

10 New Trending Employee Benefits (#8 Trending Article in 2019)



Marie Raperto, [The Hiring Hub](#)

Employee benefits are ever-changing but they do take time to evolve. Combine that with a job seeker's market and employers need to find new and better ways to attract talent. Here are 10 benefits that are being added or enhanced:

1. **Student Loan Repayment.** While employers have been offering tuition assistance, student loan repayment is now used by 8% of employers according to the Society of Human Resource Management (SHRM.)
2. **Healthcare and Health Services.** According to SHRM, 20% of employers have increased their offerings as well as the percentage they cover. Preferred Provider Plans and High-Deductible Plans were added along with flexible

spending accounts.

3. **Child Care/Family Wellness.** Providing child or elder care benefits and wellness plans can make a big difference to potential hires. One-fifth of companies report that they offer family leave beyond the time required by law.
4. **Professional Development.** Investing in your employees can pay off. According to SHRM, 14% of companies reported increasing employee benefits in this area.
5. **Pet Insurance.** According to Futurecast, 73% of millennials have a pet at home. Pet-related perks are one new employee benefit being used to help find new hires.
6. **Unlimited Vacation Time.** This allows employees to decide how much time off they take per year and give them the ability to decide when they will go and for how long.
7. **Sabbaticals.** Higher education has used sabbaticals as a perk for a long time. For-profit companies are starting to offer the opportunity to take a sabbatical at regular intervals throughout employee's tenure.
8. **Food.** Research has shown that 32% of companies gave away some kind of free refreshments in 2018 vs. 20% in 2014. Whether it is pizza Fridays or free breakfast, this perk can contribute to a more positive culture, morale and job satisfaction.
9. **Flexible/Remote Hours.** Most workers want flexible work options. It does not have to be a full work from home situation but research has found that flexible options are one of the most important factors when candidates evaluate a job offer.
10. **The Other Stuff.** Lets not forget on-site gyms, fitness classes and gym memberships, outside fun days, subsidized cafeterias, nap rooms, quiet rooms, standing desks etc.

Are you seeing any new employee benefits?

