

# A Tale of Two Perspectives

Employers and employees have different views on healthcare costs, and it's driving workforce woes.

## With 97%\* of employees reporting financial stress, a new benefits focus is overdue.

Virtually all working Americans are concerned about their financial well-being. As a result, their mental health is suffering, they aren't focused at work and many are looking for a new job to provide them a stronger financial safety net and better benefits.

Employers are feeling the impact in record turnover, leaving requisitions unfilled and undermining productivity and profit.

Now is the time for employers to take stock and understand how to make the smartest, most impactful benefits moves to address financial stress and keep employees engaged and productive.

Let's take a look at the situation from both sides.



[Purchasing Power](#)



### The Employer Perspective

Employers believe they are doing a good job with employees in general.

**37%** Have a strong sense of loyalty to their employees

**36%** Believe their employees have a strong sense of loyalty to them

MetLife

They embrace their role in the well-being of employees and understand the connection between well-being and productivity.

**36%** Say they have a responsibility for the health and well-being of employees, including financial well-being

MetLife

**30%** Believe an employee's financial health influences job performance

Aflac

However, employers don't seem to grasp the level of financial stress employees have around healthcare costs.

**31%** Believe employees can afford their healthcare costs

Aflac

This may be why some employers continue to shift costs to employees as part of their benefits approach.

**44%** Increased employees' contributions to the premium cost

**36%** Increased employees' cost share through plan design changes

**27%** Increased a plan deductible and offered supplemental health benefits

Arthur J. Gallagher & Co.

As employers try to balance their need to recruit and retain employees with managing benefits costs, they may be pulling the wrong levers. The disconnect between employees' ability to cover out-of-pocket costs and employers' actions may be contributing to workforce stress instead of relieving it.

## A laser focus on the gap between healthcare costs and employee preparedness is needed.

Companies can't afford to let their talent disengage or leave because they are stressed about healthcare costs and looking for another employer to solve their problems. Addressing the shortfall between the cost of healthcare and what employees can afford is key.

Here are five ways to do that.

1

If you offer an HSA-eligible healthcare plan, offer a companion HSA plan.

2

If you have an HSA, increase the employer contribution.

3

Actively encourage employees to use their HSA for near-term healthcare costs.

4

Offer and promote a limited purpose FSA to help employees safeguard more of their HSA for future costs.

5

For those employees with traditional coverage, redouble education around FSAs.



Want to learn more about how a fresh approach to consumer-directed accounts can help employees be more financially secure and less stressed?

Elevate can help.

We're reimagining how benefits are delivered with a modern focus on addressing the financial well-being of employees. [Check out our website](#) or [request a demo](#) to see how our digital-first solution works.