

Report: Over 90% of Employers Maintaining or Expanding Well-being Offerings

Despite economic uncertainty and rising health care costs, 93% of employers plan to maintain or expand well-being offerings for this year, according to Business Group on Health's [2025 Employer Well-being Strategy Survey](#). Specifically, 73% of employers plan to maintain these offerings, and 20% will increase them. Moreover, almost all employers (94%) will raise expectations of well-being vendors to deliver improved outcomes.

Business Group on Health is a nonprofit organization representing large U.S. employers on health and benefits issues. This survey polled 131 global employers.

“By viewing these [well-being] initiatives as having a direct impact on overall employee health, employers also boost workplace engagement, participant outcomes and business performance, among other benefits.”

—Ellen Kelsay, CEO and president of Business Group on Health

Notably, 100% of employers include mental health in their employee well-being strategies, with nearly half (47%) citing it as the most important component. Employee assistance programs (EAPs) are the most commonly offered benefit, and employers also promote stress management, mindfulness and resiliency.

The report highlighted that well-being programs will focus on key areas of employee well-being:

- **Physical health**—Almost all (99%) employers include physical wellness in their well-being strategies. Two-thirds said the increased use of weight loss drugs, such as glucagon-like peptide-1 medications (known as GLP-1s), has caused them to make changes to their benefits offerings. Many employers also incentivize exercise through physical activity challenges.
- **Financial health**—While 92% of employers currently focus on financial wellness, 100% are expected to incorporate this component in their strategies by 2026. Common financial wellness resources include EAPs, financial planning resources and tuition reimbursement programs.
- **Social health**—Three-quarters of employers include social connectedness and community components in their well-being strategies.

Although most employers believe they provide modern benefits, only 59% of employees agree. This may be due to a lack of benefits education and communication.

Employer Takeaways

The 2025 Employer Well-being Strategy Survey demonstrates the growing demand for employee wellness benefits. With most employers continuing or growing their wellness offerings, well-being resources will play a key role in planning for 2026 employee benefits.

Contact us for more information.