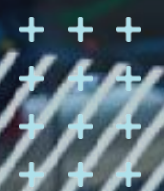




2022 Well-being Trends

A collection of key topics to incorporate into your well-being program strategy that address the needs and demands of today's workforce





Discover what's trending this year

Stay on top of evolving employee needs and priorities

Our 2022 well-being trends guide is here! COVID-19 vaccination efforts offer hope; however, the ongoing pandemic continues to have significant effects on well-being and the workplace. Remote work has been prolonged for many, while concerns around safety, quarantine guidelines, and vaccines remain top of mind. Looking ahead, it will be important for organizations to prioritize employee health and foster a supportive and inclusive culture.

Design a robust well-being program with activities, policies, benefits and environmental changes that support your employees in achieving True Health. When employees are healthy, they are inspired to do great things for their organization and their community.

Here's what we'll be tracking this year:

- + Health equity
- + Family well-being
- + Purpose
- + Mental well-being
- + Hybrid workforce
- + Social connections
- + Financial well-being
- + Digital well-being tools
- + Preventive care
- + Chronic care management



Health equity

Longstanding inequities and systemic injustices exist in the world. This has led to health disparities among communities that have been marginalized because of their race, ethnicity, gender, sexual orientation, age, ability, religion, or socioeconomic status. Addressing and advancing health equity can lower health care costs, increase productivity, reduce turnover, and improve the health of all employees. Companies with a diverse, equitable and inclusive culture are more likely to be innovative and productive by being better able to anticipate change and effectively respond, resulting in overall better business outcomes.

Here's what you can do:

- + Offer comprehensive and affordable benefit plans to meet employees' diverse needs. Make sure your employees have in-network access to culturally competent providers who they can identify with.
- + Improve employees' health and benefits literacy through relevant communication channels, such as a health benefits website, workplace intranet, team tools, organization events, awareness campaigns, and health plan and EAP webinars. Tap into leaders, supervisors, employee resource groups, and other influential employees to help spread the word.
- + Break down barriers to access by allowing flexible scheduling, offering onsite biometric screenings and flu vaccinations, and providing devices and a confidential space to connect to telehealth services during the workday.
- + Accommodate financial challenges by ensuring pay equity, promoting financial education classes, offering access to planning tools and apps, subsidizing transportation and/or childcare, and providing debit cards for local grocery stores.

Read more:

- + [Providence Initiatives for Advancing Healthy Equity and Recommended Employer Strategies](#)
- + [Driving Health Equity in the Workplace](#) – American Heart Association
- + [How Employers Can Help Advance Health Equity in The Workplace](#) - McKinsey

Family well-being

The COVID-19 pandemic created unique challenges for working parents. The shift to remote work in conjunction with school and daycare closures left parents struggling to balance full-time employment and full-time caregiving. Though many schools and daycares have re-opened, COVID protocols remain in place. If a child must quarantine, parents may be without care, leading to stress and the financial burden to make last minute arrangements. Additionally, the pandemic further exacerbated the childcare crisis, with some daycares serving fewer children and others closing permanently.¹ This has disproportionately affected working mothers, who have reported higher levels of stress and burnout than men during the pandemic. It has also impacted the workforce – 1 in 3 working mothers are considering leaving the workforce or downsizing their positions.² Adopting family friendly policies and offering benefits that support work and family responsibilities is an important component for employers looking to alleviate stress, reduce burnout and turnover, and retain valuable employees.

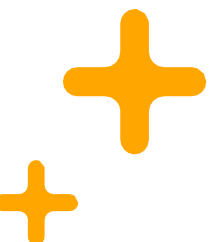
Here's what you can do:

- + Review your leave policies including family leave, sick leave, and bereavement, to ensure they are family-friendly and align with the current needs of your workforce.
- + Offer a flexible schedule such as a compressed work week, flexibility in working hours or meeting-free Fridays and allow employees to choose where they want to work – onsite, remote or hybrid – based on what best suits their needs.
- + Partner with an EAP that offers a childcare locator service to help parents find local daycare centers and childcare providers.
- + Cultivate a culture where working parents feel supported and comfortable talking about their needs and challenges. Demonstrate that you value their contributions and well-being and want them to be successful in their professional and personal lives.
- + Offer childcare stipends, onsite or near-site daycare, or backup childcare to support parents struggling with the lack of affordable daycare options.

Read more:

- + [Family Benefits: What Employees Want and Need](#) – Business Group on Health
- + [Considerations for Working Parents](#) - Virgin Pulse
- + [Juggling Work and Caregiving](#) - Forbes

1. [The Childcare Crisis Is a Threat to Our Nation](#) – Columbia Mailman School of Public Health
2. [Women in the Workplace](#) - McKinsey



Purpose

People are increasingly seeking positions with organizations whose values align with their own and the pandemic only accelerated this phenomenon. In a McKinsey survey, 2 in 3 U.S.-based employees said they reflected on their own values as a result of the pandemic and nearly half said they are considering a career change.¹ For many, a sense of purpose is defined by their work. Employees want to feel like the work they do matters. It will be important for organizations to have a clear mission statement and set of values and to “walk the talk” by living by them. Communicate these to your workforce often and help employees connect the work they do each day to a greater purpose. Employees who feel fulfilled by their work are more engaged, innovative, resilient, and loyal.

Here’s what you can do:

- + Make employees feel heard by asking for their input, feedback, and ideas for new projects or process improvements. When employees feel they are heard, they are more likely to be engaged and motivated.
- + Check-in with employees regularly. Discuss their current work, interests, goals and objectives, and identify growth opportunities. This will help you to address concerns, mitigate problems and better support your employees’ professional and personal lives.
- + Recognize employees for their contributions and achievements – big and small. This reinforces that their work matters and shows they are appreciated.
- + Invest in your employees’ growth and development. Encourage them to connect with others around the organization, work with a mentor to learn new skills, and utilize industry resources and trainings.
- + Encourage employees to pursue passions outside of work. Create employee-led groups that bring people with common interests together such as a hiking club, crafting group, sports team, or book club.

Read more:

- + [Help Your Employees Find Purpose – Or Watch Them Leave](#) – McKinsey
- + [How a Purpose-driven Workplace Impacts the Employee Experience](#) – Rise

1. [Help Your Employees Find Purpose – Or Watch Them Leave](#) – McKinsey



Mental well-being

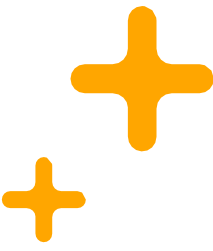
COVID-19 has had a significant impact on mental health. Employees are reporting an increase among several stressors, including a lack of work-life balance, increased work and home responsibilities, greater concern for safety at work due to COVID-19 infections, and increased isolation. Better workplace mental health support is associated with higher job satisfaction and retention, more positive views of the organization, increased productivity, and more openness talking about mental well-being. It will be important for employers to create a workplace culture that makes employees feel safe while also enabling them to care for their families and balance their financial health.

Here’s what you can do:

- + Offer solutions that address needs across the spectrum of mental health conditions, including emotional health, mental illness, drug and substance abuse and critical situations. Provide programs and services, such as meditation and sleep apps, health coaching, employee assistance programs, same or next-day behavioral health appointments, cognitive behavioral health therapy and counseling, care management, and a 24/7 crisis line.
- + Normalize mental health by volunteering stories of those who have overcome mental health challenges and those who have reached out to help others with mental health challenges.
- + Address workplace stress and burnout by offering paid time off days for mental health, allowing flexible scheduling, investing in tools and resources to ensure manageable workloads, encouraging regular check-ins with managers, and providing health education classes.

Read more:

- + [Providence Health Plan Mental Well-being Member Resources and Employer Strategies](#)
- + [2022 Workforce Mental Health Trends Forecast](#) – Lyra Health
- + [2021 Mental Health at Work Report](#) – Mind Share Partners
- + [Turning health risk into value: Are you supporting mental health?](#) – Mercer





Hybrid workforce



The recent shift to remote and hybrid work models had an enormous impact on the ways we work, live and play. Employees have an increased interest in flexible schedules and remote work and many organizations have experienced increased productivity. The hybrid workforce is here for the foreseeable future, and organizations who do not embrace it risk retention, engagement and hiring challenges. A key focus will need to be on creating a culture where employees feel supported to be healthy, productive, creative, and social.

Here's what you can do:

- + Build a sense of community with employee resource groups, virtual wellness challenges, collaboration tools like Slack and Teams, and organization-wide social events.
- + Offer virtual programs that support whole person care, such as discounts for digital workout subscriptions, mindfulness apps, financial well-being webinars, and virtual volunteer opportunities.
- + Create a culture of empathy by surveying employees to understand their needs, holding organizational town hall meetings, and encouraging regular manager check-ins.
- + Embrace flexibility while avoiding burnout. Provide leaders with tools and training to help their teams set clear objectives and key performance indicators that will allow them to prioritize work and achieve work-life balance. Launch a communications campaign to remind employees about the benefits of setting boundaries, taking breaks throughout the day, and utilizing their paid time off.

Read more:

- + [The Future of Flexible Working is Hybrid](#) - Mercer
- + [The Next Great Disruption is Hybrid Work - Are We Ready?](#) - Microsoft



Social connections



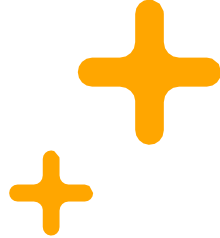
Social connections are incredibly important for physical and mental well-being. Loneliness was a concern prior to the pandemic and the shift to remote work has contributed to even greater feelings of social isolation. Having a strong social network is associated with reduced risk of depression and anxiety, lower levels of stress, increased practice of healthy lifestyle habits and greater happiness. Employees who have strong social bonds at work report higher levels of engagement, motivation and work quality. While many employees have embraced the benefits of working remotely, social connections may suffer. Socialization that used to occur naturally now requires intention. Support social connection among your workforce by creating opportunities for employees to get to know one another – whether your workforce is remote, hybrid, or onsite.

Here's what you can do:

- + Host a team lunch, birthday or holiday celebration, or employee recognition event to bring your workforce together.
- + Coordinate team building opportunities like a volunteer event, trivia night, sports team, or book club for employees to get to know one another outside of work.
- + Establish employee-led communities such as employee resource groups, diversity, equity and inclusion groups or wellness groups so employees with common interests can come together to share experiences and learn from each other.
- + Encourage employees to celebrate each other with thank you notes, kudos, or birthday cards.
- + Embrace technology to keep remote employees connected – host a webinar or video-based session, create a team chat or online space for employees to connect, offer a Zoom coffee break or host an online wellness challenge.
- + Facilitate connectedness with mentor programs, leadership meetings, and regular check-ins. This will help create a more inclusive workforce, where people feel they are part of a larger team working towards a shared goal.

Read more:

- + [The Proven Benefits of Social Interaction at Work](#) – Aduro Life
- + [The Value of Social Connections in the Workplace](#) – Virgin Pulse



Financial well-being

Employee benefits have come into focus as the health, financial and emotional toll of COVID-19 are increasingly evident. Research by Prudential found that employees are more likely to consider benefits as part of their overall compensation — 77% versus 67% in the prior year — and three-quarters characterize their benefits as more important than ever before.¹ It can be difficult for employees to focus on their physical well-being when there's a burden of financial stress looming over everything they do. When folks are anxious about bills and other financial responsibilities, their overall well-being can wane, which can lead to other health-related problems and workplace performance issues. According to Workforce Institute, 77% of Americans report anxiety over their financial situation and more than 40% say that financial stress makes it difficult for them to concentrate at work.² Financial stress can lead to depression, panic attacks, poor sleep, increased absenteeism and decreased productivity. Investing in financial well-being boosts the overall well-being of your employees, improving their health, productivity, and engagement.

Here's what you can do:

- + Work with your financial partner to offer financial education services on topics like budgeting, retirement planning, emergency savings, debt repayment, credit score monitoring or financial literacy training.
- + Consider financial literacy resources designed to meet the needs of various demographic groups, including women, LGBTQ+, racial and ethnic minority employees, and those at lower income levels.
- + Provide benefits such as a 401(k) or tuition repayment program that can help employees save for the future or pay down debt.
- + Contribute to employees' retirement, FSA or HSA accounts.
- + Promote tools and benefits that can save employees money like EAPs, discount programs and lower-cost health care options, like primary care and 90-day supply benefits for prescription drugs.
- + Incentivize activities that promote financial health such as attending a financial education seminar or setting a monthly savings goal.

Read more:

- + [Employee Financial Wellness Survey](#) – PwC
- + [2021 Workplace Benefits Report: Financial Wellness in an Increasingly Diverse Workplace](#) – Bank of America
- + [Unlocking the Full Potential of Financial Wellness Benefits](#) – SHRM
- + [Financial Well-being and Literacy in the Midst of a Pandemic](#) – TIAA Institute

1. [Choosing Benefits in the Time of COVID-19](#) - businessolver
2. [Financial Wellness: An Important Component of Employee Wellness Programs](#) – Workforce Institute

Digital well-being tools

According to a recent Gallup survey, 45% of full-time U.S. employees work full- or part-time from home and 9 in 10 remote workers reported they hope to stay remote after the pandemic.¹ With many employers moving to permanent hybrid model, it will be important for organizations to invest in technology solutions that enhance the employee experience and improve well-being. Technology allows for a productive, flexible work environment where employees can collaborate through instant messaging, video conferencing, and project and task management applications. These platforms streamline tasks, enhance transparency, and foster connection among onsite and remote employees. Meeting employees' expectations with modern digital tools will help organizations recruit and retain top talent, improve employee satisfaction, and support work-life balance.

Here's what you can do:

- + Promote virtual programs and tools that employees can access anywhere. Consider webinars or on-demand health education classes, virtual workouts, mobile apps, and podcasts. Encourage employees to use telehealth services and provide a quiet space for appointments.
- + Use a digital wellness platform to assess and improve the health of your population with a wellness assessment campaign or workplace wellness challenge.
- + Improve the employee experience by investing in digital tools such as communication platforms, reporting tools, and project management systems that streamline tasks and promote engagement, problem-solving, and transparency.
- + Foster a culture that promotes work-life balance so that employees aren't pressured to be "always-on." Make it clear that employees are not expected to be available all hours of the day and encourage them to take time away from work devices.

Read more:

- + [Integrating Tech and Well-being](#) – Deloitte
- + [How Employers Can Use Tech to Improve the Employee Experience](#) – Forbes

1. [Remote Work Persisting and Trending Permanent](#) – Gallup



Preventive care

Many of the top risk factors leading to illness and premature death are largely preventable. The three conditions that cost employers the most - diabetes, heart attacks and high blood pressure - can often be caught early and treated successfully. According to the CDC, a well-designed workplace well-being program has the potential to keep your employees in the “low-risk” category by promoting health maintenance – as well as reducing insurance costs for those employees in the higher-risk categories. Missed health conditions can result in increased sick time, lost productivity, and increased health care costs. Early in the pandemic many preventive care appointments were delayed, however, medical offices have since resumed these services. It will be important for employers to encourage employees to get back on track with preventive care to detect potential health concerns early before a more serious issue shows up.

Here’s what you can do:

- + Understand your population’s health by collaborating with your health plan to review insights about your health care claims.
- + Educate employees on the importance of staying up-to-date on recommended screenings and immunizations and remind them of the rigorous safety procedures implemented at health care facilities.
- + Include well-care visits and other preventive screenings in your wellness incentive program to increase employee engagement.
- + Champion and encourage workplace policies that accommodate both physical and mental health-related appointments such as providing paid time off for preventive care services and behavioral health appointments.
- + Host an onsite screening event and vaccination clinic to make it easy for employees to improve their health.

Read more:

- + [Providence Health Plan Primary Care Provider Toolkit](#)
- + [Providence Health Plan Flu Prevention Toolkit](#)
- + [Workplace Prevention Strategies](#) – Centers for Disease Control and Prevention
- + [The Importance of Preventive Care to Employee Well-Being; and How to Help](#) – WellRight
- + [6 Steps to Encourage Employees to Use Preventive Care](#) – Willis Towers Watson

Chronic care management

Chronic disease is the leading cause of death and disability in the United States, affecting approximately half of American adults. Chronic conditions negatively impact individual health and quality of life and are a major driver of rising healthcare costs. The pandemic contributed to the chronic disease burden as many preventive screenings and treatment activities were delayed and health behaviors worsened such as increased alcohol consumption and reduced physical activity. It will be important for organizations to help employees get back on track with healthy habits that reduce risk for chronic conditions.

Here’s what you can do:

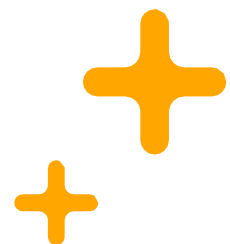
- + Create an environment that makes it easy for employees to make healthy choices. Offer healthy food and beverage options, encourage physical activity, provide space for breaks, and maintain a smoke-free environment. Address workplace hazards like poor ergonomics or environmental concerns such as pollution and noise that are risk factors for chronic disease.
- + Help employees better manage their health and reach their lifestyle goals by promoting health plan member support programs including care management, health coaching, and the diabetes prevention program. Provide additional support by offering digital programs that address top chronic conditions - hypertension, diabetes, and musculoskeletal conditions.
- + Remind employees to stay on top of preventive care such as screenings, dental cleanings and vision exams to detect potential health concerns early before a more serious health issue shows up. Make it easy for employees to attend these appointments by providing paid time and offering a private space for telehealth visits.
- + Adopt policies that address workplace stress and promote autonomy such as flexible schedules, remote work, and comprehensive time off and leave policies. Include inclusive policies that allow for task modifications, reduced hours, or other accommodations to help employees with chronic conditions manage their health.

Read more:

- + [Workplace Strategies to Prevent Chronic Disease](#) – Corporate Wellness
- + [How Employers Can Continue to Support Employees with Chronic Conditions](#) – WebMD



Check out our [employer well-being resources and toolkits](#) to learn more about implementing relevant strategies for your workforce.





When you're healthy, you can feel inspired to do great things for your community and the world at large. We believe healthcare is a human right — everyone has a right to quality healthcare. We're dedicated to the health and care of every member of our community, no matter where they live or who they work for.

Because everyone's well-being matters.

Want support for your employee well-being program? Contact your Health Management Consultant, or email our team at workplacewellness@providence.com

[ProvidenceHealthPlan.com](https://www.providencehealthplan.com)

