

WHAT EMPLOYEES REALLY WANT FROM THEIR HEALTH AND WELLBEING PROGRAMS

A HR managers guide to providing wellness support that matters

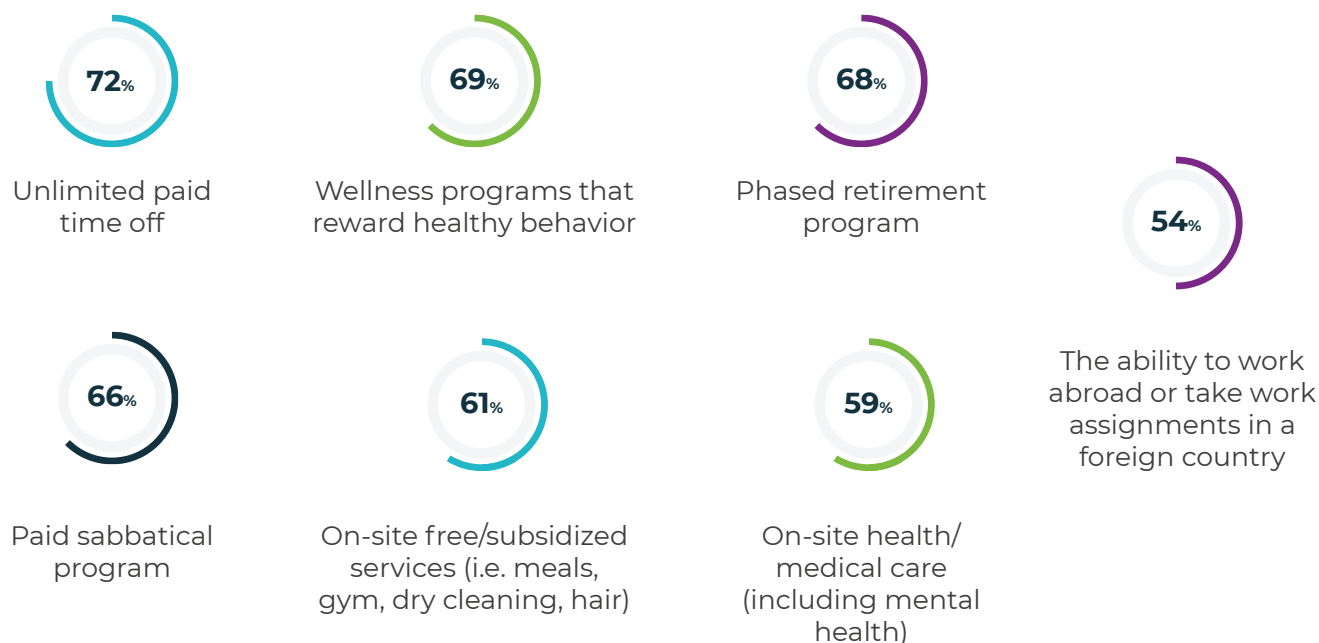
Employers receive a lot of advice and “tips” from management and other companies about how they can keep their employees happy. But when it comes to attracting and retaining top talent, employers need to understand what employees really want from their wellbeing programs. While we all know that good pay and fringe benefits factor into an employee’s decision to join and stay at a company, there are many other overlooked desires that are more important than a paycheck.

To truly enjoy their jobs and be engaged, employers should support employees with what they need to be successful in both - their professional and personal lives.

[MetLife’s 17th annual study about employee benefit trends](#) shows us some benefits that actually interest employees.

With wellness programs being the close second, the results point to a new and improved generation of holistic wellness programs that address all facets of wellbeing – physical, mental, emotional, financial and social.

Workplace health and wellbeing programs do more than just promote healthy habits. They show employees that their employers truly care about their health and wellbeing. The pandemic has led to big changes to the work we do and how we do it.

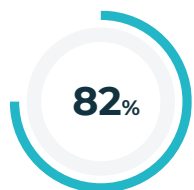


As a result, leaders and companies need to expand their thinking and partner with innovative, creative solutions to support employee wellbeing for the future of work.

WHAT DO EMPLOYEES REALLY WANT FROM WORKPLACE WELLNESS PROGRAMS?

Many companies see health and wellbeing programs as default corporate offering, and because of this, most of them take a generalised approach. And the result is that they provide a range of generic programs that often miss the mark and lead to low employee participation.

A recent study conducted with over 1000 employees by [Welltok](#) shows us that employees would benefit from a wellbeing program that is customisable to their individual needs.



Say their company offers one-size-fits-all resources



Get irrelevant support



Would increase participation with personalised support

Check out some of the key trends shaping employees wellness needs in 2021 (see next pages).

1 Holistic Wellbeing

Health and wellbeing is often considered to be just about physical health, however in recent times, due to the effects of the pandemic and changes to the workforce - employees are seeking support on all aspects of wellbeing encompassing financial, physical, emotional and social health.

Here are some small changes you could make today:



Emotional wellness: Give employees access to natural light, and quiet rooms where they can comfortably focus on their work.



Physical wellness: Provide people with healthy food options, and ergonomically designed work stations.



Environmental wellness: Make sure your workspaces have adequate air quality, light, temperature, and proper acoustics.

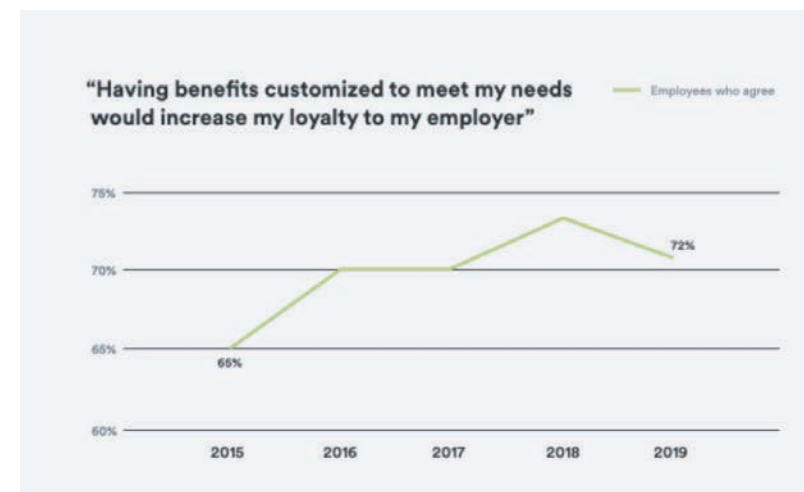


Financial wellness: Give them access to resources and guidances that can help guide their thinking



2 One size does not fit all

Survey results conducted by [MetLife](#) also tells us that more than half of their respondents say that their company's wellbeing programs are irrelevant and not useful. All employees were offered the same resources regardless of individual needs and goals, and that a more personalised and incentivised approach would motivate them to use wellbeing programs.



MetLife's annual employee survey indicates the need for more personalised programs

3 Privacy and Security

Some employees revealed that they are more reluctant to use work based health programs because they are afraid that their employers may be learning too much about their health conditions, and are afraid that it would impact them at work. Care has to be taken to maintain confidentiality of the results, the best way to deal with this would be to partner with a third party provider that can handle the program on your behalf.

4 Sitting down all day

Employees have identified that some of the major health issues that arise can be due to sitting down for half of the work day. This leads to a range of health problems like obesity, diabetes and even heart disease. Giving your employees standing desks or ergonomic office ware could help.

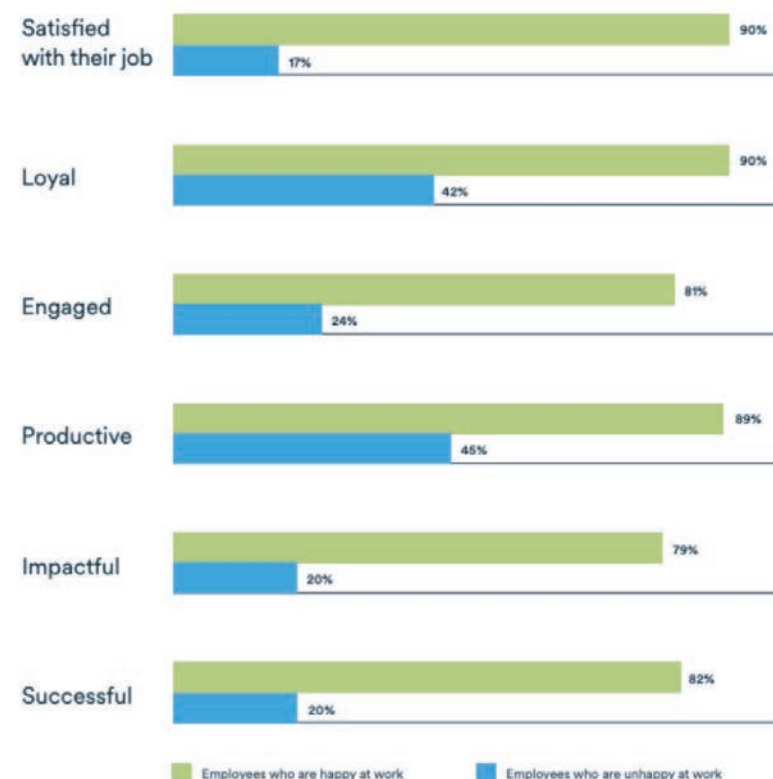
5 Convenience and Variety

Employees these days have choice and options for every aspect of their life, and would want that ease with their employers too. Some employees are comfortable with technology and prefer having virtual or online programs, however some people value the personal touch and prefer face-to-face options. Employees have reported that they do not participate in some of the wellbeing programs because they don't have the flexibility of a hybrid offering.

WHAT DO EMPLOYERS WANT?

It's a great step to learn about what your employees truly want from their health and wellbeing programs, however, HR managers often need to find the sweet spot between providing for their employees and also finding some value and ROI on their spending.

Employees who are happier at work are more...



MetLife's 17th Annual Survey Report indicates the result of having happy employees

Here are some things we can see that employers are looking for when it comes to health and wellbeing programs:

01

Customisable programs

Employers also prefer choice and flexibility in their health and wellbeing providers. They want to be able to at least choose the categories of services provided and would like to have some options to customise the program to meet both organisational and employee needs.

02

Ease and Support

HR managers often don't have a lot of time on their hands, and would prefer a program that is easy to set up, access and manage. When it comes to a digital provider, the most important feature they look for is dedicated support. They prefer providers that have dedicated support teams that can help them and their employees when faced with issues.

03

Reporting and Feedback

Any investment has to be backed up by reporting and results. It's important for employers to be able to access reporting and service data to find which services receive the most uptake and which services are receiving great reviews to be able to revise, act and execute better programs in the future.

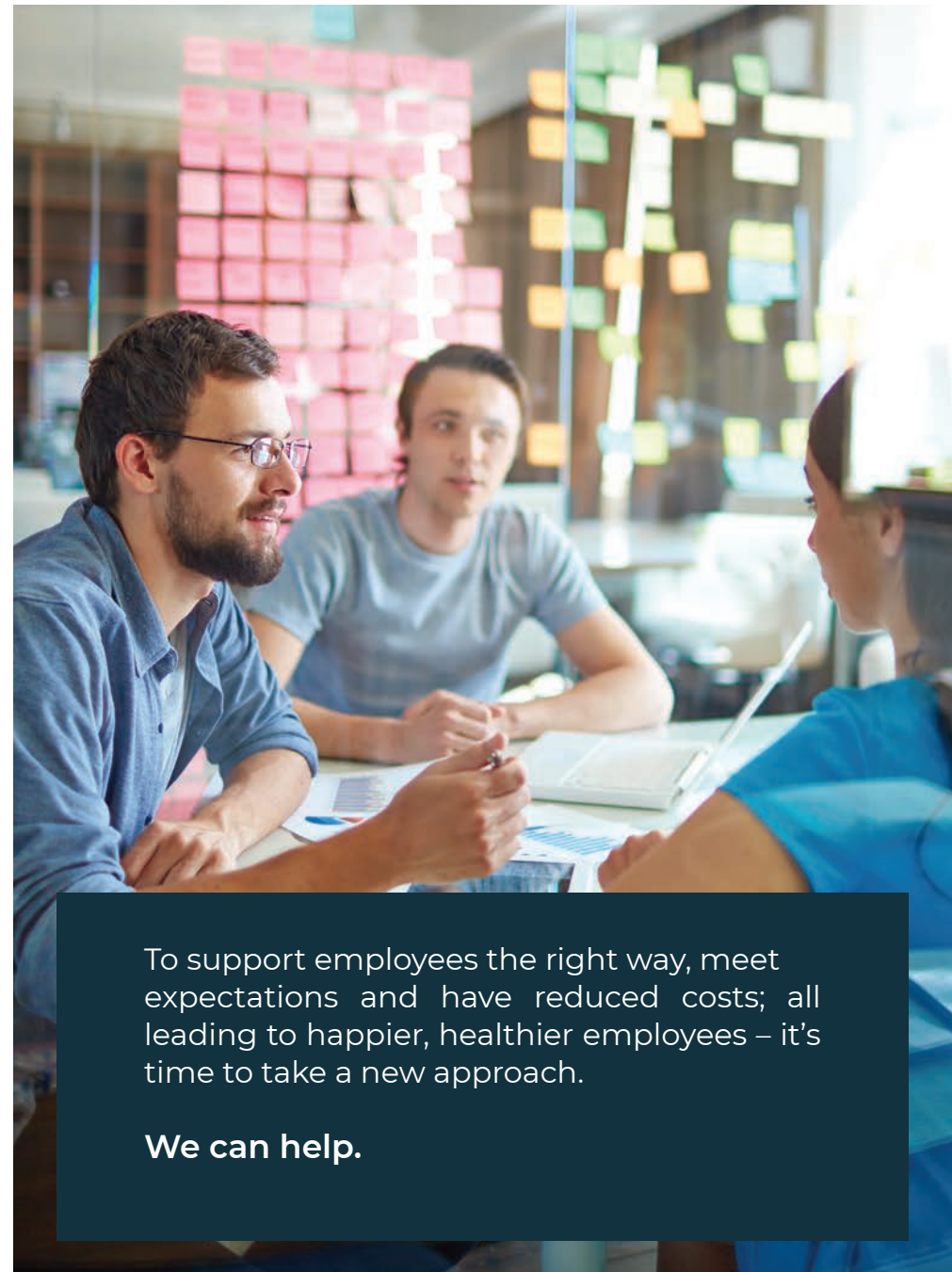
How to make this happen

An easy and simple way to meet all these demands and keep both: the organisation and your employees happy is to partner with a third party provider.

Employers can improve the experience by organizing all wellbeing resources into one, easy-to-use platform. Having a technology platform that is customisable and easy to reach individuals with personalised, timely, relevant and actionable information can make a significant impact on the degree to which your programs are understood and utilised.

Companies need to adapt a more holistic view of workplace wellness. Take a closer look at what changes you can make that will actually matter. Consider how you can get back to the basics employees want, and invest in the core areas that will have the most impact.

Today's workforce favors the worker, they have the advantage of choosing where they want to be employed. With so much competition for talent, companies that want to rise to the need to offer opportunities to workers that satisfy both their professional and personal needs. Doing so will help enhance their employer brands and differentiate great companies from the rest.



To support employees the right way, meet expectations and have reduced costs; all leading to happier, healthier employees – it's time to take a new approach.

We can help.

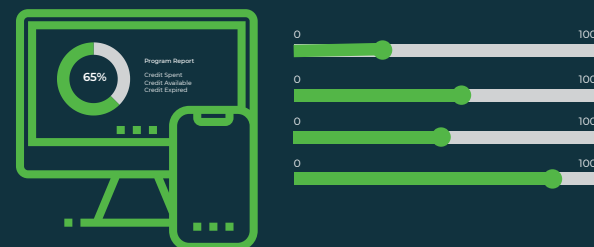
Empowering employees to be healthier and happier: **Corporate wellness programs for work and home**

Partnering with Career Money Life means you can rest assured that you are providing the right services, by not only giving them access to curated support and tools but by empowering them with complete choice and control over their journey. Something we know that employees highly value and often find absent from their benefits programs.

Benefits you will have access to:

Career Money Life is built to support you and your people. Our platform makes it easy for you to set up and manage programs, access data at your fingertips and see real time employee feedback. Our approach is different, on purpose. Ensuring you are in control of your programs, your budget and your data.

We offer you:



- ✓ Transparent and customisable programs
- ✓ Real-time analytics at your fingertips
- ✓ Employee service review data
- ✓ NPS rating of your brand and satisfaction measures
- ✓ Regular ongoing reporting and account management
- ✓ Total control of your budget and return of expired credits

JOIN OUR GROWING COMMUNITY OF INNOVATIVE ORGANISATIONS WHO WANT TO DO THINGS DIFFERENTLY, ON PURPOSE.

For a different approach that better meets the needs of today's workforce, get in touch.

BOOK A DEMO



31 Queen St, Melbourne, VIC, 3000



contact@careermoneylife.com



1300 586 080



www.careermoneylife.com



Career Money Life