Benefitfocus

2024 State of Employee BenefitsTM Report

Key insights and inspiration



Health Plan Offerings and Participation



If you're offering your employees a choice of health plans, help them make optimal selections.



Nearly half of Generation Z employees selected an HDHP plan, compared with Traditionalists (7%), Baby Boomers (27%), Generation X (30%) and Millennials (43%).



16% Increase in aggregate HDHP



7 in 10 benefits eligible working **Americans** say they want help from their employer to better understand the employee benefits they enrolled in throughout the upcoming year.1



84%

enrollment from 2022 to 2024.

More than 8 in 10 employers

on our platform offered their

employees a choice of HDHP

and traditional plans in 2024.



Nearly two-thirds of health plan enrollees selected a traditional plan in 2024.



average salary

average

salary



In 2024, the average salary of employees electing an HDHP was **48% higher** than those electing a traditional plan when both types of plans were offered.



Voluntary and Supplemental Benefit Offerings and Participation



access to benefits that add value to their whole-person wellbeing.

Make sure your employees have



31%

Generation X has the highest participation overall across Accident, Critical Illness*(CI), Hospital Indemnity Insurance, ID, legal and pet benefits, followed by Millennials (30%), Baby Boomers (29%), Generation Z (28%) and Traditionalists (25%).



Employees across all generations are taking

advantage of accident, critical illness, hospital

indemnity, ID theft, legal and pet benefits.





Across 2022, 2023 and 2024, participation was highest in accident



6 in 10 benefits eligible workers agree that they are more confident in their financial security due to the voluntary benefits that they enrolled in.1



plans, followed by CI and HI plans.









Health Care Savings and Spending Account Offerings and Participation

Help employees make the connection between health care and savings -

and provide them with tools to manage their health care dollars.

*Critical IIIness may be referred to as Specified Disease in some states.



3.7% The percentage of employers offering HSAs and/or FSAs dropped by 3.7



Millennials had the highest rate of participation in HSAs in plan year 2024 (32%), followed



percent from 2022 to 2024. 20% Participation rates for



by Generation X (26%). In 2024, Generation X

had the highest rate of

lowest (5%).

participation in FSAs (19%), and Generation Z had the



HSAs and/or FSAs among employees with a health plan offer declined by 20% from 2022 to 2024.



3%

Only 3 percent of the working Americans surveyed by Voya Financial understood the full benefits of HSAs bu correctly selecting all options (compared to 2% in 2020).²



Health Plan Costs



more cost-effective and efficient.

Use your health plan and claims data to

help refine your benefits offerings to be



Nearly 8 in 10 employees are very/somewhat interested in help to maximize their

benefit dollars across retirement savings, HSA, health care insurance and voluntary benefits.3 Generation X pays the highest

annual premiums across all

(\$2.8k), Millennials (\$2.5k),

plans, followed by Baby Boomers





78%

share of premiums increased 4%. Average total premiums

for all health plans

followed an upwards

trend between 2022 and

the average employer

From 2022 to 2024.



Traditionalists (\$1.8k) and Generation Z (\$1.3k).



HDHPs

premium

increase

2024, and average total premiums for HDHPs exceeded those of non-HDHPs for 2024 after two years of non-HDHPs being the costlier option.



Benefitfocus

Click here

We are helping to clear the path to:

to download the full 2024 State of Employee

Benefits Report for more data and insights.



Book a demo to experience Benefitfocus in action – and learn how we can help radically simplify benefits for your organization.

serve get the most value out of their

health care and benefits programs.

Easier administration

been withheld.

About the Data

accessed in March 2024, was evaluated on an anonymous basis. Enrollment records include both active and passive enrollments made by a variety of industry roles (employee, carrier representative, broker, benefits administrator, etc.) from the fall of

at least one employee, one spouse/domestic partner and one child. For premium metrics, all averages are annual premium amounts. All dollar amounts have been rounded to the nearest whole dollar. All percentages, with limited exceptions, have been rounded to the nearest whole

Higher benefits engagement



The State of Employee Benefits 2024 was compiled from enrollment transactions aggregated across 316 large employers (1,000+ full-time employees) within the Benefitfocus customer base, representing more than 1.8 million employees in total. The data,

2021 through fall of 2023 for plan year effective dates of January 1. These measurements are not meant to be a nationally representative sample, but to represent the aggregate activity for large employers on the Benefitfocus platform. "Family coverage" is defined as coverage levels that had

number within the report and single decimal within the appendix. Subscribers 17 years of age and younger have been removed. The data for insufficient sample sizes has

Benefitfocus has provided this as an educational resource. This is

for informational purposes only and not intended to provide advice

Optimized benefits decisions

addressed may have legal, financial, and health implications, and we recommend you speak with a legal, financial, or health advisor before acting on any of the information presented.

or address the situation of any individual or entity. The topics

Benefitfocus is not an actuarial firm, and Benefitfocus is not acting as an actuary or determining any actuarial basis for employer benefit offerings. Benefitfocus does not underwrite insurance and

does not give legal advice regarding the adequacy of coverage limits or types. The State of Employee Benefits Report is not a substitute for the advice of an attorney, tax, actuarial or other professional advisors.

Benefitfocus is a Voya Financial ("Voya") business.

- $^{\rm 2}$ Voya Financial Consumer Insights & Research survey conducted with Morning Consult between March 9-15, 2023 among n=500 working Americans age 18+ who have both an employer-sponsored retirement plan and a medical/health plan, featuring n=188 health savings account owners.
- Voya Consumer Insights & Research, 2023 Retirement Plan Participant

Yoya Financial Consumer Insights & Research survey conducted January 22-23, 2024 among 1,005 adults aged 18+ in the U.S., featuring 455 Americans working fu**ll-**time or part-time.