



How to Stay Competitive Amid a Changing Benefits Landscape

Your benefits package says a lot about your organization. For job seekers, the offered benefits will make or break their opinion about your open roles and opportunities. By and large, employees are no longer satisfied with medical, dental, and vision coverage, they want more. Employers need to reevaluate their benefit offerings and make sure they consider the perks that today's employees value most. The good news is that you can take care of your employees without overhauling your entire benefits budget. So, what's your plan?

What do employees want?

Today's employees value work-life integration — what used to be called work-life balance — more than ever. According to a recent ADP survey of SMB employees, the most popular perks employees want are:

Employees — particularly younger employees — want more benefit choices.



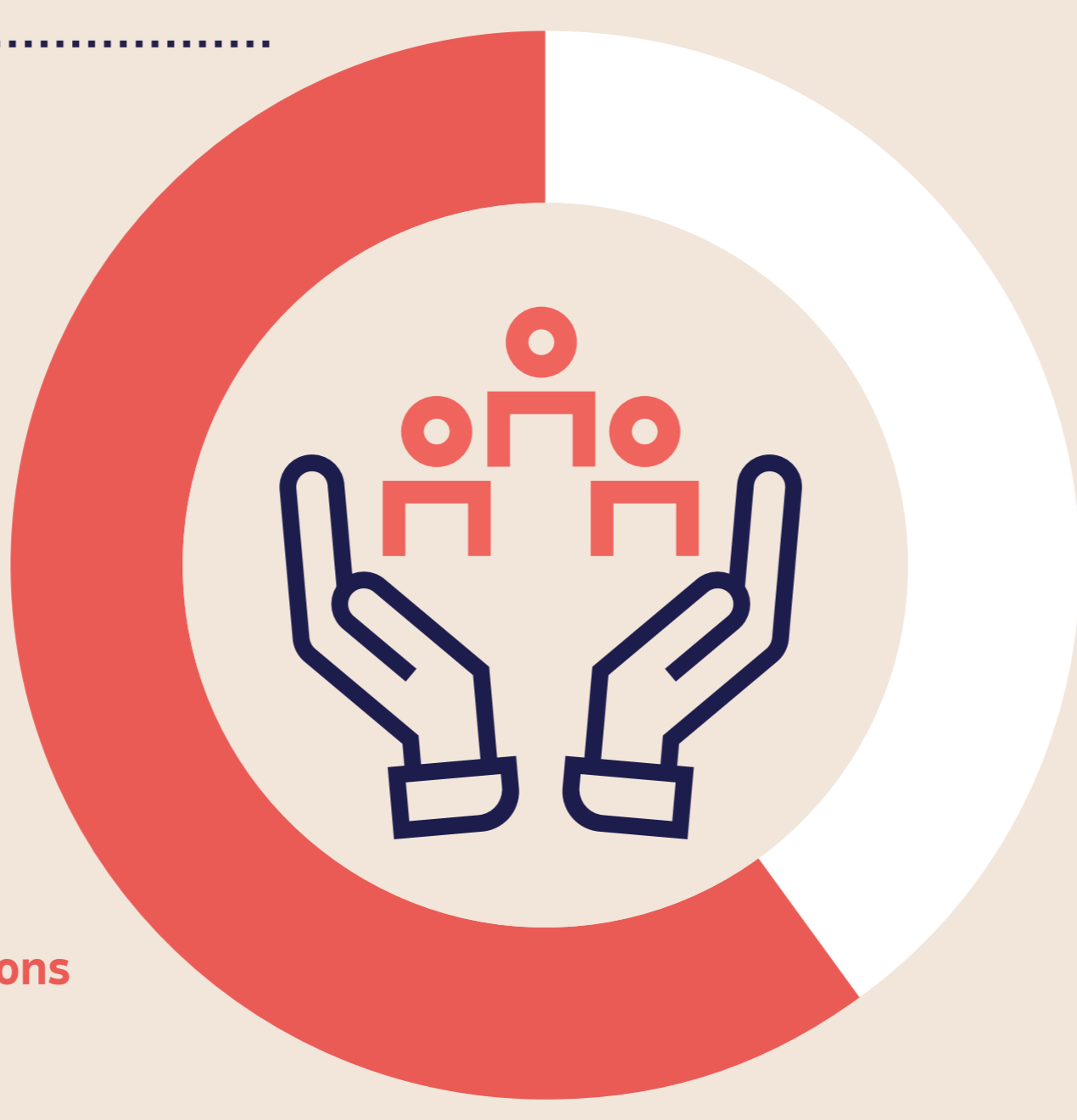
- flexible work schedules
- increased personal/sick time
- flexible/unlimited vacation time
- paid family and medical leave
- mental health benefits
- mobile phone reimbursement

A PEO benefits package provides access to low-cost perks that help support employees' optimal work-life integration and keep morale high.

Better benefits attract better candidates

60%

of candidates say benefits and perks are a major consideration in deciding whether to accept a job offer.¹



Investing in benefits is investing in employee retention and talent acquisition at the same time.



A PEO improves benefit offerings, making organizations more attractive to candidates.

What's wrong with your current benefits package?

59%

of employees want a single website where they can review and manage all their benefits.²



Organizations that are getting it right provide a better employee experience and enjoy a stronger employer brand.



A PEO benefit package relieves the pain of benefit decisions and does so much more than simply check the boxes.

Get support every step of the way

Partnering with a PEO like ADP TotalSource® means you have an expert by your side to guide you and create an overall competitive benefits strategy. All while handling every aspect of administration and enrollment – saving you valuable time and money.

Learn how to stay competitive and get the benefit support your need by attending this ADP TotalSource® webinar.³

Learn more at adptotalsource.com.

Up next: What's your plan for managing needs related to workers' compensation?

Sources:

1. <https://www.g2.com/articles/recruitment-statistics>
 2. <https://www.willistowerswatson.com/en-US/insights/2021/02/2020-global-benefits-attitudes-survey>
 3. <https://event.on24.com/eventRegistration/EventLobbyServlet?target=reg20.jsp&referrer=https%3A%2F%2Fwww.google.com%2F&eventid=2125743&sessionid=1&key=682062688BEF37DDB0C29C0B0ED65534®Tag=&V2=false&sourcepage=register>