

Healthcare

General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	85%	86%	87%	89%	87%	-2%	↓
Health maintenance organization (HMO)	50%	47%	52%	47%	51%	4%	↑
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	19%	38%	38%	27%	23%	-4%	↓
Point of service (POS)	30%	35%	29%	19%	23%	4%	↑
Exclusive provider organization (EPO)	21%	19%	14%	16%	19%	3%	↑
Indemnity plan (fee-for-service)	11%	23%	14%	11%	11%	0%	↔
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	76%	79%	3%	↑
HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	81%	84%	83%	91%	86%	-5%	↓
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	39%	57%	44%	34%	39%	5%	↑
Health savings account (HSA)	82%	85%	78%	80%	77%	-3%	↓
Employer contributions to health savings accounts (HSAs)	44%	61%	62%	63%	57%	-6%	↓
Health reimbursement arrangement (HRA)	29%	33%	27%	29%	37%	8%	↑
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	0%	2%	0%	-2%	↓
Prescription Drug	2016	2017	2018	2019	2020	1 year change	
Prescription drug coverage bundled with medical insurance	90%	99%	95%	96%	91%	-5%	↓
Mail-order prescription program	90%	93%	90%	83%	91%	8%	↑
Wholesale generic drug program for injectable drugs	35%	39%	37%	19%	37%	18%	↑
Pharmacy management program (independent of medical plan management)	30%	46%	35%	29%	37%	8%	↑
Experimental/elective drug coverage	7%	12%	8%	4%	7%	3%	↑
Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	98%	100%	99%	99%	96%	-3%	↓
Vision insurance	98%	98%	97%	99%	97%	-2%	↓
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	28%	45%	48%	52%	61%	9%	↑
Hospital indemnity insurance	19%	36%	26%	29%	34%	5%	↑
Long-term care insurance	43%	39%	48%	54%	59%	5%	↑
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)	17%	27%	23%	22%	19%	-3%	↓
Cancer insurance (separate from critical illness insurance)	--	26%	26%	26%	20%	-6%	↓
Long-term care insurance available for family members	--	--	--	23%	30%	7%	↑

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)	87%	92%	88%	88%	90%	2%	↑
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	79%	84%	81%	80%	84%	4%	↑
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	77%	82%	76%	73%	83%	10%	↑
Accident insurance (separate from travel accident insurance)	42%	43%	54%	43%	44%	1%	↑
Supplemental accident insurance	64%	42%	41%	33%	33%	0%	↔
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	82%	81%	80%	81%	1%	↑
Supplemental long-term disability insurance (employee- or employer-paid)	--	73%	72%	65%	57%	-8%	↓
Supplemental short-term disability insurance (employee- or employer-paid)	--	69%	62%	59%	59%	0%	↔
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change	
Mental health coverage	88%	92%	90%	84%	91%	7%	↑
Contraceptive coverage	87%	69%	74%	67%	81%	14%	↑
In-vitro fertilization coverage	42%	29%	43%	27%	47%	20%	↑
Infertility treatment coverage (other than in-vitro fertilization)	36%	34%	44%	25%	43%	18%	↑
Egg freezing for nonmedical reasons	5%	9%	9%	5%	11%	6%	↑
Gender reassignment surgery coverage	14%	17%	21%	12%	24%	12%	↑
Wellness	2016	2017	2018	2019	2020	1 year change	
General wellness program	79%	82%	87%	81%	83%	2%	↑
Onsite seasonal flu vaccinations	77%	86%	85%	82%	79%	-3%	↓
Health risk assessment	68%	64%	72%	67%	67%	0%	↔
Health insurance premium discount for participation in wellness program	38%	29%	35%	53%	40%	-13%	↓
Rewards or bonuses for completing certain health and wellness programs	79%	67%	71%	58%	57%	-1%	↓
Tobacco cessation program	60%	72%	73%	67%	76%	9%	↑
Preventive programs specifically targeting employees with chronic health conditions	68%	57%	61%	48%	56%	8%	↑
Weight loss program	53%	55%	66%	56%	63%	7%	↑
Stress management program	21%	17%	36%	34%	63%	29%	↑
Personal or life coaching	66%	49%	46%	32%	44%	12%	↑
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	24%	47%	23%	↑

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)	98%	97%	97%	96%	97%	1%	↑
Roth 401(k) or similar defined contribution retirement savings plan	60%	54%	56%	58%	64%	6%	↑
Traditional defined benefit pension plan (open to all employees)	40%	37%	32%	36%	29%	-7%	↓
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	42%	28%	27%	24%	20%	-4%	↓
Defined benefit cash balance pension plan	13%	14%	14%	13%	9%	-4%	↓
401(k)	2016	2017	2018	2019	2020	1 year change	
Automatic enrollment for NEW or EXISTING employees	40%	56%	54%	60%	71%	11%	↑
Automatic escalation of contributions	19%	29%	23%	26%	37%	11%	↑
Hardship withdrawals	60%	63%	63%	47%	86%	39%	↑
Loans against savings plan balance	40%	47%	59%	43%	71%	28%	↑
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change	
Undergraduate or graduate tuition assistance	71%	74%	77%	81%	71%	-10%	↓
Student loan repayment assistance	6%	15%	8%	16%	16%	0%	↔
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	15%	23%	22%	21%	20%	-1%	↓
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	49%	53%	61%	52%	46%	-6%	↓
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	21%	16%	14%	30%	27%	-3%	↓
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	28%	46%	32%	34%	24%	-10%	↓
Loans to employees for emergency/disaster assistance	12%	16%	20%	20%	27%	7%	↑
Employer contribution or match for 529 plan	--	2%	6%	5%	3%	-2%	↓
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)	18%	22%	24%	18%	23%	5%	↑
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	15%	14%	17%	15%	21%	6%	↑
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	11%	14%	3%	↑
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	60%	67%	7%	↑

Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change	
Paid open/unlimited leave	0%	0%	7%	7%	6%	-1%	↓
Paid vacation time	96%	100%	96%	98%	100%	2%	↑
Paid sick time	96%	81%	83%	94%	97%	3%	↑
Paid time off (PTO) including both vacation and sick time	--	--	--	63%	67%	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)	26%	42%	56%	48%	73%	25%	↑
Paid paternity leave (includes coverage by family/parental leave)	18%	37%	49%	44%	63%	19%	↑
Paid adoption leave (includes coverage by family/parental leave)	20%	36%	51%	43%	49%	6%	↑
Paid foster leave (includes coverage by family/parental leave)	10%	29%	37%	27%	34%	7%	↑
Paid parental leave	12%	33%	46%	43%	63%	20%	↑
Family	2016	2017	2018	2019	2020	1 year change	
Paid family leave	22%	32%	43%	37%	54%	17%	↑
Family leave above federal FMLA leave	27%	34%	23%	24%	50%	26%	↑
Elder care leave above federal FMLA leave	10%	20%	13%	15%	24%	9%	↑
Up to twelve weeks unpaid leave To care for immediate family	100%	74%	81%	72%	94%	22%	↑
Up to twelve weeks unpaid leave To care for extended family	64%	32%	59%	33%	53%	20%	↑
Paid leave To care for immediate family	--	--	--	--	50%	50%	↑
Paid leave To care for extended family	--	--	--	--	21%	21%	↑
Other	2016	2017	2018	2019	2020	1 year change	
Religious accommodation paid holidays (paid days off for religious holidays not offered by employer)	21%	18%	25%	22%	43%	21%	↑
Paid bereavement leave	77%	77%	91%	91%	94%	3%	↑
Paid time off to vote	--	40%	49%	42%	54%	12%	↑

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)	60%	56%	70%	63%	51%	-12%	↓
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	37%	33%	38%	39%	37%	-2%	↓
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)	46%	42%	43%	45%	46%	1%	↑
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)	41%	49%	39%	42%	47%	5%	↑

Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change	
Dependent care flexible spending account (IRC Section 125)	87%	90%	87%	72%	84%	12%	↑
Bring child to work in emergency (i.e., as backup care for an unexpected event)	22%	14%	13%	13%	14%	1%	↑
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	2%	0%	2%	3%	1%	-2%	↓
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	36%	32%	23%	23%	41%	18%	↑
Subsidized child care center or program	2%	15%	8%	9%	27%	18%	↑
Nonsubsidized child care center (company-affiliated onsite or near-site center)	10%	10%	13%	12%	19%	7%	↑
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	26%	23%	23%	15%	34%	19%	↑
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	4%	12%	--	12%	26%	14%	↑

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%	86%	86%	86%	83%	-3%	↓
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	47%	55%	56%	50%	77%	27%	↑
Formal mentoring program	32%	40%	45%	46%	47%	1%	↑
Professional memberships (e.g., SHRM)	75%	83%	78%	70%	61%	-9%	↓
Professional license application or renewal fees	64%	68%	68%	61%	59%	-2%	↓
Certification/recertification fees	72%	71%	71%	63%	59%	-4%	↓
ESL (English as a second language)	10%	18%	21%	15%	20%	5%	↑

Legend



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