

2022-2023

Aflac WorkForces Report

Insights for large businesses

DID YOU KNOW?



More than half (60%) of large-business (500 or more) workers report they are currently experiencing at least moderate levels of burnout. Particularly concerning is that this level of burnout is higher than what was reported in 2021 (**52%**) and on par with the levels of burnout reported in 2020 at the height of the COVID-19 pandemic. **All company sizes: 58%.**

The most financially fragile populations — younger workers, Hispanics, women and those working multiple jobs — are, unsurprisingly, particularly hard-hit by burnout.

HEALTH, WELLNESS + THE POWER OF BENEFITS



45% of large-business employees state their personal mental health negatively affected their productivity last year. **All company sizes: 46%.**



55% of employees say they couldn't pay \$1,000 in out-of-pocket costs. **All company sizes: 58%.**



81% of employers believe their employees can financially meet their health care obligations. **All company sizes: 78%.**

57% of large-business workers have high anxiety about health care costs beyond what their insurance covers. **All company sizes: 57%.**

THE STATE OF WORKPLACE BENEFITS



90% of employees say their supplemental insurance policy helps to protect their income. **All company sizes: 91%.**



77% of employers who offer supplemental insurance believe these benefits help with recruitment. **All company sizes: 77%.**

80% of employers say they help with retention. **All company sizes: 80%.**



67% of employers experienced an increase in benefits costs in the past year. **All company sizes: 71%.**

59% of employers report benefits claims increased primarily due to rising prescription drug prices, medical care and mental health issues likely as a result of delayed visits during COVID-19. **All company sizes: 58%.**

BENEFITS ENROLLMENT + THE INFORMED BENEFITS CONSUMER



76% of large-business employers think employees understand costs well. **All company sizes: 76%.**

54% of employees say they do. **All company sizes: 52%.**

61% of the workforce say it's important to have access to a benefits advisor. **All company sizes: 65%.**



- **52%** prefer in-person meeting. **All company sizes: 55%.**
 - **48%** prefer on the phone. **All company sizes: 47%.**
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55% of employees say medical bill negotiation is stressful. **All company sizes: 56%.**

54% of employees say the same about trying to understand what insurance or benefits they need. **All company sizes: 55%.**



58% of employees believe their organizations care about their overall mental health and physical well-being at least a moderate amount. **All company sizes: 56%.**



About the Study

The 2022-2023 Aflac WorkForces Report is the 12th annual Aflac employee study examining benefits trends and attitudes. Conducted by Kantar on behalf of Aflac, the employee survey took place online between Aug. 31, 2022, and Sept. 20, 2022, and the employer survey took place online between Sept. 7, 2022, and Sept. 22, 2022. Throughout this report, some percentages may not add up to 100% due to rounding. The surveys captured responses from 1,200 employers and 2,001 employees across the United States. For more information, visit aflacworkforcesreport.com. Aflac includes Aflac and/or Aflac New York and/or Continental American Insurance Company and /or Continental American Life Insurance Company.