

HCI

Optimize
Your
Talent
Strategy

Elevate Your Competitive Edge: In-Demand Benefits for 2024 Retention

EMPLOYEE
BENEFITS



TODAY'S MODERATOR



Waneka Jackson

HCI Faculty



@Human_Capital



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Register Now!



WE'RE BACK LIVE IN 2024!



Elevating the
Employee
Experience

2024 CONFERENCE

Refresh, Recharge and
Reconnect the Workforce!

May 1-3 | Denver, Colorado

INDUSTRY-RECOGNIZED CERTIFICATIONS



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for HR

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THANK YOU!



ZayZoon



Webcast | Live Streaming

HCI Webcast

Acquire the Right Talent [VIEW SLIDES](#) ↓

Sponsor



Presenter



Designing Recruitmen... **B**

Q&A | Polls

Ask the speaker

B Type your question



There are no questions asked yet.

Ask the first one!

This Presentation Will Begin Shortly

TODAY'S FEATURED PRESENTERS



Darcy Tuer

Co-Founder & CEO,
ZayZoon



William Kane

Partner Growth Manager,
Vensure Employer Solutions



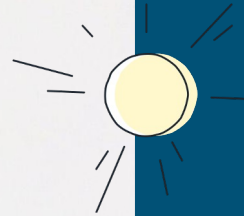
Elevate Your Competitive Edge

In-Demand Benefits for 2024
Employee Retention





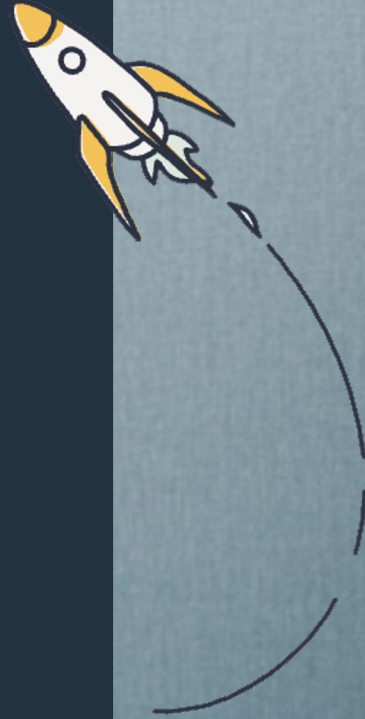
Webinar Outcomes



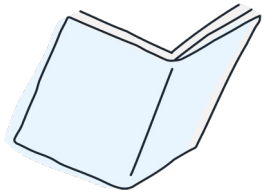
- How to take a people-first approach
- The importance of supporting your employee's well-being
- Benefits in demand for a competitive advantage
- Understanding the impact of a multigenerational workforce

2023 Overview

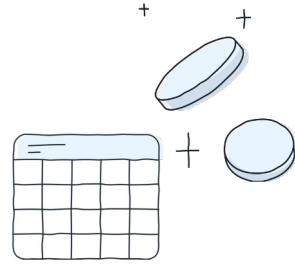
- Generational Workforce Dynamic
- Labor Force Participation
- Great Resignation & Reshuffle
- Job Openings & Recruitment



Businesses Need to Stay Competitive



84% of employers say offering Financial Wellness Tools helps retention



Gen Z will make up 25% of the US workforce by 2025



66% of employers plan to invest in new skills training for existing employees

People-First Mentality



51%

of employees experienced worsening mental health since the pandemic



75%

of employees are stressed about their finances due to inflation and market volatility

People-First Mentality



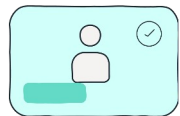
\$4 bn

The **weekly** cost of financial stress to employers



64%

Say financial stress has **worsened their relationships**



88%

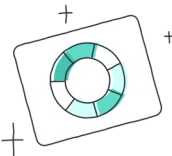
Expect their employers to offer financial support

Investing in Financial Wellness Can Save Your Business



51%

Of employees feel their employers have a responsibility to assist in improving their financial wellness



44%

Of employees say they are distracted at work due to their personal finances

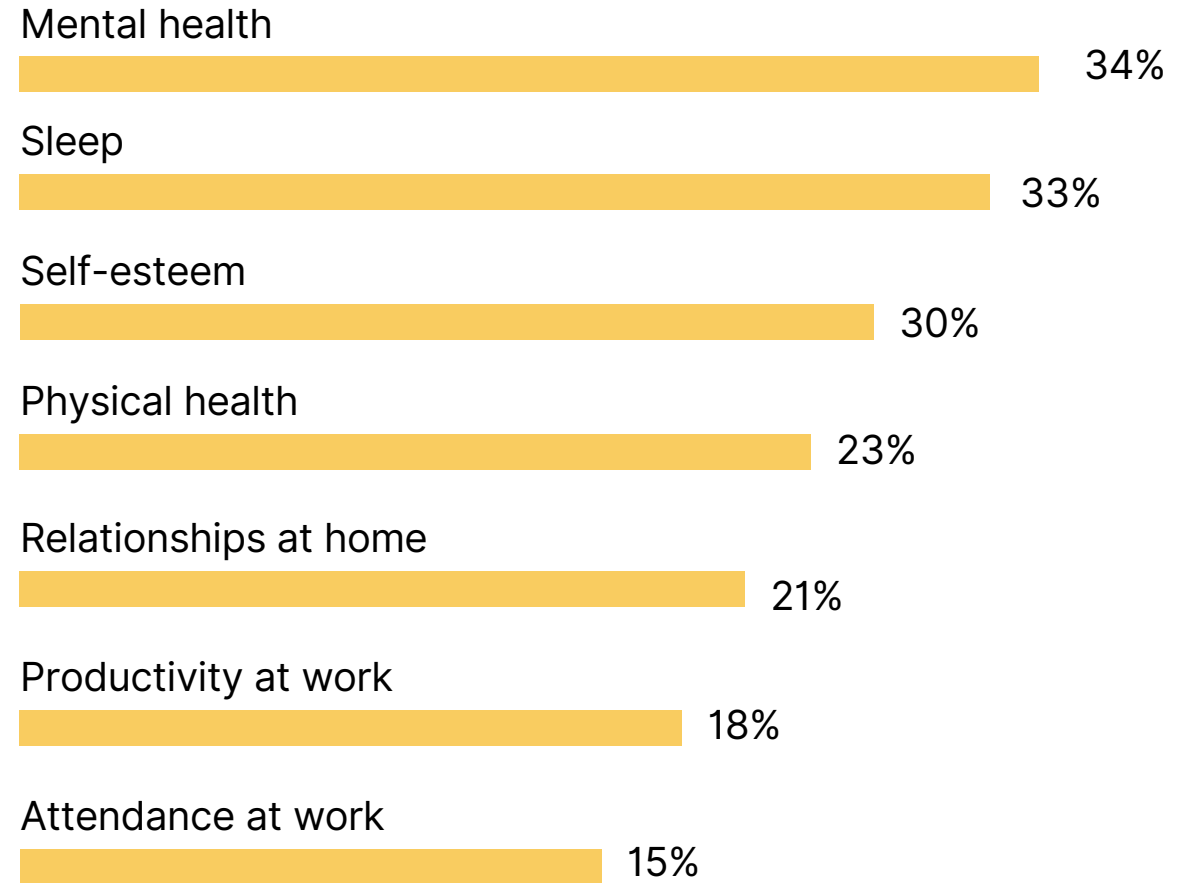


11.4

Hours lost per week dealing with or thinking about financial stressors

Your Finances Impact Your Wellbeing

Employees say that financial stress/money worries in the past year have had a severe or major impact on their...



Q: In the past year, how much of a negative impact have financial stress/money worries had on.
Source: 2022 PwC Employee Financial Wellness Survey, Jan-Feb

Financial Benefits to Support Your Employees



Planning & Saving

401K Plans **Retirement Planning**

More than 75% of employed Americans feel retirement savings are one of the most important wellness benefits

Pay Flexibility

On-Demand Pay **Professional Development Funds**

79% of employees would switch to an employer that offers on-demand pay

Education & Counseling

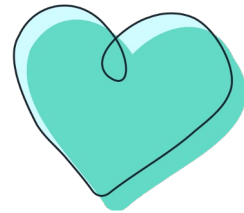
Financial Education Tools & Counselling **Student Loan Assistance**

40% of employees want access to financial advice from a professional

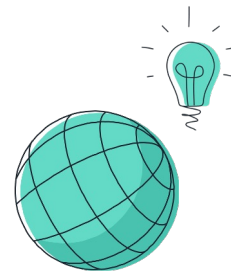
Career Development



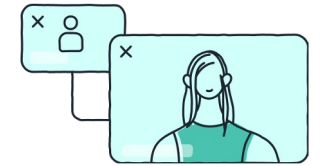
Redefined
Employee Skills



93% of
employees would
remain



Only way to advance
your career is to jump to
a new company



Professional
certifications, training
opportunities, and
education incentives



Fringe Benefits to Adopt

Identity Protection: In 2021, there were 5.7 million reports of identity theft and fraud

Pet Policies: Over 30% of individuals 18-41 are concerned with having pet insurance available

Group Plans - Personal Property: Special Group Rates, employee tenure discounts, and rewards for being part of a larger population

Group Plans - Legal: Take the stress out of common day-to-day legal issues

Physical Wellness Perks and Benefits



FITNESS PERKS

On-site gyms, gym memberships, online workout access, and wellness app subscriptions



DISCOUNTS & REWARDS

Personal and family discounts for attractions and entertainment, rewards at work including recognition



TELEHEALTH

On-demand therapy for both physical and mental care, health coaching, disease management, behavioral health assessments, and telemedicine



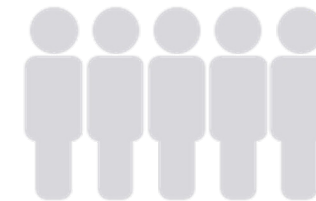
Questions?

Balancing Employee Benefits and Perks

In a co-employment model, your company retains control of day-to-day operations, including finance, sales, marketing, hiring and firing, while certain responsibilities and obligations are shared with Vensure.



Your Company



Employees



Darcy Tuer

ZayZoon



William Kane

Vensure Employer
Solutions



**Visit hci.org to
access your
credits.**

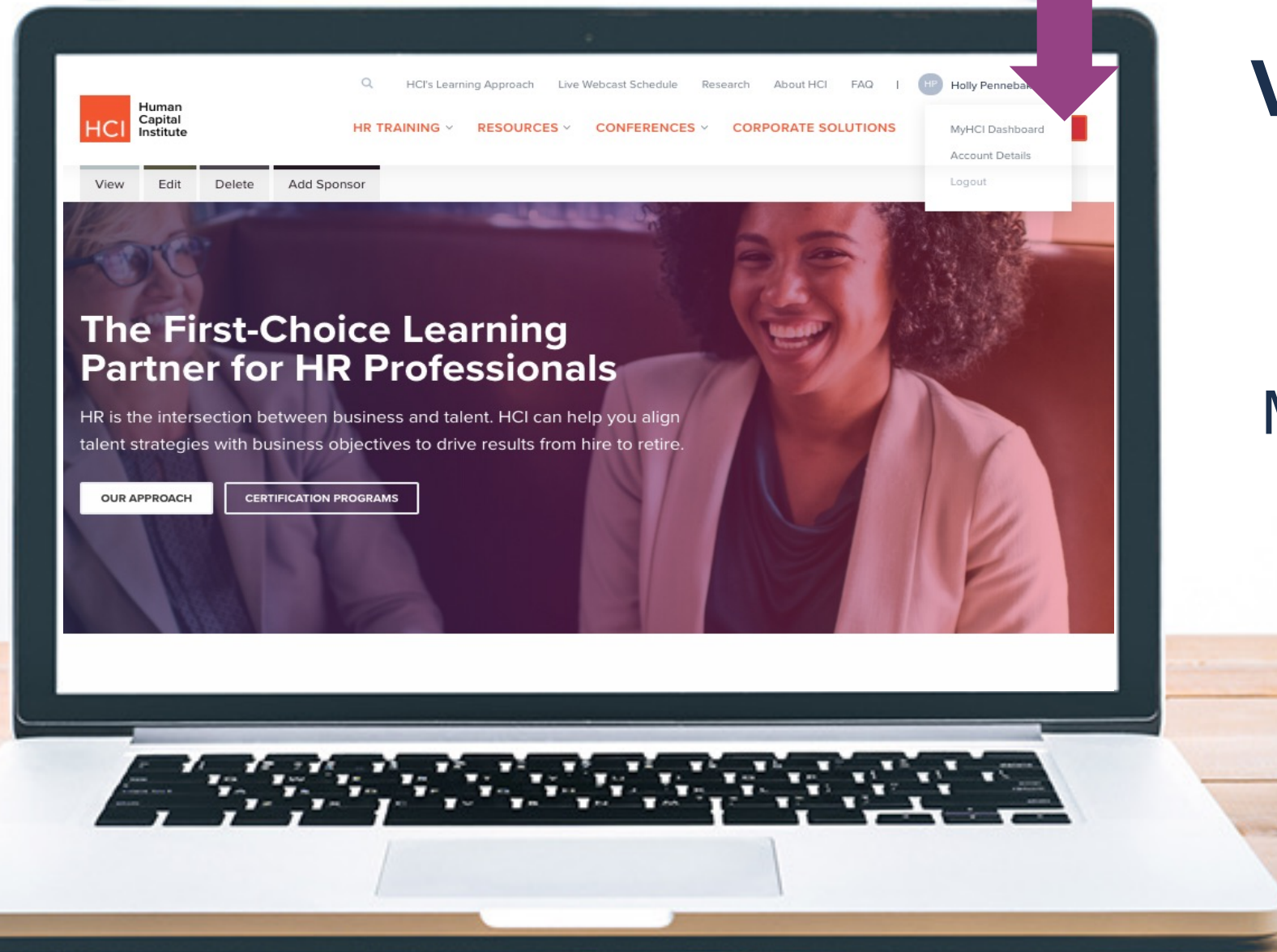
MyHCI Dashboard



Learning



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to become a strategic HR
practitioner.



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