Which Dimension Will Employers Focus on in 2022?

Mental Health Programs on the Rise

73% indicated mental health as their primary focus.

60% 67%

36% 43%

30% 40%

Digital cognitive behavioral therapy
Happiness programs
Mental health champions/allies

The 13th Annual EMPLOYER-SPONSORED HEALTH AND WELL-BEING SURVEY

This year's Employer-Sponsored Health and Well-being Survey focused on the role well-being strategies have on employers' overall return-to-worksite strategy and how well-being strategies are evolving to meet the future needs of employees.

Mental Health is the Primary Focus in 2022

The Use of Well-being Incentives

68% use financial incentives/disincentives to encourage participation in well-being initiatives.

Average incentive available to employees who participate in relevant well-being initiatives.

Prevalence of COVID-19 Vaccine Incentives/Disincentives in 2022

22% 8%

Employees Spouses/Partners

Average COVID-19 vaccine incentive offered by employers to employees.

Global Well-being Programs

Employee's needs differ from country to country

66% of multinational employers have a global well-being strategy in place in 2022.

Difficulties in finding an effective way to deploy programs globally

Top 5 Dimensions of Well-being Included as Part of the Well-being Strategy Outside the U.S.

Note: Prevalence for 2023 represents those employers that already have the programs in place and those who are considering adding programs for 2023.

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Related Resources:
• 13th Annual Employer-Sponsored Health and Well-being Survey
• Employer Trends Across Six Dimensions of Well-being

On-site Health and Well-being What Stays and What Goes

For a majority of employers who had these services before the pandemic, they are currently operational:

For a majority of employers who had these services before the pandemic, they are not yet (or may not be) reopened:

On-site gyms
On-site clinics
On-site EAPs
On-site health fairs
On-site fitness classes
On-site yoga/meditation classes

Well-being Dimensions Slated to Grow

Dimensions of Well-being Increasingly Part of Employers' Well-being Strategies

For a majority of employers, well-being will play a role in their return-to-worksite strategies.

For a majority of employers who offered these services before the pandemic, they are currently operational:

For a majority of employers who offered these services before the pandemic, they are not yet (or may not be) reopened:

Return to Worksite

Work/life balance Social connectedness Community involvement Job satisfaction Purpose in life or spiritual contentment

Racial/ethnic diversity advancement

The Great Recalibration

For a majority of employers who offered these services before the pandemic, they are currently operational:

For a majority of employers who offered these services before the pandemic, they are not yet (or may not be) reopened:

Well-being Programs on the Rise

Well-being is the Primary Focus in 2022

2021 2022 2023

Work/life balance Social connectedness Community involvement Job satisfaction Purpose in life or spiritual contentment

Racial/ethnic diversity advancement

2021 2022 2023

76% 86% 91%

67% 70% 81%