

The Most Valued Benefit is...

There's not much disputing the most valued benefit among today's workers—once again, it's health insurance, according to a new report by the nonpartisan Employee Benefit Research Institute (EBRI).

The 2013 Health and Voluntary Workplace Benefits Survey (WBS), conducted by EBRI and Greenwald & Associates, reveals that the vast majority of workers say that their benefits package is very or extremely important in their decision to accept a job—and those workers continue to rank health insurance as the first or second most important benefit provided by employers.

Between 1999 and 2013, the percentage of workers ranking health insurance as the first- or second-most important benefit varied between 75 percent and 82 percent.

EBRI has been conducting “value of benefits” surveys for 20 years to determine the relative importance of different benefits to workers and to assess the role played by benefits in job choice and job change. The surveys show consistency in the value of some benefits and substantial change on others.

These, and other findings are part of the 2013 Health and Voluntary Workplace Benefits Survey (WBS), which examines a broad spectrum of attitudes regarding workplace benefits, including voluntary benefits and health benefits. The survey was conducted online between June 11 and 20, 2013, using the Research Now consumer panel. A total of 1,014 workers in the United States ages 21-64 participated in the survey. The data were weighted by gender, age, and education to reflect the actual proportions in the employed population.

Additional information on the WBS can be found in the November 2013 *EBRI*

Notes publication, “Views on the Value of Voluntary Workplace Benefits: Findings from the 2013 Health and Voluntary Workplace Benefits Survey,” online at http://www.ebri.org/pdf/notespdf/EBRI_Notes_11_Nov-13_LSDs-WBS.pdf

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