Unique Ideas to Enhance Your Employee Benefits Package

1. Flexible work options
Recent studies show that approximately 76% of employees want their company to offer flexible work options permanently, even after pandemic restrictions are lifted. Allowing this type of flexibility shows your employees that you care about their wellbeing and are willing to help them achieve a work-life balance.

2. Mental health resources
In a time of so much uncertainty for millions of people globally, it’s easy for employees to feel overwhelmed, stressed, and anxious. Adding more mental health resources to your employee benefits package can help support your staff during these stressful times.

3. Professional development fund
Many employees don’t have the resources to invest in their own professional development. Offering training programs or a professional development fund to your employees is a great way to help them reach their goals. It can also help you attract and retain top talent, as employees who are given opportunities to improve their skills and pursue their career goals are often more satisfied in their jobs.

4. Dependent care options
As more people return to working in an office, parents are forced to find childcare options for their young kids, which can be difficult and cost-prohibitive. Adding dependent care to your benefits package is a great way to help your employees overcome this issue. Options can include on-site childcare or even a subsidy for high-quality care, which can reduce the financial burden.

5. Wellness reimbursements
One type of wellness program that is particularly beneficial for employee benefit plans is wellness reimbursement. A wellness reimbursement is a paid benefit that your employees can use to pay for health-related expenses such as gym memberships, personal training sessions, health screenings, medications, and more.

6. Employee reward programs
Employee reward programs are designed to recognize employees for their hard work and dedication. Rewards offered through these programs can include anything from cash bonuses, paid time off, gift cards, and more. This can be a great way to make your employees feel appreciated, boost their morale, and improve their overall job satisfaction.

7. Tuition reimbursement
Another effective way to improve retention is by helping your employees pay off their student loans, or by covering their tuition if they are pursuing an advanced degree. This can make a big difference for employees who are struggling to repay their debt or who are looking to further their education and advance their career.

Build a strong, employee-centric brand with help from the BBB*

Your employees are the backbone of your organization. They keep your company running and play a big role in your success. The best way to keep your employees happy and engaged is by offering them a wide range of benefits. This not only shows them that you value their hard work, but also that you understand their unique needs and aspirations.

Build a business that your employees are proud to be a part of by following the BBB business newsfeed on BBB.org today!

* https://www.bbb.org/research/flexibility-demand-future-of-work/