

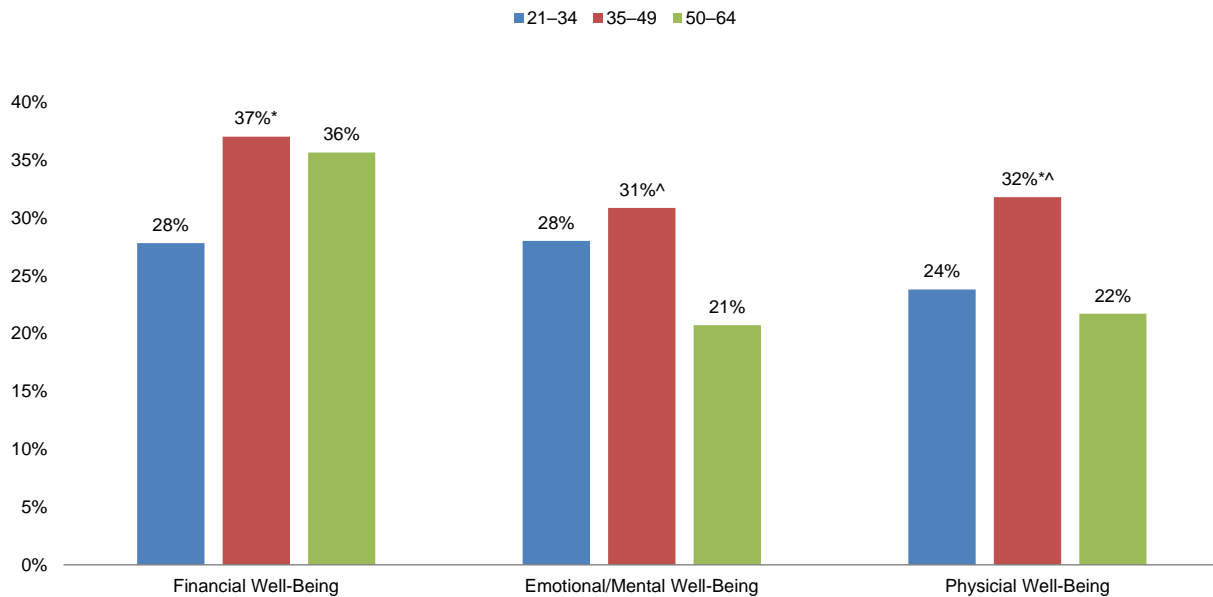
Which Benefits Are Valued Most Depends on Age of Workers

The recently released [Workplace Wellness Survey](#) found that when it comes to attitudes toward employee benefits, there are large differences by employee age. Indeed, middle-aged employees reported being more likely than younger or older workers to be concerned about various aspects of their well-being. Older workers were, unsurprisingly, focused on retirement benefits. And younger workers highly valued help with day-to-day bills, student loan debt assistance, and career advancement opportunities. This *Fast Fact* explores these benefit preference differences by age in greater detail.

Concern About Well-Being

Employees ages 35–49 were more likely than younger and older employees to be highly or moderately concerned about their financial well-being, emotional/mental well-being, or physical well-being (Figure 1).

Figure 1
Percentage Reporting High or Moderate Concern About Well-Being



Source: Employee Benefit Research Institute and Greenwald Research 2022 Workplace Wellness Survey.

* Difference between ages 21–34 and 35–49 statistically significant at 95% level.

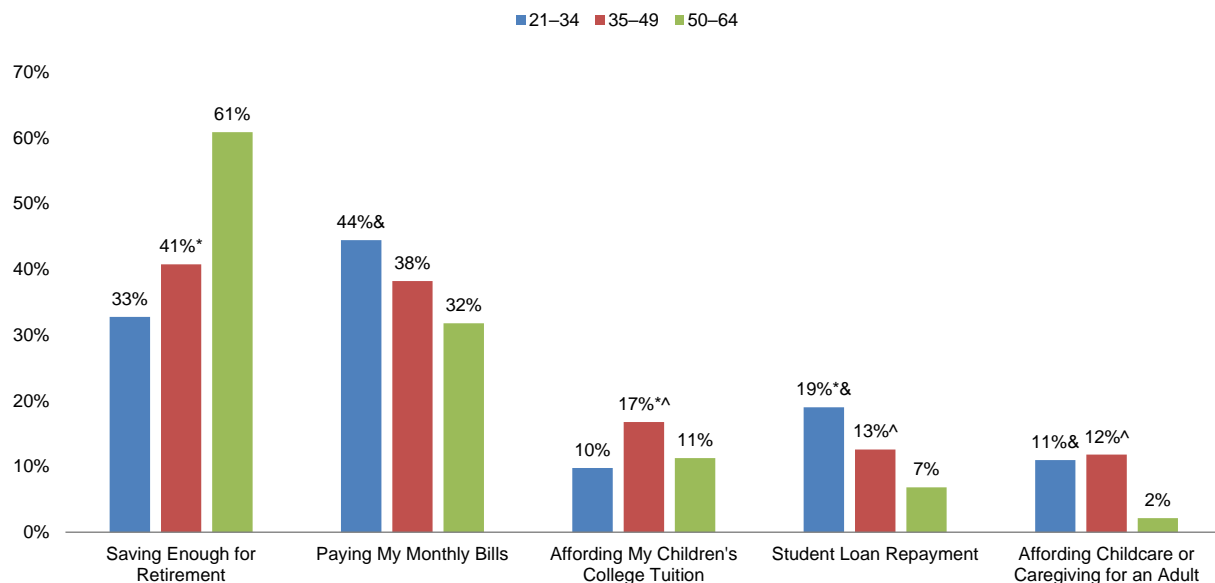
^ Difference between ages 35–49 and 50–64 statistically significant at 95% level.

Financial Issues Causing Stress

Not surprisingly, older workers reported being stressed about saving for retirement, while younger workers reported being stressed about paying monthly bills and student loans.

- Sixty-one percent of employees ages 50–64 were stressed about saving enough for retirement (Figure 2). This compares with 41 percent among employees ages 35–49 and 33 percent among those ages 21–34.
- In contrast, employees ages 21–34 were most likely to report that paying their monthly bills was the financial issue that causes the most stress. Forty-four percent reported that it caused the most stress, compared with 38 percent among employees ages 35–49 and 32 percent among those ages 50–64.
- Student loan repayment was also more likely to cause the most stress among workers ages 21–34 as compared with those ages 35–49 and 50–64.

Figure 2
Financial Issues Causing the Most Stress



Source: Employee Benefit Research Institute and Greenwald Research 2022 Workplace Wellness Survey.

* Difference between ages 21–34 and 35–49 statistically significant at 95% level.

^ Difference between ages 35–49 and 50–64 statistically significant at 95% level.

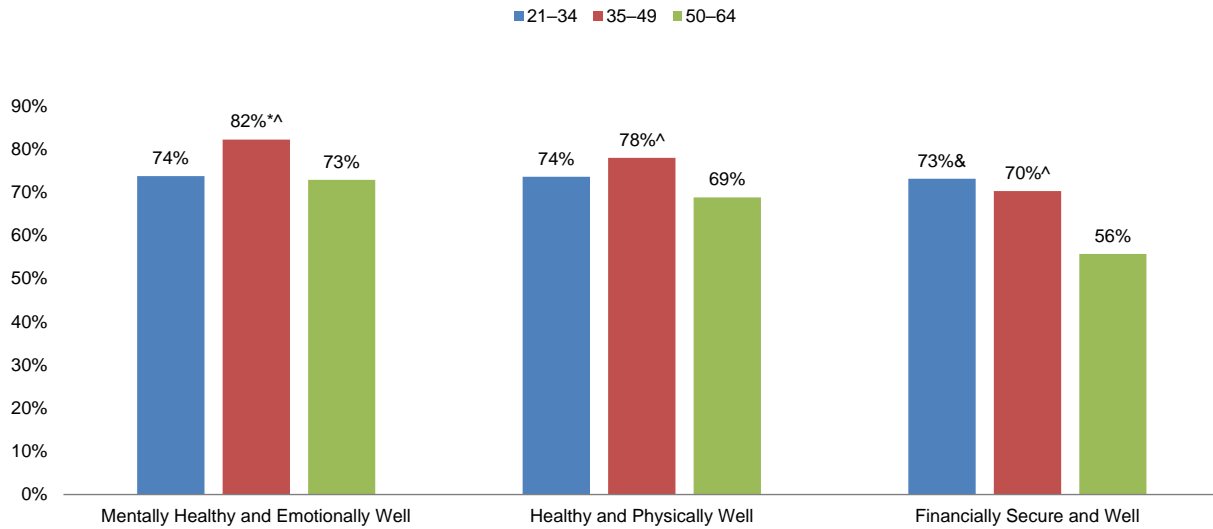
& Difference between ages 21–34 and 50–64 statistically significant at 95% level.

Employer Responsibilities

Across all age groups, a majority of workers agreed that employers have a responsibility for workers' physical, mental, and financial well-being — although age differences persist.

- Over 80 percent of employees ages 35–49 believed that employers have a responsibility for workers' mental and emotional health, compared with 74 percent among workers ages 21–34 and 73 percent among workers ages 50–64 (Figure 3). Employees ages 35–49 were also most likely to believe that employers have a responsibility for workers' health and physical well-being.
- Workers ages 21–34 were most likely to believe that employers have a responsibility for workers' financial well-being (73 percent), followed by those ages 35–49 (70 percent) and those ages 50–64 (56 percent).

Figure 3
Workers Reporting They Agree Employers Have Responsibility for Workers' Physical, Mental, and Financial Health



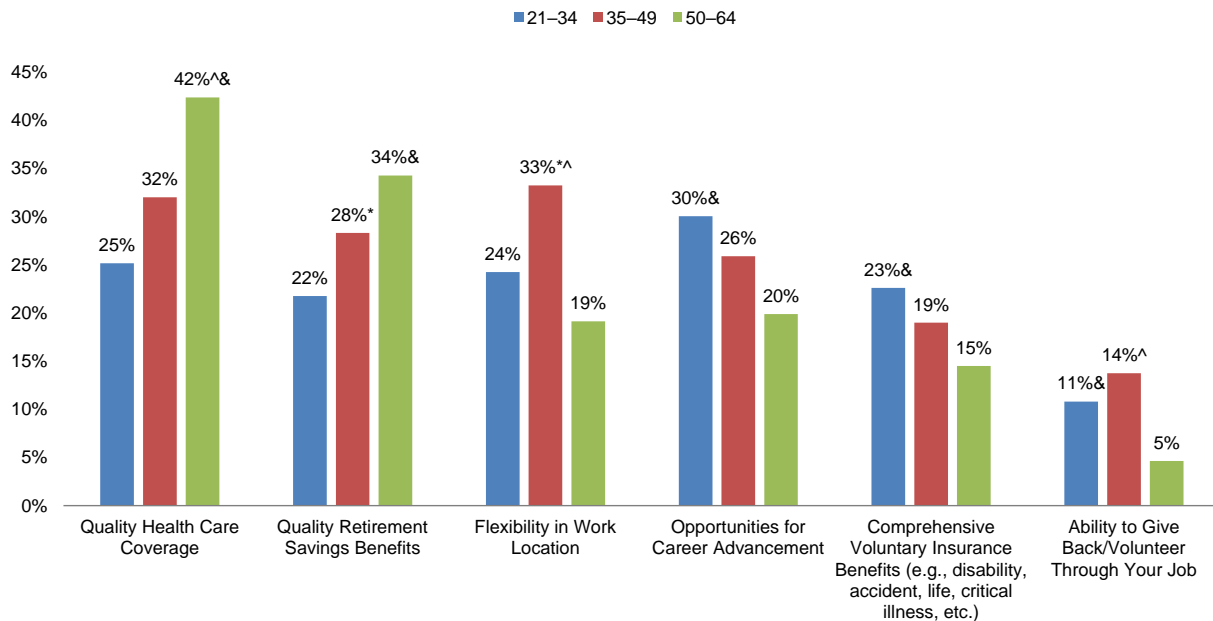
Source: Employee Benefit Research Institute and Greenwald Research 2022 Workplace Wellness Survey.
 * Difference between ages 21-34 and 35-49 statistically significant at 95% level.
 ^ Difference between ages 35-49 and 50-64 statistically significant at 95% level.
 & Difference between ages 21-34 and 50-64 statistically significant at 95% level.

Benefits Workers Value Most

The value of different employee benefits also varied by age.

- Other than income and compensation, workers ages 50-64 were most likely to value quality health care coverage and quality retirement savings benefits as compared with younger workers (Figure 4).
- Workers ages 35-49 were most likely to value flexibility in work location.
- Workers ages 21-34 were most likely to value opportunities for career advancement.

Figure 4
Benefits Workers Value Most Beyond Income and Compensation



Source: Employee Benefit Research Institute and Greenwald Research 2022 Workplace Wellness Survey.
 * Difference between ages 21-34 and 35-49 statistically significant at 95% level.
 ^ Difference between ages 35-49 and 50-64 statistically significant at 95% level.
 & Difference between ages 21-34 and 50-64 statistically significant at 95% level.

The EBRI report, “2022 Workplace Wellness Survey,” was published as the October 2022 EBRI Chartbook, and is available online [here](#).

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