

# Updates on Fringe and Voluntary Benefits – SWBA Conference

Vi Phu, A.S.A.

8 November 2018

# The world is changing faster than ever..

## Workforce trends



Of all age groups, millennials, or “Generation Go,” are the most likely to quit a job because of substandard technology. **82% said that workplace technology** would influence their choice.

## Technology and transformation



In 2017, almost **50% of organizations** plan to adopt mobile-enabled human resources (HR) processes – a significant increase from 13% in 2014.

## Workforce expectations and engagement



**By 2025, 75% of the world’s workforce will be millennials**  
**75% of millennials** want the ability to work flexibly and still be on track for a promotion.

## Workforce mobility and enablement



By 2020, it is expected that in the workforce 1 in 4 organizations will be at least **30% contingent workers**.



**72% of executives** said the need for globally mobile employees will increase during the next 2 to 3 years.

# Fringe/Voluntary Benefits

---

- ▶ Most large employers offer a complete suite of core benefits where employers provide subsidy for certain coverages
- ▶ Voluntary benefits continue to be popular among employers to increase value, while managing costs:
  - ▶ Accident/Critical illness
  - ▶ Individual disability
  - ▶ Whole/Universal life
  - ▶ Legal benefits
  - ▶ Discount purchasing
  - ▶ Identity theft
  - ▶ LTC
  - ▶ Investment advice
  - ▶ Auto/home insurance
  - ▶ Hospital indemnity
  - ▶ Pet insurance
  - ▶ Financial advice
- ▶ Other benefits include student loan assistance, education assistance, flexible work arrangements, etc.

# Parental Leave

**Parental Leave has increased significantly between 2016-2018 for employers with 10,000+ employees**

<b>Maternity Leave</b>	26% → 35%	<p>Increased organization commitment and engagement</p> <p>Opportunities for colleagues covering for employees on parental leave to learn new skills</p> <p>Lower incidence of maternal depressions</p> <p>Reduction in healthcare cost due to higher rates of breastfeeding, which promotes infant health</p>
<b>Paternity Leave</b>	21% → 29%	
<b>Adoption Leave</b>	20% → 28%	
<b>Paid Foster Child Leave</b>	13% → 21%	
<b>Surrogacy Leave</b>	6% → 12%	

*Data source:* 2018 Employee Benefits (SHRM)