

2023-2024

# Aflac WorkForces Report

## Construction industry insights



### DID YOU KNOW?

#### Gap widens between employer perceptions and employee experiences.



Most (82%) construction employers think employees understand health care costs well, compared to 78% in 2022. However, more than half (55%) of employees say they do understand versus 65% in 2022.

Employers also continue to have an inflated perception of employees' satisfaction with their overall benefits packages: 81% believe employees are satisfied, while only 72% of construction employees say they are satisfied.

### HEALTH, WELLNESS + THE POWER OF BENEFITS



**28% of employees** state their personal mental health negatively affected their productivity last year. **All industries: 28%.**

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**53% of construction employees** say they couldn't pay \$1,000 in out-of-pocket costs. **All industries: 50%.**

**84% of employers** believe their employees can financially meet their health care obligations. **All industries: 79%.**

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**57% of workers** have high anxiety about health care costs beyond what their insurance covers. **All industries: 50%.**

## THE STATE OF WORKPLACE BENEFITS



**94% of employees** say their supplemental insurance policy helps to protect their income. **All industries: 88%.**

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**86% of employers** say working with their broker has improved their benefits packages. **All industries: 85%.**

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**82% of employers** experienced an increase in benefits costs in the past year. **All industries: 75%.**

**59% of employers** report benefits claims increased; top selected reasons were rising prescription drug prices, medical care and mental health issues. **All industries: 61%.**

## BENEFITS ENROLLMENT + THE INFORMED BENEFITS CONSUMER



**66% of the workforce** say it's important to have access to a benefits advisor. **All industries: 55%.**

- **68%** prefer in-person meetings. **All industries: 50%.**
  - **42%** prefer speaking on the phone. **All industries: 44%.**
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**54% of employees** say medical bill negotiation is stressful. **All industries: 59%.**

**59% of employees** say the same about trying to understand what insurance or benefits they need. **All industries: 56%.**

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**88% of employees** see a growing need for supplemental insurance benefits. **All industries: 89%.**



### About the Study

The 2023-2024 Aflac WorkForces Report is the 13th annual Aflac employee study examining benefits trends and attitudes. Conducted by Kantar on behalf of Aflac, the employer survey took place online between June 2 and June 25, 2023, and the employee survey took place online between June 2 and June 27, 2023. Throughout this report, some percentages may not add up to 100% due to rounding. The surveys captured responses from 1,201 employers and 2,000 employees across the United States. For more information, visit [aflac.com/awr](https://aflac.com/awr).

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