



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

The Great Recalibration

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.

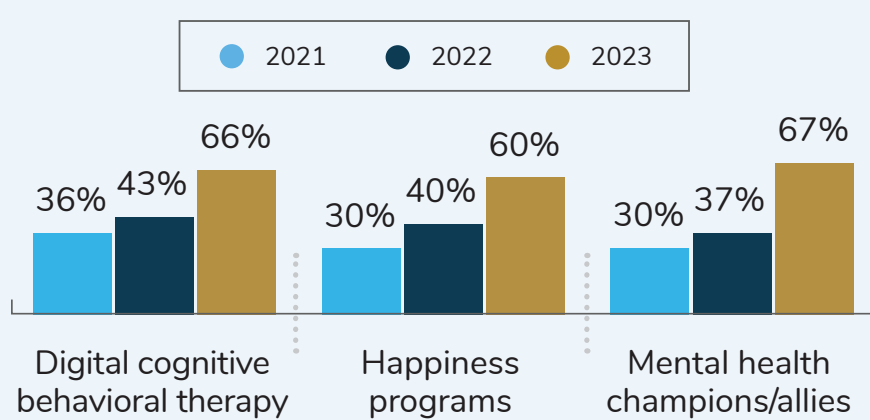
Mental Health is the Primary Focus in 2022

Which Dimension Will Employers Focus on in 2022?



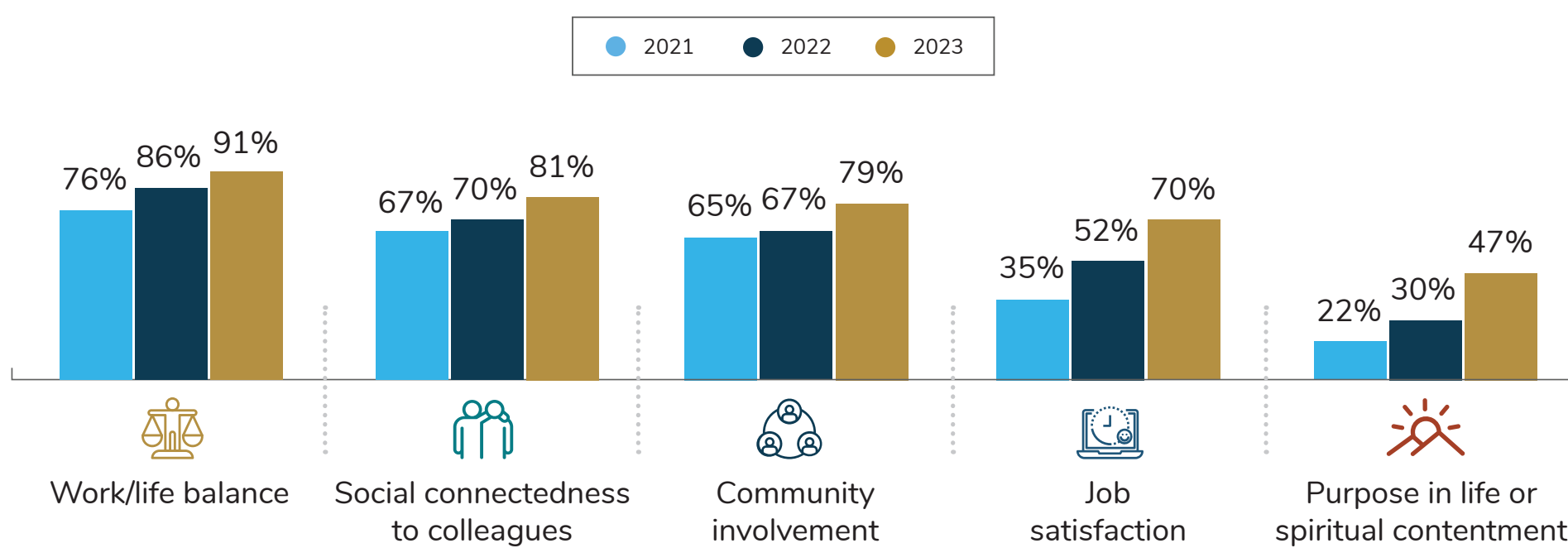
73% indicated mental health as their primary focus.

Mental Health Programs on the Rise



Well-being Dimensions Slated to Grow

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



Return to Worksite

60%

reported that the majority of their employees will work a hybrid schedule in 2022.

83%

reported that well-being will play a role in their return-to-worksite strategies.

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

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



On-site gyms



On-site clinics



On-site EAPs



On-site health fairs



On-site fitness classes



On-site yoga/meditation classes

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

The Use of Well-being Incentives

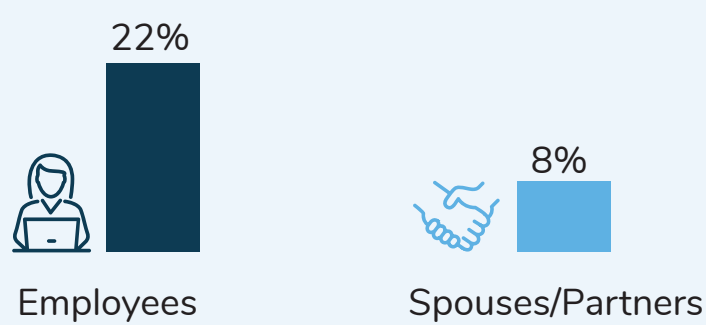
68%

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

\$823

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

Prevalence of COVID-19 Vaccine Incentives/Disincentives in 2022



\$406 average COVID-19 vaccine incentive offered by employers to employees.

Global Well-being Programs



66%

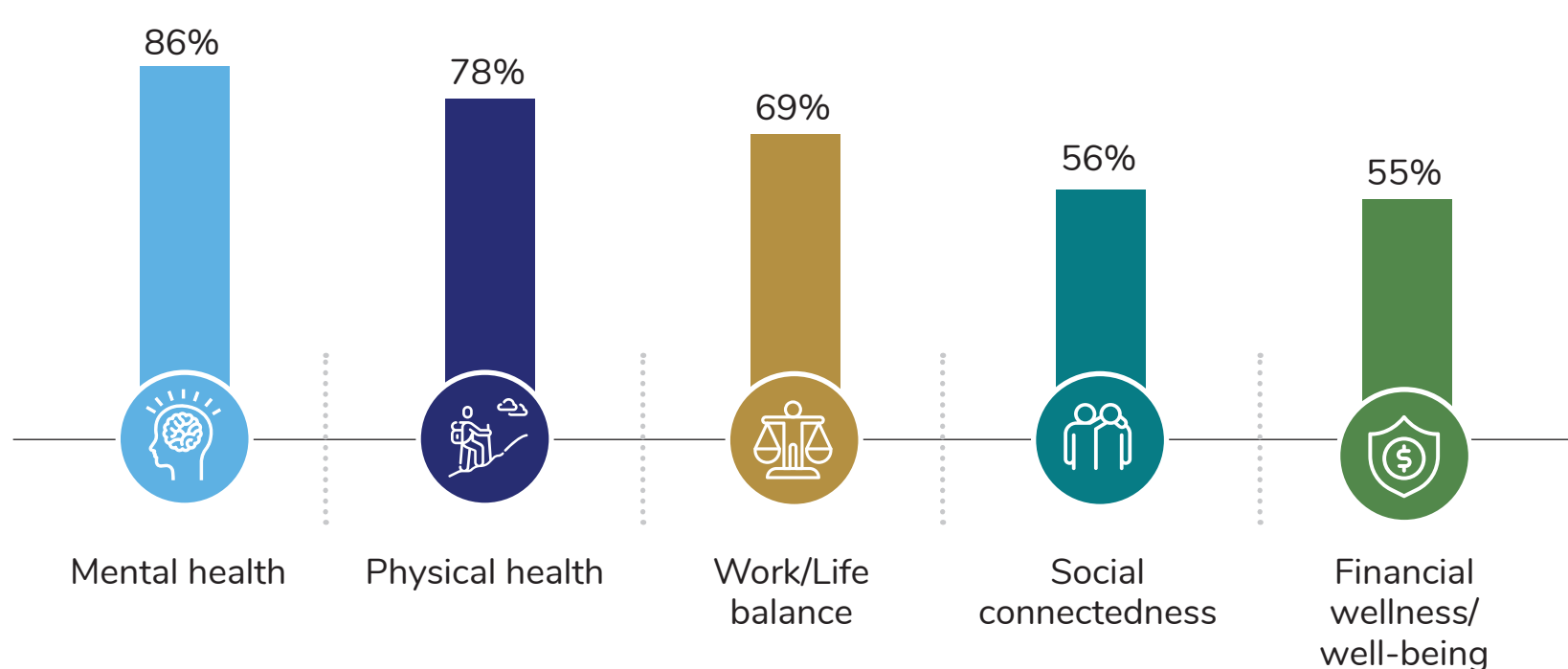
of multinational employers have a global well-being strategy in place in 2022.

The top two challenges employers face in offering a global well-being strategy are:

Employee's needs differ from country to country

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.

Related Resources:

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