



The future of work is now

Building benefit strategies to help attract and retain employees in a highly competitive market

Employee expectations are reshaping both labor markets and the practices of specific employers. Workplace innovation and creativity are driving the development of new experiences, particularly employee benefit strategies, that focus on a new, broader understanding of employee well-being.

United Healthcare

Responding to a job-seekers market

As a result of economic and societal pressures brought on by the COVID-19 pandemic:



48M workers quit or left the workforce in 2021¹

3.6% rate of unemployment in April 2022, similar to February 2020 pre-pandemic²

Employees are demanding more

Job seekers are looking for employers with a greater commitment to employee well-being, including health benefits that prioritize flexibility, healthier workplace practices and easier ways to engage physical and mental health services and resources.

Higher pay and incentives

Organizational purpose

Employee benefits

Flexible work environment

Values alignment

Growth opportunities



Virtual care



Benefit flexibility



Mental and physical health



Employee experience



Childcare



Health equity

Customized benefits to meet employees where they are

Employee expectations are driving a new, broader understanding of well-being. This includes addressing the emotional, financial, social and career supports that are foundational to success.

Employers are working with their insurers in using data to analyze who remains on staff, where they're located, what their needs are and how employers can evolve their benefits strategy to meet employees where they are.

To learn more, contact your broker, consultant or UnitedHealthcare representative today.

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¹ Interactive Chart: How Historic Has the Great Resignation Been? SHRM, March 9, 2022. Available: <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/interactive-quits-level-by-year.aspx>. Accessed: May 23, 2022.

² Bureau of Labor Statistics, May 2022.

³ Willis Towers Watson 2021 Benefit Trends Survey. Available: <https://www.wtwco.com/en-US/News/2021/09/09-employers-to-rethink-employee-benefit-strategy-willis-towers-watson-survey-finds>. Accessed: April 26, 2022.

⁴ McKinsey 2019 Social Determinants of Health Survey.

⁵ UnitedHealthcare internal analysis of participating employers, 2022.

⁶ Business Group of Health 2022 Large Employers' Health Care Strategy and Plan Design Survey, Aug. 2021.

⁷ Mental Health, Substance Use, and Suicidal Ideation During the COVID-19 Pandemic — United States, June 24-30, 2020. Centers for Disease Control and Prevention. Available: <https://www.cdc.gov/mmwr/volumes/69/wr/mm6932a1.htm>. Accessed: May 24, 2022.

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Delivering benefits focused on employee well-being

To stay competitive, many employers are expanding key employee benefits and designing new ones to deliver more of what employees are looking for.



Marie

Occupation:
Retail salesperson
Age: 31



Greater benefit flexibility and choice

Burned out from shift work, Marie is looking for a job that allows her to work from home and offers financial assistance to help her finish her degree.

69%

of employers plan to expand benefit flexibility and choice to better meet each employee where they are in life³



Lisa

Occupation:
Preschool teacher
Age: 38



Renewed focus on health equity

On a part-time salary, Lisa struggles to cover basic expenses. She's not alone: 53% of survey respondents reported being affected by at least one social determinant of health (SDOH), like access to affordable food or housing.⁴

>50%

offers of support for SDOH issues have been accepted by UnitedHealthcare members through Advocate4Me®, an advocacy program designed to provide whole-person guidance for employees⁵



Randy

Occupation:
CPA
Age: 66



Greater access to virtual care

Due to COVID-19's economic impact and rising inflation, Randy hasn't retired just yet. Still, he's already made his "next chapter" move to his rural cabin, so access to virtual care is critical to help manage his type 2 diabetes.

75%

of employers expanded their virtual health solutions—for urgent and primary care, behavioral health, condition-specific monitoring and more—during the pandemic and plan to keep them in place⁶



Nate

Occupation:
Computer engineer
Age: 27



Improved mental health care

Nate is struggling personally and professionally. And he's not alone. Around 40% of U.S. adults reported mental health or substance use issues associated with the pandemic.⁷

64%

of employers plan to boost their support for mental health in the next 2 years to help employees like Nate³