

This year's Employer-Sponsored Health and Well-being Survey focused on how well-being strategies are evolving to meet the needs of employees. The dimensions of well-being that make up employers' well-being strategy are expanding globally.

Dimensions of Employers' Well-being Strategies, 2024



Fastest Growing Initiatives for 2024

Mental Health

- Mental health champions/allies
- Newer EAP models
- Pediatric-focused support

champions/allies **↑31** percentage points in 2024.

Financial Well-being

- Programs to enable emergency savings
- Student loan repayment assistance

68% Programs to enable emergency savings **↑**28 percentage points in 2024.

Community Initiatives

- Programs and tools to support social needs of employees
- Time off to volunteer





74% **Programs and** tools to support social needs +22 percentage points in 2024.



89%

81%

↑16 percentage

points in 2024.

Musculoskeletal programs 14 percentage points in 2024.

Physical Health

Digestive health programs

- Cancer programs
- Musculoskeletal programs



Work/Life Balance

 Caregiver leave 74% • Updated PTO policies

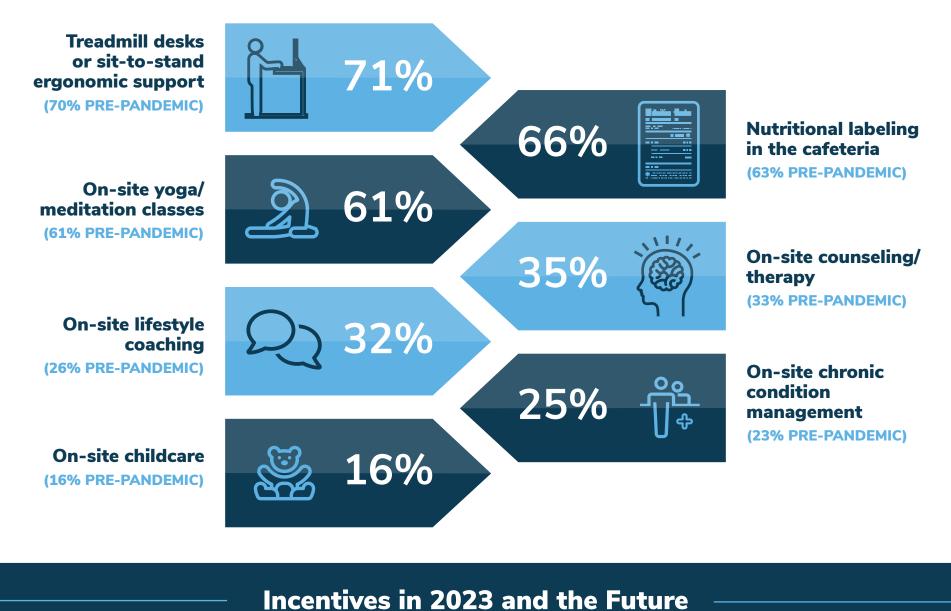
Caregiver leave Parental journey support **↑23** percentage points in 2024.



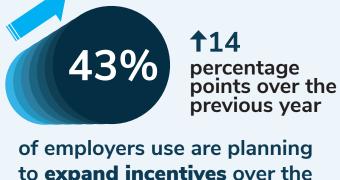
Social Connectedness

- Programs to help with loneliness/ isolation
- Support networks Support networks

On-site Initiatives Stymied by the Pandemic are Slated to Return to Pre-COVID Numbers in the U.S. in 2024

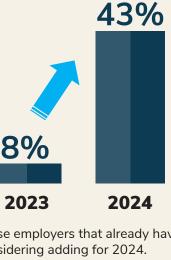






to **expand incentives** over the next 3-5 years

Employers are also looking at lifestyle spending accounts, which allow employees to reimburse a wide variety of well-being related expenses. Note: Prevalence for 2024 represents those employers that already have



programs in place and those who are considering adding for 2024.

Related Resources:

• 14th Annual Employer-Sponsored Health and Well-being Survey