

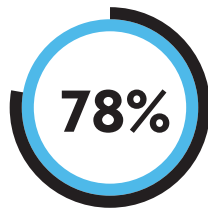


Workforce management: considerations for post-pandemic success

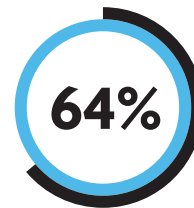
Offer a comprehensive wellness program

Your ability to recruit and retain top talent can be directly impacted by how the benefits you offer and your organizational culture help employees to manage stress. For those searching for greener pastures, the ability to work remotely, better compensation and more employee care were top criteria for new roles.¹

Among a survey of Americans:²



said **COVID-19 has changed their views about what is important in life** as it relates to their finances.



said they place more value on being **a resilient person who can deal with adversity.**

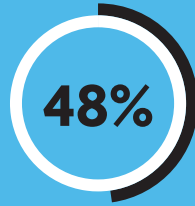


A July 2021 **Business.com** article states that stress in a company may lead restless employees to seek a less stressful job, resulting in high turnover.³ Employers who recognize and adjust to this new priority stand to enjoy an advantage in recruitment and retention.

“Wellness” includes financial and emotional components

Employer interest in wellness programs increased in late 2020—both to help existing employees and with an eye toward attracting new ones.²

With the stresses of the last couple of years, there’s certainly a focus on emotional/mental wellness.



Employers surveyed in 2020 who placed employee health/welfare and emotional state as a top-three concern⁴



College/university presidents who increased budgets to support the mental health of students, faculty and staff⁵

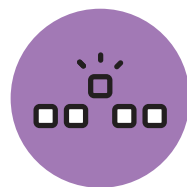
Employers are also doing what they can to address indications of employee financial stress by providing support with budgeting, debt management and retirement readiness.



Employers who said they would review benefits offered vs. benefits currently used⁶



Plan sponsors who feel helping employees understand retirement plan investment choices and the importance of a source of guaranteed income in retirement is one of the most important things they can do⁵



In this environment, employers and plan sponsors should recognize that many employees have reprioritized what’s most important to them. Looking out for their well-being can provide a much-needed sense of stability for them and a commitment to you as their employer.



For more information or to have a conversation about how you can address the needs of your workforce, contact your relationship manager. If you are served by the Administrator Telephone Center, call **888-842-7782**, weekdays, 8 a.m. to 8 p.m. (ET).



¹ Majority of Job-Changers in the Great Resignation Were Burned Out, Wanted to be Valued and Cared For, Limeade, September 2021

² The TIAA Retirement Insights Survey: A survey of employees and employers, December 2020

³ Stress and Productivity: What the Numbers Say, Business.com, July 30, 2021

^{4,6} TIAA 2020 Plan Sponsor Listening Tour, Harris Insights & Analytics. 191 plan sponsors surveyed, November 11-December 2, 2020

⁵ College and University Presidents Respond to COVID-19: 2021 Spring Term Survey, Part II, American Council on Education, May 20, 2021

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