

Healthcare

General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	84%	86%	87%	86%	84%	-2%	↓
Health maintenance organization (HMO)	29%	30%	30%	25%	25%	0%	↔
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	17%	21%	28%	19%	13%	-6%	↓
Point of service (POS)	19%	19%	18%	18%	13%	-5%	↓
Exclusive provider organization (EPO)	11%	6%	7%	6%	5%	-1%	↓
Indemnity plan (fee-for-service)	6%	10%	6%	5%	4%	-1%	↓
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	60%	65%	5%	↑
HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	63%	58%	63%	54%	70%	16%	↑
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	37%	37%	36%	24%	35%	11%	↑
Health savings account (HSA)	51%	53%	58%	61%	63%	2%	↑
Employer contributions to health savings accounts (HSAs)	33%	33%	39%	40%	49%	9%	↑
Health reimbursement arrangement (HRA)	22%	22%	20%	24%	18%	-6%	↓
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	0%	0%	0%	0%	↔
Prescription Drug	2016	2017	2018	2019	2020	1 year change	
Prescription drug coverage bundled with medical insurance	94%	96%	96%	96%	93%	-3%	↓
Mail-order prescription program	84%	84%	85%	78%	84%	6%	↑
Wholesale generic drug program for injectable drugs	22%	31%	28%	17%	25%	8%	↑
Pharmacy management program (independent of medical plan management)	15%	17%	21%	21%	22%	1%	↑
Experimental/elective drug coverage	7%	8%	5%	9%	5%	-4%	↓
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	96%	97%	97%	98%	96%	-2%	↓
Vision insurance	86%	90%	90%	94%	94%	0%	↔
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	30%	35%	42%	49%	47%	-2%	↓
Hospital indemnity insurance	21%	25%	26%	27%	30%	3%	↑
Long-term care insurance	30%	20%	32%	29%	38%	9%	↑
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)	20%	19%	22%	18%	24%	6%	↑
Cancer insurance (separate from critical illness insurance)	--	28%	32%	34%	29%	-5%	↓
Long-term care insurance available for family members	--	--	--	16%	18%	2%	↑

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)	81%	77%	85%	86%	83%	-3%	↓
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	73%	68%	69%	68%	71%	3%	↑
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	67%	62%	65%	66%	67%	1%	↑
Accident insurance (separate from travel accident insurance)	34%	31%	38%	39%	39%	0%	↔
Supplemental accident insurance	52%	36%	32%	24%	28%	4%	↑
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	70%	70%	73%	73%	0%	↔
Supplemental long-term disability insurance (employee- or employer-paid)	--	54%	48%	53%	47%	-6%	↓
Supplemental short-term disability insurance (employee- or employer-paid)	--	60%	46%	49%	44%	-5%	↓
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change	
Mental health coverage	84%	81%	85%	83%	88%	5%	↑
Contraceptive coverage	79%	72%	74%	74%	82%	8%	↑
In-vitro fertilization coverage	23%	17%	22%	23%	27%	4%	↑
Infertility treatment coverage (other than in-vitro fertilization)	25%	20%	21%	20%	28%	8%	↑
Egg freezing for nonmedical reasons	2%	2%	4%	4%	5%	1%	↑
Gender reassignment surgery coverage	5%	6%	10%	7%	13%	6%	↑
Wellness	2016	2017	2018	2019	2020	1 year change	
General wellness program	61%	58%	64%	56%	56%	0%	↔
Onsite seasonal flu vaccinations	51%	55%	57%	62%	54%	-8%	↓
Health risk assessment	44%	39%	46%	44%	39%	-5%	↓
Health insurance premium discount for participation in wellness program	18%	15%	17%	33%	25%	-8%	↓
Rewards or bonuses for completing certain health and wellness programs	40%	39%	42%	38%	36%	-2%	↓
Tobacco cessation program	42%	38%	45%	46%	42%	-4%	↓
Preventive programs specifically targeting employees with chronic health conditions	37%	35%	30%	23%	30%	7%	↑
Weight loss program	33%	30%	34%	28%	29%	1%	↑
Stress management program	4%	7%	10%	9%	31%	22%	↑
Personal or life coaching	37%	30%	31%	13%	25%	12%	↑
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	4%	20%	16%	↑

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)	90%	91%	93%	95%	93%	-2%	↓
Roth 401(k) or similar defined contribution retirement savings plan	50%	52%	58%	62%	68%	6%	↑
Traditional defined benefit pension plan (open to all employees)	29%	26%	24%	15%	19%	4%	↑
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	13%	11%	12%	8%	11%	3%	↑
Defined benefit cash balance pension plan	8%	8%	8%	3%	9%	6%	↑
401(k)	2016	2017	2018	2019	2020	1 year change	
Automatic enrollment for NEW or EXISTING employees	37%	42%	39%	46%	57%	11%	↑
Automatic escalation of contributions	21%	18%	21%	24%	38%	14%	↑
Hardship withdrawals	57%	58%	64%	57%	76%	19%	↑
Loans against savings plan balance	43%	45%	56%	52%	68%	16%	↑
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change	
Undergraduate or graduate tuition assistance	55%	49%	52%	53%	54%	1%	↑
Student loan repayment assistance	3%	4%	2%	6%	5%	-1%	↓
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	10%	8%	8%	11%	8%	-3%	↓
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	35%	61%	49%	33%	29%	-4%	↓
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	16%	13%	10%	19%	18%	-1%	↓
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	22%	29%	23%	30%	24%	-6%	↓
Loans to employees for emergency/disaster assistance	15%	17%	18%	20%	13%	-7%	↓
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)	8%	11%	15%	11%	14%	3%	↑
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	4%	5%	7%	5%	8%	3%	↑
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	3%	7%	4%	↑
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	52%	62%	10%	↑

Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change	
Paid open/unlimited leave	2%	0%	5%	5%	4%	-1%	
Paid vacation time	97%	96%	97%	99%	99%	0%	
Paid sick time	91%	77%	80%	94%	95%	1%	
Paid time off (PTO) including both vacation and sick time	--	--	--	69%	65%	-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)	24%	27%	32%	39%	56%	17%	
Paid paternity leave (includes coverage by family/parental leave)	17%	19%	24%	31%	47%	16%	
Paid adoption leave (includes coverage by family/parental leave)	17%	19%	24%	30%	39%	9%	
Paid foster leave (includes coverage by family/parental leave)	11%	14%	17%	20%	28%	8%	
Paid parental leave	16%	17%	21%	30%	43%	13%	
Family	2016	2017	2018	2019	2020	1 year change	
Paid family leave	18%	21%	23%	27%	33%	6%	
Family leave above federal FMLA leave	21%	21%	15%	20%	32%	12%	
Elder care leave above federal FMLA leave	10%	9%	10%	14%	16%	2%	
Up to twelve weeks unpaid leave To care for immediate family	82%	82%	83%	76%	91%	15%	
Up to twelve weeks unpaid leave To care for extended family	34%	43%	43%	41%	38%	-3%	
Paid leave To care for immediate family	--	--	--	--	30%	30%	
Paid leave To care for extended family	--	--	--	--	11%	11%	
Other	2016	2017	2018	2019	2020	1 year change	
Religious accommodation paid holidays (paid days off for religious holidays not offered by employer)	14%	14%	17%	14%	23%	9%	
Paid bereavement leave	78%	77%	89%	85%	91%	6%	
Paid time off to vote	--	35%	44%	34%	55%	21%	

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)	44%	48%	48%	49%	48%	-1%	
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	22%	25%	21%	23%	28%	5%	
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)	27%	28%	26%	24%	31%	7%	
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%	40%	32%	38%	40%	2%	

Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change	
Dependent care flexible spending account (IRC Section 125)	61%	62%	67%	46%	66%	20%	↑
Bring child to work in emergency (i.e., as backup care for an unexpected event)	27%	26%	26%	27%	23%	-4%	↓
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	1%	1%	1%	3%	3%	0%	↔
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	17%	14%	8%	6%	19%	13%	↑
Subsidized child care center or program	3%	2%	1%	2%	4%	2%	↑
Nonsubsidized child care center (company-affiliated onsite or near-site center)	2%	1%	1%	1%	3%	2%	↑
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	11%	10%	10%	6%	18%	12%	↑
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	1%	2%	--	3%	12%	9%	↑

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	77%	83%	84%	77%	77%	0%	↔
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	42%	44%	46%	49%	72%	23%	↑
Formal mentoring program	20%	18%	16%	26%	26%	0%	↔
Professional memberships (e.g., SHRM)	87%	87%	87%	81%	82%	1%	↑
Professional license application or renewal fees	75%	76%	74%	70%	72%	2%	↑
Certification/recertification fees	76%	78%	77%	72%	74%	2%	↑
ESL (English as a second language)	5%	6%	7%	6%	9%	3%	↑

Legend



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