

# Your employees' benefit expectations have changed.

Have your offerings kept up?

Thirty-five percent of employees are considering a job change. While their motivations vary, many are looking for better benefits — especially as offerings can provide insight into an organization's commitment to workforce wellbeing.

Organizations have long used voluntary benefits to provide more options to employees, help them customize their benefits package, and meet personal goals. These programs can also support employee physical, emotional, and financial health — a trend the pandemic significantly accelerated.

**Voluntary benefits are an essential part of benefit packages**

**52%**  
of employers have added an average of 6 new benefits since 2020

**72%**  
of employers plan to add new voluntary benefits

## And employees agree

**68%**  
think voluntary benefits are an essential part of the benefits package

**61%**  
agree voluntary benefits are a better value when offered by an employer

**45%**  
wish they had a better understanding of their benefits

## Employees want voluntary benefits that enhance their holistic wellbeing

**79%**  
want financial support

**73%**  
want enhanced healthcare options

**72%**  
want better work/life balance

## Top benefits valued by employees

- Financial wellbeing**
- College savings
  - Legal services
  - Personal loans
  - Emergency savings
  - Long-term care insurance

- Healthcare**
- Health accident insurance
  - Critical illness insurance
  - Hospital indemnity insurance
  - Cancer support
  - Dental/Vision insurance

- Work/life balance**
- Paid time off
  - Travel/Vacation discounts
  - Auto/Home insurance
  - Pet insurance
  - Identity theft protection

## The average employer offers 12 voluntary benefits

**63%**  
Use voluntary benefits to increase job satisfaction, improve engagement, and attract and retain talent

## Top 10 fastest growing voluntary benefits

- |                                       |                                    |
|---------------------------------------|------------------------------------|
| <b>1</b> Hospital indemnity insurance | <b>6</b> Discount marketplace      |
| <b>2</b> Personal loans               | <b>7</b> Pet insurance             |
| <b>3</b> Financial coaching/planning  | <b>8</b> Health accident insurance |
| <b>4</b> Caregiving                   | <b>9</b> Auto/Home insurance       |
| <b>5</b> Critical illness insurance   | <b>10</b> Long-term care insurance |

To learn more, contact us at [talktous@buck.com](mailto:talktous@buck.com) or **866.355.6647**

\*Buck's Wellbeing and Voluntary Benefits Survey was conducted in November 2021. Responses were collected from 218 employer participants and 683 US employees across a broad range of industries.