



Making it Personal: Korn Ferry-WorldatWork Study Shows Spike in Progressive Health Plans Geared Toward A Frenetic Workforce

April 23, 2018

-- Telemedicine, Weight-Management, Stress-Reduction, Other Progressive, 24/7 Programs on the Rise --

LOS ANGELES--(BUSINESS WIRE)--Apr. 23, 2018-- From telemedicine and stress reduction to weight management and health advocacy programs, today's employers are providing a dramatic increase of progressive health plans, tailor-made to the always working workforce, according to a recent analysis conducted by WorldatWork with underwriting support from Korn Ferry (NYSE: KFY).

"The Inventory of Total Rewards Programs and Practices" study reveals that while there haven't been substantive changes in traditional benefits, companies are increasingly offering more progressive health benefits to meet the needs of an evolving, always-on workforce.

"Companies are trying to keep up the pace and offer health plans suited for the hyper-connected, lightning-quick pace of today's global workforce," said Korn Ferry Senior Principal Robert Swatland. "Employees are accustomed to having 24/7 access to information. Benefits that offer anytime, anywhere access to meet a wide range of health and wellness issues are becoming increasingly popular."

"With a tight labor market and fierce competition for qualified talent, organizations are becoming more creative in offering unique health and wellness benefits to help them enhance talent attraction and retention efforts," said Alison Avalos, Director of Research and Certification for WorldatWork.

Topping the list of programs that saw a significant increase in prevalence year-over-year (10 percent or more increase) were:

- **Telemedicine services:** The percentage of companies offering these services increased from 49 percent to 73 percent. Access to a **24-hour nurse line** also increased in prevalence from 69 percent to 79 percent year over year.
- **Stress-reduction programs** increased from 56 percent to 65 percent.
- **Weight management program** prevalence was up from 58 percent to 70 percent and **tobacco/smoking cessation support** increased from 73 percent to 84 percent year over year.
- **Behavioral health plans and Employee Assistance Programs (EAPs):** The prevalence of behavioral health plans increased from 78 percent to 91 percent. The availability of EAPs also increased from 80 percent to 96 percent over the year.
- **Health advocacy programs:** The use of a specialist service that provides employees and their families with access to an advocate to help navigate and facilitate medical and administrative issues in the health-care system increased from 48 percent to 60 percent.
- **Outcomes-based wellness programs:** While still not offered by a majority of employers, there was an increase (from 32 percent to 43 percent) in the prevalence of programs requiring the achievement of measurable goals, such as attaining a certain body mass index, in order to receive some kind of incentive. The survey also noted an increase in the prevalence of **wellness gamification** (from 37 percent to 45 percent) such as contests, lotteries, points, quizzes etc., to motivate a change to more healthy behavior.
- **Information to promote wellness:** Employers providing seminars, webinars and/or literature to promote wellness and well-being increased from 76 percent to 87 percent.

Other notable increases included **health coaching** (from 63 percent to 72 percent), on-site and virtual **health fairs** (from 55 percent to 64 percent), **nutrition counseling** (from 57 percent to 66 percent), **biometric/wellness screenings** (from 69 percent to 77 percent), and **lactation support** services (65 percent to 71 percent).

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help companies design their organization – the structure, the roles and responsibilities, as well as how they compensate, develop and motivate their people. As importantly, we help organizations select and hire the talent they need to execute their strategy. Our approximately 7,000 colleagues serve clients in more than 50 countries.

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Source: Korn Ferry

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