



Top 4 findings from the Unum Employer Insights Survey

Discover highlights and trends for leave and absence plus the importance of employee care



1

Employers remain worried about **recruitment and retention**

2

Employers recognize employees' **higher expectations for care** and are **responding with leave** and other benefits

3

Employers believe they need to **improve their leave offerings** to better support employees

4

Employers **want help supporting employees on leave**, along with **making HR's job easier** and **staying compliant**



INSIGHT

1

Employers remain worried about recruitment and retention



“The biggest challenges we face are **hiring qualified candidates, high turnover of newly hired employees, and potential increase in benefit costs.** All challenges boil down to economic pressures caused by inflation, the political environment, and societal encouragement to jump around for the perceived promise of 'better.’”

INSIGHT
2

Employers recognize employees' higher expectations for care and are responding with leave and other benefits

Nine in ten employers agree that employees today have **greater expectations for how their employer demonstrates care and understanding** for them

They mostly attribute this to **mental health challenges, childcare demands, and increased workloads/stress**



More than nine in ten employers offer corporate leave policies in addition to state/federally mandated leaves and standard PTO/vacations

The main strategies described by employers **to demonstrate that their organization cares** for its employees are:

Competitive benefits

+

Supporting employees' personal lives



We demonstrate care for our employees by "offering **a robust program of benefits** including **generous leaves of absence.**"



INSIGHT

3

Employers believe they need to improve their leave offerings to better support employees



Only one-third of employers describe their organization's leave offering as **"comprehensive"**

59% say their program is **"average"**

6% say their program is **"limited"**

Half of employers say they are likely to **expand their leave and absence offering in the next 1-2 years**

Less than a quarter say this is unlikely



Employers that outsource leave management are more likely than those who handle leave in-house (62% vs. 47%) to indicate that they're **likely to expand their leave offering in the next 1-2 years**.

Organizations offering **more benefits** overall (11 or more) are also **more likely to expand their leave offering** (63% vs. 44%).



Employers believe they need to improve their leave offerings to better support employees

Where employers wish they could better support employees on leave:



Managing administrative aspects of their return to work



Monitoring the status of their leave claim



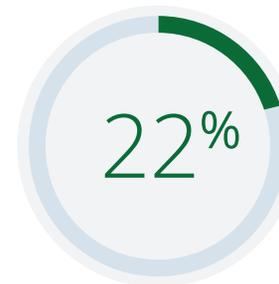
Submitting required documentation



Providing accommodations to help them return to work



Advising employees on the leaves available to them



Requesting leave



INSIGHT

4

Employers want help supporting employees on leave, along with making HR's job easier and staying compliant

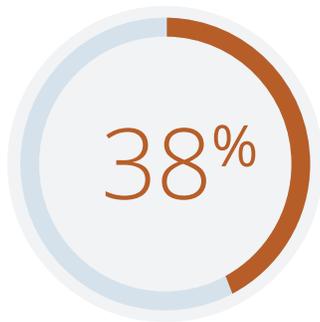
In their goals for outsourcing leave, employers are focusing heavily on:

GOAL	% WHO RANKED IN TOP 3
Helping employees understand their responsibilities when requesting and taking leave	35%
Ensuring employees feel supported in taking leave	34%
Making it easy for employees to request, provide, and update needed documents	31%
Educating employees on the leave benefits available to them	30%
Making the return-to-work process smooth for employees	18%



INSIGHT
4
CONTINUED

Employers want help supporting employees on leave, along with making HR's job easier and staying compliant



More than a third of employers that outsource leave want **seamless integration of their leave data with other related HR data**



Half of employers find it **challenging** to **stay in compliance with changing leave regulations**



“The biggest frustration or challenge in managing leaves and absences at our organization is when things come up with people and too many people need time off at once and there is not enough staff to cover.”



Summary

The Unum Employer Insights Survey included 402 employers across various company sizes.

1

Employers remain worried about recruitment and retention

Even though economic conditions are evolving, employers still consider finding and keeping employees their biggest challenge.

2

Employers recognize employees' higher expectations for care and are responding with leave and other benefits

There is near universal agreement that employees want more support from their employers. Employers are responding with benefits, leave, and other offerings that help employees with personal needs.

3

Employers believe they need to improve their leave offerings to better support employees

Employers realize their leave programs aren't keeping up and many are planning to expand them. They are also looking for ways to make it easier for employees to take and return from leave.

4

Employers want help supporting employees on leave, along with making HR's job easier and staying compliant

Employers that outsource leave are looking for a range of ways to make leave processes easier for employees, while also making HR's job easier. And half of employers surveyed find leave compliance a challenge.





What Now?

The challenges noted in the survey won't go away, but employers don't have to be alone in navigating the challenges posed by complex federal regulations and evolving leave technology. Finding a trusted partner can bridge the gap and help offer employees the benefits they need and want.

Learn more about Unum leave and absence management.

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