

With record employment, health care benefits take center stage

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With unemployment at a record low, **the competition for top employees is heating up.**¹

The 2018 Aflac WorkForces Report reveals that health care benefits are a key differentiator when new employees decide whether to join a company – and when existing ones decide whether to leave.

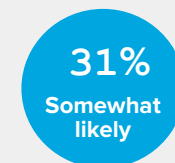
A large majority of employees (70% or more) say their benefits packages are extremely or very important to their well-being, financial health and job satisfaction.

34% say improving their benefits packages would help keep them in their jobs, second only to increasing their salaries.




26% left or turned down jobs due to their accompanying benefits packages, up from 21% in 2017 and 16% in 2016.


24% are extremely or very likely to accept a job with lower pay, but more robust benefits package.



There is a **growing interest** in unique workplace benefits, with **home** and **auto loan discounts** among those generating buzz.

Other choices employees want to see their employers offer:

 **Scholarships or tuition reimbursement 25%**

 **Flexible health spending accounts 29%**

¹Time (2018). Job growth cools slightly, but unemployment rate still drops below 4% for July. Accessed on Aug. 10, 2018 from <http://time.com/5357204/july-unemployment-rate/>.



ABOUT THE STUDY

The 2018 Aflac WorkForces Report is the eighth annual Aflac employee benefits study examining benefits trends and attitudes. The study captured responses from 2,000 employees across the United States in various industries. The 2018 Aflac WorkForces Report survey was conducted by Lightspeed on behalf of Aflac. For more information, visit AflacWorkForcesReport.com.

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