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**

**Outside the U.S.**
- Mental Health
  - Mental health champions/allies
  - Newer EAP models
- Physical Health
  - Digestive health programs
- Financial Well-being
  - Programs to enable emergency savings
- Work/Life Balance
  - Caregiver leave
  - Updated PTO policies
  - Parental journey support
- Social Connectedness
  - Programs to help with loneliness/isolation
- Community Initiatives
  - Programs and tools to support social needs of employees
- Incentives in 2023 and the Future
  - 73% of employers use incentives in the U.S.
  - 98% of employers use incentives outside the U.S.

**U.S.**
- Mental Health
  - Mental health champions/allies
  - Never EAP models
- Physical Health
  - Cancer programs
  - Musculoskeletal programs
- Financial Well-being
  - Programs to enable emergency savings
- Work/Life Balance
  - Caregiver leave
- Social Connectedness
  - Programs to help with loneliness/isolation
- Community Initiatives
  - Programs and tools to support social needs of employees
- Incentives in 2023 and the Future
  - 88% of employers use incentives in the U.S.
  - 98% of employers use incentives outside the U.S.

**Fastest Growing Initiatives for 2024**

- **Mental Health**
  - Mental health champions/allies
  - Newer EAP models
  - Pediatric-focused support
- **Physical Health**
  - Digestive health programs
  - Cancer programs
  - Musculoskeletal programs
- **Financial Well-being**
  - Programs to enable emergency savings
  - Student loan repayment assistance
- **Work/Life Balance**
  - Caregiver leave
  - Updated PTO policies
  - Parental journey support
- **Social Connectedness**
  - Programs to help with loneliness/isolation
  - Support networks
- **Community Initiatives**
  - Programs and tools to support social needs of employees
  - Time off to volunteer

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

- **Treadmill desks or sit-to-stand ergonomic support**
  - 71% in 2024 (8% PRE-PANDEMIC)
- **On-site yoga/meditation classes**
  - 66% in 2024 (35% PRE-PANDEMIC)
- **On-site lifestyle coaching**
  - 35% in 2024 (25% PRE-PANDEMIC)
- **On-site child care**
  - 25% in 2024 (16% PRE-PANDEMIC)
- **On-site chronic condition management**
  - 16% in 2024 (8% PRE-PANDEMIC)

**Incentives in 2023 and the Future**

- 73% of employers use incentives in the U.S. in 2022
- 16% of employers use incentives outside the U.S. in 2023

Employers are also looking at lifestyle spending accounts, which allow employees to reimburse a wide variety of well-being related expenses.

**Notes:**
- Prevalence for 2024 represents those employers that already have programs in place and those who are considering adding for 2024.
- The above data reflects the changes in the U.S. Only.

**Related Resources:**
- 14th Annual Employer-Sponsored Health and Well-being Survey

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