

2022 Voluntary Benefits Trends

Ninety-four percent of employers find voluntary benefits important to their talent and total rewards strategies over the next three years, compared with just 36% in 2018, according to a Willis Towers Watson survey.

A growing number of organizations recognize that voluntary benefits are valuable to employees and their families — and many come at little to no cost for the employer. Employers can help address surging physical, mental and financial wellness issues through expanded voluntary offerings at a time when they are more necessary than ever. Here are three voluntary benefits trends to monitor in 2022:

1. Holistic Offerings



Employers are expected to offer a wide range of voluntary benefits to meet workers' unique needs. Holistic offerings address not only physical wellness but also employees' mental and financial wellness.

Dental and vision care continue to be standard voluntary benefits. However, the pandemic is making the following nontraditional offerings popular:

Critical illness

Hospital indemnity

Pet insurance

Identity theft

Group legal

2. Financial Wellness Support



73% of Americans rank their finances as their top stressor, according to a CreditWise survey.

When employees experience lower financial stress, employers may see greater employee productivity and morale and lower absenteeism. Increasingly popular financial wellness voluntary benefits include:



Retirement savings plans



Safety net insurance



Emergency savings funds



Student loan repayment



Financial planning or coaching

3. Remote Health Services

Two major health care issues became clear during the pandemic:

1. Employees need more mental health support than before the pandemic.

2. Large groups of employees put off preventive care because they're worried about getting COVID-19.



Employers can help make remote health services more **accessible** and **affordable** by providing benefits that offer telemedicine or remote health services. Telemedicine is proven to be a valuable and cost-effective way to receive medical care from the comfort of home.