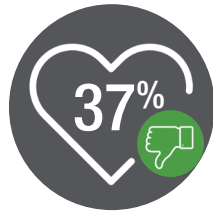


The Interplay between Health & Financial Wellness Benefits



Users of health wellness benefits are more likely to be healthy than non-users.

45% of users report themselves to be in good physical health, versus 37% of non-users.

Health and financial wellness programs correlate with better mental health.

59% of workers who use health wellness programs consider their overall mental health “good,” as do 59% using financial wellness programs.

By the Numbers

Health and Wellness Benefits



Flu shots are the most commonly offered and most often used health benefit

76% of survey respondents stated their employer makes shots available and 49% stated they've received them in the past year.

The other most common health benefits, offered by more than 60% of all employers, include:



Wellness challenges (e.g., forming a team to walk the most steps)



Health assessments (self-administered quizzes)



Free or discounted health screenings



Emotional/mental health counseling



Discounted or free fitness/gym memberships

About This Study

This survey was conducted by Prudential from May 10 to 12, 2019 among a national sample of 2,000 full-time employed adults with access to health wellness benefits through their employer. The interviews were conducted online and the data were weighted to approximate a target sample of full-time employed adults with access to health wellness benefits based on age, race/ethnicity, gender, educational attainment, and region. Results from the full survey have a margin of error of plus or minus two percentage points.

HEALTH WELLNESS BENEFITS MOST OFFERED AND WISHED FOR

	Benefit Wished For	Benefit Offered
Access to dietitian or nutrition coach	27%	43%
Onsite health clinic	26%	38%
Onsite gym/fitness facilities	25%	48%
Healthy snacks and foods available in cafeteria or vending machines	22%	57%
Weight management program	21%	54%
Standing desks or other accommodations	21%	49%
Discounted or free fitness/gym memberships	20%	61%
Behavioral/lifestyle coaching	19%	50%
Educational sessions on health topics (during company time)	19%	53%
Free or discounted health screenings (blood test, etc.)	19%	63%
Corporate walk/run challenges	17%	54%
Nursing/lactation rooms or facilities	16%	41%
Emotional/mental health counseling	16%	62%
Wellness challenges	14%	67%
Health assessments (self-administered quiz)	14%	64%
Substance abuse counseling	11%	51%
Smoking cessation programs	11%	50%
Flu shots	8%	76%



Incentives Drive Benefits Usage

65%

of users say they receive incentives, versus just 31% of non-users.

Workers who use their wellness benefits are much more likely to be eligible for various incentives than those who do not.



Workers who take advantage of health wellness benefits tend to think more highly of their employers. They are significantly more likely than non-users to trust their employer to have their best financial interest at heart (60% versus 45%), always look out for them (64% versus 52%), and always do what's right (64% versus 56%).

In most cases, where a benefit is not offered, a majority of survey respondents say they are not interested in them.



The exceptions are **health screenings** and access to **healthy snacks and foods** at work, where slightly more than half of employees who don't have those benefits say they would like to have them.

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FINANCIAL WELLNESS BENEFITS MOST OFFERED AND WISHED FOR

	Benefit Wished For	Benefit Offered
Identity theft protection	34%	31%
An after-tax emergency savings account	33%	27%
Financial coaching services (help work towards financial goals)	32%	35%
Debt consolidation/payment programs	31%	25%
Low-interest loans	31%	25%
Accrued wage advances	31%	32%
A digital financial advisor and planning tool	31%	32%
Financial education classes or seminars	31%	35%
Debt counseling programs	29%	26%
Student loan repayment programs	29%	26%
Hospital indemnity insurance	28%	33%
Legal services	26%	41%
Critical illness insurance	25%	47%
Long-term care insurance	22%	56%
Accident insurance	20%	53%
Disability income insurance	16%	63%
Retirement planning tools (e.g., calculators, etc.)	16%	66%
Paid family leave	15%	71%



Incentives Drive Benefits Usage

As with health and wellness benefits, employers offer a wide array of financial wellness benefits. There is a fairly long list of financial wellness benefits workers would most like to have offered that are currently not widely available, led by identity theft protection and financial coaching services, each cited by about a third of workers. Nearly a third of workers also expressed a desire for financial education classes, online financial management tools, digital financial advice and planning, and debt consolidation/payment programs. Incentives for using financial wellness benefits are fairly rare. A majority of workers with access to financial wellness benefits are satisfied with their employers' offerings, with 59% saying they are somewhat or extremely satisfied.



Workers say the most common drivers of financial stress are concerns about not saving enough for retirement or emergencies, and not paying off their debt quicker. Workers with access to financial wellness benefits are also less likely than those without access to say they're stressed by struggles to keep up with everyday expenses.

Summary

Workers attach significant value to their health wellness programs. Seventy-four percent who use their employer's health wellness benefits say that simply having those benefit available helps them feel less stressed overall. This research suggests that workplace health wellness programs, and financial wellness programs, can make a difference in the lives of American workers. It suggests these programs can help workers become healthier, less stressed, and perhaps have a more positive view of their employers.

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