



## Nonprofit HR and Employee Benefits Update

Presented by Jill Krumholz-Real HR Solutions and Ed Probst-Vanguard Benefits



# Meet The Presenters



- Human Resources Consultancy servicing nonprofits for 17 yrs.
- Deliver HR solutions and services that impact organizational results
- Meet the changing needs of the workforce and support change
- Align with mission-driven organizations that positively impact the communities they serve



- Co-Founder Of Vanguard Benefits
- 25 Years of experience working with nonprofit employers.
- Registered Employee Benefits Consultant



# Organizational Culture

- Promote overall health
- Make shared culture visible
- Provide exposure to leadership/all voices heard
- Identify a replacement for brick-and-mortar workspace
- Embed diversity, equity and inclusion
- Create a learning culture
- Communicate – communicate – communicate



# Mental Health In The Workplace

- Huge Transformation
- 86 percent of employers said mental health, stress and burnout are a priority.
- 49 percent, however, had not formally articulated a well-being strategy for their workforce.
- 26 percent had adopted a well-being strategy.

# Employee Burnout

- Mental Health Issues Affect Businesses and Their Employees
- **Poor mental health and stress can negatively affect employees:**
  - Job performance and productivity.
  - Engagement with one's work.
  - Communication with coworkers.
  - Physical capability and daily functioning.
- **Mental illnesses such as depression are associated with higher rates of disability and unemployment.**
- Depression interferes with a person's ability to complete physical job tasks about 20% of the time and reduces cognitive performance about 35% of the time.<sup>11</sup>
- Only 57% of employees who report moderate depression and 40% of those who report severe depression receive treatment to control depression symptoms.<sup>12</sup>

# Health Impact

- More than 1 in 5 U.S. adults live with a mental illness
- roughly 10.8 million full-time workers have a substance use disorder
- Nearly 1 in 5 US adults aged 18 or older (18.3% or 44.7 million people) reported any mental illness in 2016.
- 71% of adults reported at least one symptom of stress, such as a headache or feeling overwhelmed or anxious
- Headaches: Stress can trigger tension headaches in up to 80% of people.
- Sleep problems: Stress can make it difficult to fall asleep and stay asleep in up to 60% of people.
- Depression: Stress can trigger or worsen symptoms of depression in up to 75% of people.
- Anxiety: Stress can trigger or worsen symptoms of anxiety in up to 85% of people.
- Immune system: Stress can weaken your immune system, making you more likely to get sick by up to 50%.
- Weight gain: Stress can lead to unhealthy eating habits and weight gain in up to 70% of people.

# Employer Trends

- “Days for Me” program
- Mental Health Ally Program
- Rethinking their employee assistance program (EAP)
- Global Wellness Days, Global Shutdowns, and No Meeting Fridays
- “Stretch Your Health”
- “Take Five” self-guided program
- de-stress stations
- on-site dog parks
- Zen Rooms
- Stress Mastery Programs
- Nutrition Programs

# Total Compensation

- Total comp philosophy and strategy
- Pay transparency and pay equity
- Employee benefits
- Time off & flexibility
- Use reward and recognition to build engagement





# NY Health Insurance Market Update

- **Large Group**

- Self Insurance on the rise
- Direct to Hospital programs

- **Small Group**

- Fewer Choices
- PEO
- ICHRA's
- HSA's

# Technology

- Use technology to enhance the employee experience, improve recruiting result, address the hybrid workplace, identify skill gaps in the workforce, build internal talent capability
- Lead with integration and process optimization across existing tools and resources
- New technologies: implement the highest-impact processes
- Ensure tech providers meet your needs
- Audit current technology to ensure full potential
- Build workforce/workflow management
- AI tools in your workplace



# Perks That Employees WANT!

- Pet Insurance
- Gym Memberships
- Identity Theft
- Voluntary Benefits
- Life Insurance
- EAP
- FSA



# Employee Education

- 8 OUT OF 10 employees surveyed would prefer a 1 on 1 consultation
- 60% felt it was their employer's responsibility
- Employees that make suitable elections reduce liability
- 55% of employees waste as much as \$750 per year on poor choices
- Employees are more likely to purchase products that support Financial Wellness such as Life & Disability Insurance
- Employees say there are at least some things they don't understand about their overall policies including things like deductibles, copays or providers in their network

# Proactive Employee Education

Multilingual benefit counselors across the US

- Benefits administration and onboarding technology
- Open enrollment communication materials
- Open enrollment meetings via Zoom or in person
- Manage the open enrollment process proactively
- Reporting of enrollments, scheduled meetings, and testimonials
- Technology utilizing benefits administration system with a dedicated manager
- Employee consultation with specialists via Zoom link or in-person sessions