Employer Investments in Well-being Programs

**Well-being Programs**

An average of 3.5% of health care budgets are spent on well-being programs. Employers spend an average of $3.6 million each year on well-being programs.

78% of employers consider employee well-being to have a meaningful role in their business strategy.

**Global Well-being**

Employers with a global well-being strategy:

- Yes - has general principles but tailored to each market: 29%
- Yes - based on U.S. strategy with little deviation between local markets: 31%
- No - local markets may focus on well-being as needed: 10%
- No - not generally of interest outside the U.S.: 8%
- Don’t know: 8%

**Goal of Expanding Well-being Programs Globally**

- Reduce risk: 29%
- Management of health care costs: 31%
- Align corporate culture/mission: 72%
- Improve employee engagement/performance: 82%

**Communication**

- Gen X-ers are the most engaged generation.

**Most Regularly Used**:

1. Email
2. Well-being website
3. HR portal

**Most Effective**:

1. Email
2. Employee meetings
3. Well-being website

**Future of Well-being: 3-5 Year Outlook**

- 75% of employers will expand investments in well-being.
- 23% of employers will keep investments steady.
- 2% of employers will reduce their investments.