

# At-a-glance: Health & well-being trends

## A summary of current insights and engagement strategies

In 2022, it was reported that **52% of employees** cite health and wellness programs as a “must-have” in accepting a new role – up from a staggering 26% in 2020.<sup>1</sup> Additionally, **65% of large employers** consider their health and well-being strategy to be an integral part of their workforce strategy.<sup>2</sup>

While worksite wellness programs begin to grow in popularity, questions are raised. Specifically, what does a health and wellness program look like and why are they becoming a major player in the decision-making of employees? UnitedHealthcare is here to help you navigate current health and well-being trends, discuss engagement strategies for areas of focus, and provide recommendations on how to enhance your well-being program based on the programs and resources that are available to you.

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## Current health & well-being trends

In 2023, the four focus areas include mental & emotional well-being, financial well-being, program engagement, and worksite culture.

### Mental & emotional well-being

In 2022, **8 in 10 employees** said that they are at risk of burnout.<sup>1</sup> To create a well-being program that is inclusive of mental and emotional health, employers must offer a holistic program that not only focuses on physical health, but also encompasses mental health through offerings such as:

- In-person or virtual counseling
- Onsite counselors at the worksite
- Online resources that focus on anxiety, stress, and burnout
- Self-help and online resources
- Promote EAP

### Financial well-being

Employee financial stress impacts businesses by increasing health care costs for employees and may lead to high turnover and low productivity.<sup>2</sup> Employees need comprehensive financial well-being offerings that assist with financial stress. Top financial well-being offerings include:

- Financial seminars
- Tools/resources for debt management and budgeting
- Financial health programs
- Tuition reimbursement
- One-on-one financial coaching

### Program engagement

Factors such as the types of programs available, incentives for participation, communication of the programs, the worksite environment and culture, leadership & management support, and the tools used to measure the success of the program are part of program engagement. You may enhance employee participation and program engagement by:

- Launching a wellness interest survey to identify areas of interest, barriers to change, preferred communication channels, etc.
- Gathering insight from wellness committee or wellbeing champions
- Allowing company time and resources to participate in the program
- Encouraging leadership support of and participation in the program
- Taking a holistic approach to wellness such as walk and talk meetings, financial wellness classes, quiet/meditation rooms, healthier food onsite, flexible work schedules, and group exercise classes

### Worksite culture

Vital to increasing employee satisfaction and combatting burnout, creating a culture of health and well-being is a key component of a successful worksite well-being program. Consider the following actions to build and cultivate a health-promoting, supportive culture:

- Promote work/life harmony and greater job satisfaction by offering a flexible work schedule and encouraging employees to make use of their PTO
- Focus on offering opportunities for social connectedness like company picnics, happy hours, or social groups to help foster a sense of belonging
- Encourage employees to contribute to their community by allowing time off to volunteer and promoting charitable match giving programs

## Focus on inclusion and holistic programming

In addition to the four key focus areas, there is an emphasis on inclusion in the workplace specifically regarding the social determinants of health and health equity. Access to high-quality primary care physicians and the expansion of virtual care options, as well as financial stability and community safety are offerings that may fall under the umbrella of **SDoH**. Furthermore, **75% of large employers** are concerned about health equity in their company health & well-being initiatives.<sup>2</sup>

Furthermore, while mental and emotional well-being continues to be a key player in 2023, it is important to note that employers are also expanding their physical health programs to address top cost drivers and meet diverse needs. Not only does physical health include weight management and exercise, but employers are offering other programs such as:

- Chronic condition management
- Diabetes prevention
- Musculoskeletal programs
- Maternity management

A successful well-being program will grow and change with the current health and well-being trends, and UnitedHealthcare is here to help. We have many solutions to support these areas of focus, as well as recommendations to ensure a focus on inclusion and holistic programming to meet the diverse needs of your employees. Work with your UnitedHealthcare team for additional programs and resources that help support these key areas.



Sources:

<sup>1</sup> MetLife. <https://www.metlife.com/retirement-and-income-solutions/insights/20th-annual-us-employee-benefits-trends-study-2022/>. March 2022. Accessed May 2023.

<sup>2</sup> Business Group on Health. <https://www.businessgrouphealth.org/en/resources/2023%20large%20employers%20health%20care%20strategy%20survey%20intro>. August 2022. Accessed May 2023.