

# Healthcare

General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	82%	84%	87%	85%	84%	-1%	↓
Health maintenance organization (HMO)	34%	35%	39%	35%	42%	7%	↑
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	20%	21%	36%	31%	36%	5%	↑
Point of service (POS)	18%	22%	16%	23%	36%	13%	↑
Exclusive provider organization (EPO)	7%	12%	9%	13%	9%	-4%	↓
Indemnity plan (fee-for-service)	6%	13%	4%	8%	10%	2%	↑
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	57%	48%	-9%	↓
HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	56%	56%	52%	57%	54%	-3%	↓
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	31%	35%	32%	27%	21%	-6%	↓
Health savings account (HSA)	38%	49%	51%	63%	45%	-18%	↓
Employer contributions to health savings accounts (HSAs)	21%	27%	27%	34%	22%	-12%	↓
Health reimbursement arrangement (HRA)	17%	12%	19%	20%	16%	-4%	↓
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	0%	0%	1%	1%	↑
Prescription Drug	2016	2017	2018	2019	2020	1 year change	
Prescription drug coverage bundled with medical insurance	93%	93%	96%	95%	90%	-5%	↓
Mail-order prescription program	80%	81%	84%	69%	79%	10%	↑
Wholesale generic drug program for injectable drugs	19%	25%	31%	18%	34%	16%	↑
Pharmacy management program (independent of medical plan management)	11%	16%	21%	14%	20%	6%	↑
Experimental/elective drug coverage	7%	5%	7%	2%	9%	7%	↑
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	95%	93%	98%	99%	90%	-9%	↓
Vision insurance	86%	88%	94%	95%	91%	-4%	↓
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	34%	31%	39%	48%	57%	9%	↑
Hospital indemnity insurance	19%	23%	25%	32%	44%	12%	↑
Long-term care insurance	26%	19%	35%	25%	41%	16%	↑
Intensive care insurance (provides funds to help cover the extra expenses for accidents or illness that result in an admission to a hospital intensive care unit)	22%	17%	26%	15%	38%	23%	↑
Cancer insurance (separate from critical illness insurance)	--	30%	30%	30%	36%	6%	↑
Long-term care insurance available for family members	--	--	--	8%	25%	17%	↑

Disability & Accident Ins.	2016	2017	2018	2019	2020	1 year change	
Accidental death and dismemberment insurance (AD&D) (does not pertain to employee-paid supplemental insurance)	75%	72%	79%	74%	80%	6%	↑
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	67%	63%	63%	52%	65%	13%	↑
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	62%	59%	57%	55%	66%	11%	↑
Accident insurance (separate from travel accident insurance)	31%	29%	38%	38%	54%	16%	↑
Supplemental accident insurance	48%	38%	37%	29%	41%	12%	↑
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	58%	68%	65%	68%	3%	↑
Supplemental long-term disability insurance (employee- or employer-paid)	--	50%	53%	44%	55%	11%	↑
Supplemental short-term disability insurance (employee- or employer-paid)	--	54%	54%	54%	59%	5%	↑
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change	
Mental health coverage	79%	78%	79%	78%	81%	3%	↑
Contraceptive coverage	73%	65%	70%	66%	75%	9%	↑
In-vitro fertilization coverage	21%	18%	24%	18%	22%	4%	↑
Infertility treatment coverage (other than in-vitro fertilization)	22%	23%	22%	16%	25%	9%	↑
Egg freezing for nonmedical reasons	3%	2%	1%	4%	6%	2%	↑
Gender reassignment surgery coverage	4%	7%	8%	10%	6%	-4%	↓
Wellness	2016	2017	2018	2019	2020	1 year change	
General wellness program	58%	57%	61%	53%	39%	-14%	↓
Onsite seasonal flu vaccinations	47%	51%	54%	42%	40%	-2%	↓
Health risk assessment	38%	39%	36%	33%	24%	-9%	↓
Health insurance premium discount for participation in wellness program	17%	14%	17%	27%	24%	-3%	↓
Rewards or bonuses for completing certain health and wellness programs	34%	35%	35%	33%	18%	-15%	↓
Tobacco cessation program	41%	39%	43%	34%	26%	-8%	↓
Preventive programs specifically targeting employees with chronic health conditions	33%	33%	25%	19%	16%	-3%	↓
Weight loss program	31%	31%	33%	28%	24%	-4%	↓
Stress management program	7%	7%	15%	6%	20%	14%	↑
Personal or life coaching	36%	32%	27%	10%	20%	10%	↑
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	10%	15%	5%	↑

# Retirement

Retirement	2016	2017	2018	2019	2020	1 year change	
Traditional 401(k) or similar defined contribution retirement savings plan (e.g., 403(b)s, 457s, federal Thrift Savings Plan)	83%	86%	88%	90%	91%	1%	↑
Roth 401(k) or similar defined contribution retirement savings plan	33%	52%	50%	56%	57%	1%	↑
Traditional defined benefit pension plan (open to all employees)	27%	21%	14%	7%	6%	-1%	↓
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	10%	5%	9%	10%	8%	-2%	↓
Defined benefit cash balance pension plan	3%	4%	4%	6%	4%	-2%	↓
401(k)	2016	2017	2018	2019	2020	1 year change	
Automatic enrollment for NEW or EXISTING employees	28%	30%	26%	30%	48%	18%	↑
Automatic escalation of contributions	14%	18%	13%	17%	28%	11%	↑
Hardship withdrawals	43%	54%	56%	42%	69%	27%	↑
Loans against savings plan balance	28%	40%	42%	35%	57%	22%	↑
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change	
Undergraduate or graduate tuition assistance	48%	48%	41%	44%	39%	-5%	↓
Student loan repayment assistance	5%	6%	3%	1%	8%	7%	↑
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	8%	6%	3%	6%	4%	-2%	↓
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	31%	71%	48%	29%	14%	-15%	↓
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	15%	13%	11%	20%	10%	-10%	↓
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	29%	32%	39%	50%	56%	6%	↑
Loans to employees for emergency/disaster assistance	17%	18%	23%	23%	28%	5%	↑
Employer contribution or match for 529 plan	--	2%	1%	1%	2%	1%	↑
Other Retirement	2016	2017	2018	2019	2020	1 year change	
Informal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	10%	4%	10%	5%	9%	4%	↑
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	5%	3%	4%	5%	6%	1%	↑
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	2%	6%	4%	↑
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	50%	45%	-5%	↓

## Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change	
Paid open/unlimited leave	6%	0%	5%	8%	9%	1%	↑
Paid vacation time	96%	94%	95%	99%	96%	-3%	↓
Paid sick time	90%	83%	72%	95%	88%	-7%	↓
Paid time off (PTO) including both vacation and sick time	--	--	--	68%	64%	-4%	↓
Parental	2016	2017	2018	2019	2020	1 year change	
Paid maternity leave (includes coverage by family/parental leave, other than what is covered by short-term disability or state law)	27%	25%	38%	20%	36%	16%	↑
Paid paternity leave (includes coverage by family/parental leave)	22%	19%	32%	19%	31%	12%	↑
Paid adoption leave (includes coverage by family/parental leave)	21%	18%	30%	16%	25%	9%	↑
Paid foster leave (includes coverage by family/parental leave)	17%	12%	25%	5%	20%	15%	↑
Paid parental leave	18%	14%	27%	18%	28%	10%	↑
Family	2016	2017	2018	2019	2020	1 year change	
Paid family leave	22%	15%	30%	11%	20%	9%	↑
Family leave above federal FMLA leave	24%	27%	21%	20%	38%	18%	↑
Elder care leave above federal FMLA leave	10%	16%	14%	13%	16%	3%	↑
Up to twelve weeks unpaid leave To care for immediate family	83%	81%	70%	89%	92%	3%	↑
Up to twelve weeks unpaid leave To care for extended family	48%	52%	52%	44%	34%	-10%	↓
Paid leave To care for immediate family	--	--	--	--	25%	25%	↑
Paid leave To care for extended family	--	--	--	--	14%	14%	↑
Other	2016	2017	2018	2019	2020	1 year change	
Religious accommodation paid holidays (paid days off for religious holidays not offered by employer)	19%	15%	18%	19%	22%	3%	↑
Paid bereavement leave	78%	77%	84%	84%	74%	-10%	↓
Paid time off to vote	--	35%	31%	43%	54%	11%	↑

## Flexible Work

Flex Work	2016	2017	2018	2019	2020	1 year change	
Flextime during core business hours (allowing employees to choose their work hours within limits during core business hours)	42%	45%	41%	44%	36%	-8%	↓
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	26%	24%	19%	29%	38%	9%	↑
Compressed workweek (allowing full-time employees to work longer days for part of the week or pay period in exchange for shorter days or a day off each week or pay period)	25%	21%	21%	23%	18%	-5%	↓
Break arrangements (employees who generally can only take assigned breaks enter into an arrangement with their employers giving them more flexibility over when they take breaks)	38%	35%	35%	37%	34%	-3%	↓

## Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change	
Dependent care flexible spending account (IRC Section 125)	57%	61%	62%	43%	48%	5%	↑
Bring child to work in emergency (i.e., as backup care for an unexpected event)	23%	26%	24%	16%	15%	-1%	↓
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	2%	2%	2%	0%	6%	6%	↑
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	18%	15%	14%	12%	11%	-1%	↓
Subsidized child care center or program	5%	6%	4%	1%	8%	7%	↑
Nonsubsidized child care center (company-affiliated onsite or near-site center)	3%	5%	3%	2%	5%	3%	↑
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	11%	12%	14%	8%	10%	2%	↑
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	1%	2%	--	4%	10%	6%	↑

## Professional Development

Professional Development	2016	2017	2018	2019	2020	1 year change	
Formal training or education provided by or paid for by employer to keep skills current	75%	80%	82%	76%	60%	-16%	↓
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	37%	48%	52%	45%	56%	11%	↑
Formal mentoring program	23%	22%	27%	18%	21%	3%	↑
Professional memberships (e.g., SHRM)	85%	86%	83%	80%	71%	-9%	↓
Professional license application or renewal fees	66%	71%	66%	58%	69%	11%	↑
Certification/recertification fees	68%	70%	69%	70%	71%	1%	↑
ESL (English as a second language)	9%	10%	20%	12%	19%	7%	↑

### Legend



Colored arrows represent a statistically significant change from 2019 to 2020  
Grey are changes that did not reach significance