

BENEFITS & BEYOND

Three ways to support employee health

Leave programs are growing and impacting workplace benefits. Here's what employers should consider as they provide leave support that fills a range of needs—and that uses employee input to help bridge their perception gaps.

1: PROVIDE SUPPORT WHILE WORKING

Perception:

Generations who say employers must support employee mental health in the workplace:



Gen Z

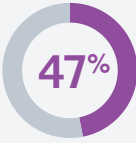


Millennials

Reality:

Employees across all generations agree ...

... but just



47% of employers offer an EAP¹ or behavioral/mental health support beyond an EAP.



It's true that caregiving is a growing struggle for employees...

... but only



1 in 4 employers say they offer resources to support employees who are caregivers.

How employers can help employees:

- Make benefits available to support employees at work, such as mental health and caregiving resources.

2: ASSESS THE LEAVE LANDSCAPE

Perception:

Mandatory FMLA gives employees what they need ...



Reality:

... but unpaid leave like FMLA is often not enough/may not be enough.



30% of employees who needed to take a leave also could not afford it and kept working.²

How employers can help employees:

- Discover their leave needs and align employer policies to help address them.
- Look to carriers and brokers for support around changing legislation.

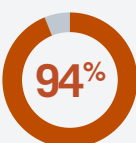
3: GAUGE THE IMPACT OF LEAVE

Perception:

Employees are aware of actions employers take to provide support when a coworker goes out on leave.



Reality:



94% of employers report taking action to address employee leaves.

... but only



74% of employees report their employer has taken an action.

How employers can help employees:

- Consider offering tools and support to assist the covering employees.
- Re-evaluate how you communicate the support you already provide them.

Find out more about benefits perceptions and realities in *Benefits & Beyond*.

For more information, please contact your Prudential representative.

¹ Employee assistance program

² Benefits & Beyond did not ask survey respondents if this leave was federal or employer sponsored. Responses are based on their perception.

All statistics and references are derived from the data obtained through the Benefits & Beyond research, conducted in January and February of 2024.

Primary research, data collection, and overall analysis were used by research vendor Zeldis. Artificial intelligence was used to help to create materials used to promote this research, which has been reviewed and approved by a representative of Prudential.

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