

Healthcare

General Health	2016	2017	2018	2019	2020	1 year change	
Preferred provider organization (PPO)	90%	88%	88%	88%	80%	-8%	
Health maintenance organization (HMO)	37%	36%	34%	34%	34%	0%	
High-deductible health plan (HDHP) that is NOT linked with a savings/spending account (i.e. HSA, HRA or FSA)	21%	24%	34%	22%	17%	-5%	
Point of service (POS)	26%	25%	18%	20%	17%	-3%	
Exclusive provider organization (EPO)	8%	9%	8%	10%	11%	1%	
Indemnity plan (fee-for-service)	13%	10%	5%	8%	5%	-3%	
High-deductible health plan (HDHP) that is linked with a savings/spending account (i.e. HSA, HRA or FSA)	--	--	--	68%	65%	-3%	

HSA & FSA	2016	2017	2018	2019	2020	1 year change	
Medical flexible spending account (FSA) (IRC Section 125)	81%	80%	77%	83%	86%	3%	
Health care premium flexible spending account (IRC Section 125 Cafeteria Plan allowing for premium conversion)	47%	43%	41%	35%	41%	6%	
Health savings account (HSA)	57%	62%	65%	65%	66%	1%	
Employer contributions to health savings accounts (HSAs)	40%	43%	46%	50%	50%	0%	
Health reimbursement arrangement (HRA)	23%	20%	21%	19%	14%	-5%	
Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)	--	--	--	0%	0%	0%	

Prescription Drug	2016	2017	2018	2019	2020	1 year change	
Prescription drug coverage bundled with medical insurance	97%	96%	93%	93%	92%	-1%	
Mail-order prescription program	92%	92%	89%	82%	89%	7%	
Wholesale generic drug program for injectable drugs	31%	33%	28%	17%	23%	6%	
Pharmacy management program (independent of medical plan management)	27%	26%	28%	24%	24%	0%	
Experimental/elective drug coverage	11%	8%	6%	6%	4%	-2%	

Supplemental Health Ins.	2016	2017	2018	2019	2020	1 year change	
Dental insurance	99%	99%	99%	99%	98%	-1%	
Vision insurance	94%	95%	96%	96%	96%	0%	
Critical illness insurance (provides funds to help cover extra expenses upon diagnosis of a critical illness or condition)	39%	40%	49%	47%	54%	7%	
Hospital indemnity insurance	23%	25%	25%	24%	37%	13%	
Long-term care insurance	41%	32%	35%	39%	34%	-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)	23%	21%	21%	19%	24%	5%	
Cancer insurance (separate from critical illness insurance)	--	29%	31%	28%	32%	4%	
Long-term care insurance available for family members	--	--	--	21%	23%	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)	90%	87%	90%	87%	84%	-3%	↓	
Long-term disability insurance (does not pertain to employee-paid supplemental insurance)	87%	82%	78%	80%	75%	-5%	↓	
Short-term disability insurance (beyond any state-required programs and does not pertain to employee-paid supplemental insurance)	81%	75%	72%	68%	65%	-3%	↓	
Accident insurance (separate from travel accident insurance)	44%	40%	39%	38%	42%	4%	↑	
Supplemental accident insurance	59%	37%	31%	26%	33%	7%	↑	
Supplemental accidental death and dismemberment insurance (employee- or employer-paid)	--	68%	76%	75%	71%	-4%	↓	
Supplemental long-term disability insurance (employee- or employer-paid)	--	54%	54%	53%	43%	-10%	↓	
Supplemental short-term disability insurance (employee- or employer-paid)	--	56%	51%	51%	45%	-6%	↓	
Coverage for Specific Health Services	2016	2017	2018	2019	2020	1 year change		
Mental health coverage	89%	89%	89%	84%	93%	9%	↑	
Contraceptive coverage	83%	80%	79%	73%	84%	11%	↑	
In-vitro fertilization coverage	32%	28%	27%	21%	33%	12%	↑	
Infertility treatment coverage (other than in-vitro fertilization)	35%	30%	30%	22%	35%	13%	↑	
Egg freezing for nonmedical reasons	3%	3%	4%	2%	5%	3%	↑	
Gender reassignment surgery coverage	7%	20%	15%	9%	26%	17%	↑	
Wellness	2016	2017	2018	2019	2020	1 year change		
General wellness program	80%	78%	80%	75%	73%	-2%	↓	
Onsite seasonal flu vaccinations	73%	75%	79%	75%	69%	-6%	↓	
Health risk assessment	62%	57%	62%	60%	57%	-3%	↓	
Health insurance premium discount for participation in wellness program	29%	25%	28%	44%	31%	-13%	↓	
Rewards or bonuses for completing certain health and wellness programs	62%	56%	59%	54%	43%	-11%	↓	
Tobacco cessation program	63%	50%	61%	54%	49%	-5%	↓	
Preventive programs specifically targeting employees with chronic health conditions	58%	49%	42%	33%	37%	4%	↑	
Weight loss program	51%	44%	44%	40%	37%	-3%	↓	
Stress management program	12%	11%	20%	19%	41%	22%	↑	
Personal or life coaching	61%	44%	37%	17%	37%	20%	↑	
Meditation/mindfulness/contemplative program (subsidized, unsubsidized, or reimbursed)	--	--	--	14%	33%	19%	↑	

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)	93%	91%	97%	96%	90%	-6%	
Roth 401(k) or similar defined contribution retirement savings plan	50%	56%	64%	59%	63%	4%	
Traditional defined benefit pension plan (open to all employees)	30%	29%	27%	25%	32%	7%	
Traditional defined benefit pension plan (frozen for current employees and/or not open to new hires)	24%	15%	17%	15%	13%	-2%	
Defined benefit cash balance pension plan	9%	8%	4%	6%	7%	1%	
401(k)	2016	2017	2018	2019	2020	1 year change	
Automatic enrollment for NEW or EXISTING employees	50%	53%	53%	54%	59%	5%	
Automatic escalation of contributions	29%	25%	25%	24%	37%	13%	
Hardship withdrawals	70%	68%	70%	55%	74%	19%	
Loans against savings plan balance	54%	52%	57%	48%	61%	13%	
Education and Financial Wellness	2016	2017	2018	2019	2020	1 year change	
Undergraduate or graduate tuition assistance	74%	68%	68%	72%	60%	-12%	
Student loan repayment assistance	9%	4%	6%	13%	13%	0%	
529 plan payroll deduction (tax-advantaged savings plan designed to encourage saving for future college costs)	18%	15%	16%	14%	19%	5%	
Non-retirement financial advice offered online, in a group/classroom, or one-on-one	43%	52%	56%	42%	35%	-7%	
Credit counseling service (e.g., credit, debt consolidation, housing counseling)	23%	14%	12%	24%	26%	2%	
Paycards (payroll debit cards that enable employers to pay employees through payroll direct deposit even if they do not have bank accounts)	27%	30%	26%	23%	21%	-2%	
Loans to employees for emergency/disaster assistance	13%	15%	13%	15%	11%	-4%	
Employer contribution or match for 529 plan	--	2%	2%	3%	4%	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)	13%	14%	19%	18%	18%	0%	
Formal phased retirement program (i.e., reduced schedule and/or responsibilities prior to full retirement)	6%	8%	8%	7%	13%	6%	
Lifetime income solutions (e.g. in-plan annuities, assistance for retirees to purchase an out-of-plan annuity with in-plan assets)	--	--	--	8%	13%	5%	
Retirement planning or investment advice offered online, to a group/classroom, or one on one	--	--	--	60%	68%	8%	

Leave

Vacation & Sick	2016	2017	2018	2019	2020	1 year change		
Paid open/unlimited leave	3%	3%	6%	6%	5%	-1%	↓	
Paid vacation time	99%	96%	95%	99%	99%	0%	↔	
Paid sick time	95%	85%	79%	96%	96%	0%	↔	
Paid time off (PTO) including both vacation and sick time	--	--	--	62%	57%	-5%	↓	
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)	34%	37%	39%	38%	52%	14%	↑	
Paid paternity leave (includes coverage by family/parental leave)	28%	33%	33%	33%	44%	11%	↑	
Paid adoption leave (includes coverage by family/parental leave)	39%	32%	30%	33%	34%	1%	↑	
Paid foster leave (includes coverage by family/parental leave)	17%	21%	21%	22%	25%	3%	↑	
Paid parental leave	22%	28%	31%	32%	42%	10%	↑	
Family	2016	2017	2018	2019	2020	1 year change		
Paid family leave	20%	28%	30%	29%	35%	6%	↑	
Family leave above federal FMLA leave	30%	28%	20%	24%	34%	10%	↑	
Elder care leave above federal FMLA leave	13%	14%	13%	15%	13%	-2%	↓	
Up to twelve weeks unpaid leave To care for immediate family	82%	89%	85%	75%	98%	23%	↑	
Up to twelve weeks unpaid leave To care for extended family	39%	49%	44%	36%	34%	-2%	↓	
Paid leave To care for immediate family	--	--	--	--	37%	37%	↑	
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%	13%	19%	21%	30%	9%	↑	
Paid bereavement leave	83%	85%	92%	91%	91%	0%	↔	
Paid time off to vote	--	45%	41%	39%	46%	7%	↑	

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)	51%	54%	54%	55%	54%	-1%	↓	
Flextime outside of core business hours (allowing employees to choose their work hours outside of core business hours)	28%	25%	25%	28%	37%	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)	39%	31%	31%	36%	36%	0%	↔	
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)	34%	32%	32%	37%	39%	2%	↑	

Family Friendly

Family Friendly	2016	2017	2018	2019	2020	1 year change	
Dependent care flexible spending account (IRC Section 125)	81%	80%	84%	69%	81%	12%	↑ 
Bring child to work in emergency (i.e., as backup care for an unexpected event)	11%	17%	17%	16%	13%	-3%	↓ 
Babies at work (children under one year of age allowed to come to work with a parent on a regular basis)	1%	1%	1%	1%	3%	2%	↑ 
Child care referral service providing employees with the names of child care providers (separate from or part of an EAP)	23%	27%	12%	16%	27%	11%	↑ 
Subsidized child care center or program	7%	5%	3%	6%	7%	1%	↑ 
Nonsubsidized child care center (company-affiliated onsite or near-site center)	6%	5%	4%	7%	10%	3%	↑ 
Elder care referral service providing employees with the names of elder care providers (separate from or part of an EAP)	16%	19%	13%	14%	21%	7%	↑ 
Access to elder care services and information (e.g. geriatric counseling, assisted living assessment, in-home assessments, elder care fairs)	3%	4%	--	10%	15%	5%	↑ 

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	78%	89%	88%	86%	82%	-4%	↓ 
Formal training or education provided by or paid for by employer to develop new skills (upskilling/reskilling)	45%	40%	43%	44%	79%	35%	↑ 
Formal mentoring program	36%	29%	30%	28%	31%	3%	↑ 
Professional memberships (e.g., SHRM)	89%	88%	87%	82%	79%	-3%	↓ 
Professional license application or renewal fees	77%	77%	74%	70%	71%	1%	↑ 
Certification/recertification fees	76%	82%	79%	72%	71%	-1%	↓ 
ESL (English as a second language)	10%	7%	13%	11%	11%	0%	↔ 

Legend



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