> Microsoft Work Trend Index: Annual Report, May 2021.

<sup>3</sup> Prudential Pulse of the American Worker: Special Report. March 2021.

<sup>4</sup> Achievers Engagement & Retention Report 2021.

<sup>5</sup> FlexJobs Article Survey April 2021. Accessed June 5th, 2021.

<https://www.flexjobs.com/blog/post/flexjobs-survey-finds-employees-want-remote-work-post-pandemic/>

<sup>6</sup> 2020-2021 Aflac Workforces Report.

<sup>7</sup> MetLife. Navigating Together Supporting Employee Well-Being in Uncertain Times, 2020.