Innovative and emerging benefits trends

Value of voluntary

26%
Approximately 1 in 4 employers offer voluntary insurance to their workforce.

79%
Nearly 4 in 5 employees see a growing need for voluntary insurance today compared to last year.

51%
of employers noticed a decline in workers’ compensation claims after offering voluntary accident insurance.

Exchanges

In 2016, 16 percent of employers project that they will move their employee health benefits to a private exchange.

Outsourcing administration

68 percent of employers are interested in outsourcing at least one benefits administration service to a third party.

Wellness programs

54 percent of employers have a company-sponsored wellness program.

Of those offering a new or emerging wellness option, like telemedicine, an on-site medical clinic, wearable devices, or an on-site pharmacy, over half said the service has reduced overall employee health costs.

Using a broker or benefits consultant

70%
of employers currently use a broker or benefits consultant to determine their benefits options.

Increasing productivity

Employers that use a broker or benefits consultant are more likely than those that don’t to say that the benefits their company offers increases worker productivity (75 percent versus 65 percent).

Reducing turnover

Employers that use a broker or benefits consultant are more likely than those that don’t to say that the benefits their company offers enables them to reduce turnover (80 percent versus 66 percent).

The 2016 Aflac WorkForces Report is the sixth annual Aflac study examining benefits trends and attitudes. The study, conducted by Lightspeed/GMI on behalf of Aflac, captures responses from 1,500 employers and 5,000 employees across the U.S. To learn more, visit AflacWorkForcesReport.com.

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