



Human Capital Solutions

2024 US Leave Management & HR Trends

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This information has been provided as an informational resource for NFP clients and business partners and is not intended to and does not constitute legal advice. Its purpose is to provide general guidance, and the materials presented are not intended to address specific policy scenarios. Issues related to state leave laws are changing at a steady pace. The materials presented today may be outdated in the near term. Please consult your legal counsel for advice on your particular facts and circumstances.

Speakers



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Human Capital Solutions - Who We Are

- **Consulting division** of NFP formed from strategic acquisitions over the past three years to address our client's HR challenges.
- **Best-in-class firms** with a combined 105 years in business and recognized with top awards in their industry nationwide. Top consultancies, best places to work, ethical leadership and public service, their organizational cultures, mission and values align with our own and we are proud to have them be a part of the NFP family.
- **Nearly 200 subject matter experts** holding industry certifications, advanced degrees and a wide breadth and depth of HR knowledge.



About the Survey

insights from
the experts



Focus Areas



HR Trends in the Workplace



Total Rewards and Landscape of Our Workforce



Leave Survey Results



Key Takeaways



1

HR Trends in the Workplace

Sustaining a Culture of Inclusion & Belonging in the Face of Waning DEIB Initiatives



Navigating AI's Transformative Impact on HR & Leave Management



Workplace Drug Testing and the Age of Legal Cannabis



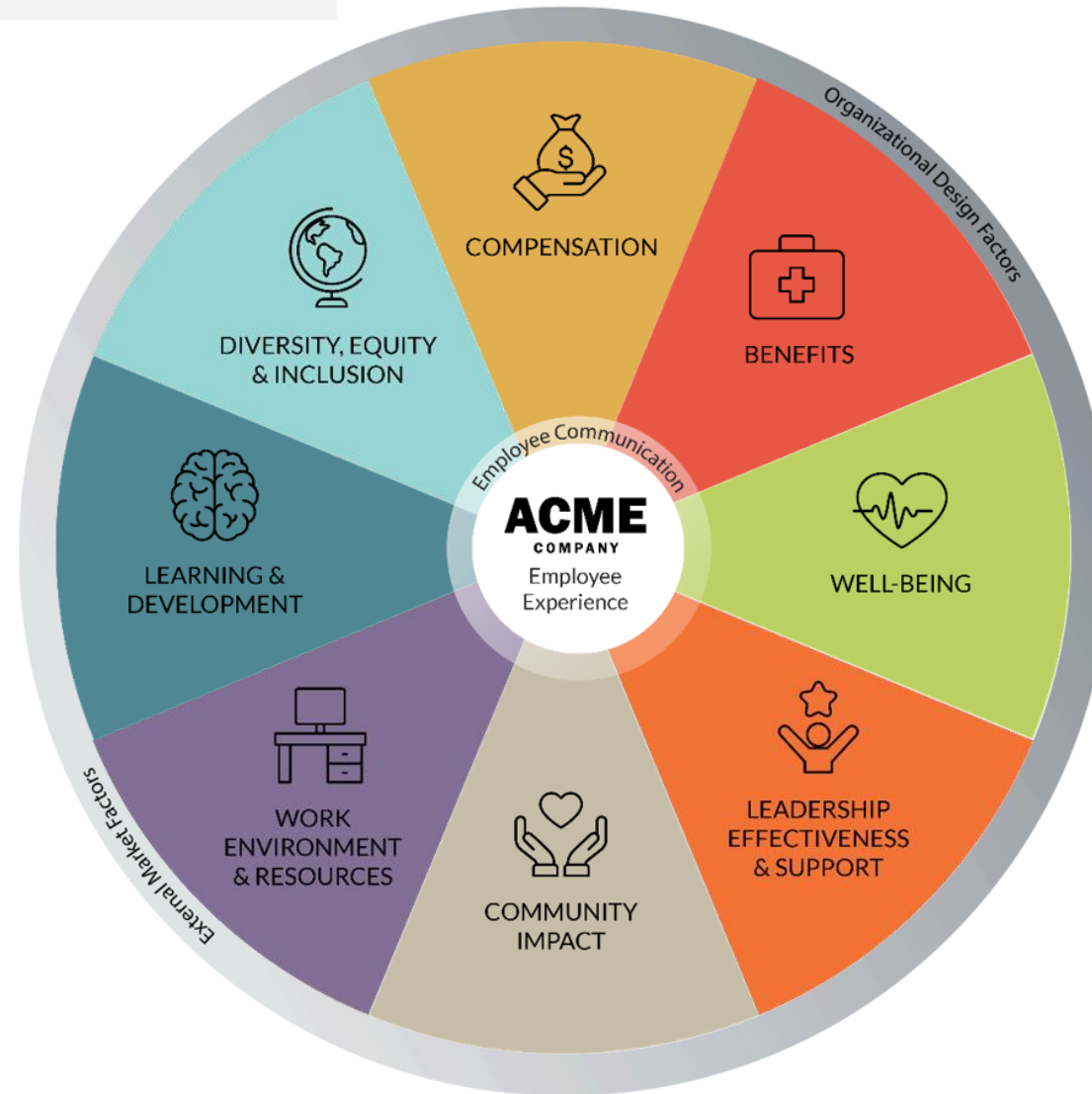
A photograph of a white sailboat on the water. A man in a blue shirt and white pants is at the helm, and a woman in a light blue shirt and white pants is standing nearby. The boat has two life rings on the deck. The background shows a calm sea and a distant shoreline under a clear sky.

2

Total Rewards and Landscape of Our Workforce

Total Rewards Philosophy

As we examine employer trends, we do so through the lens of our Total Rewards Halo™.



Survey Question #1

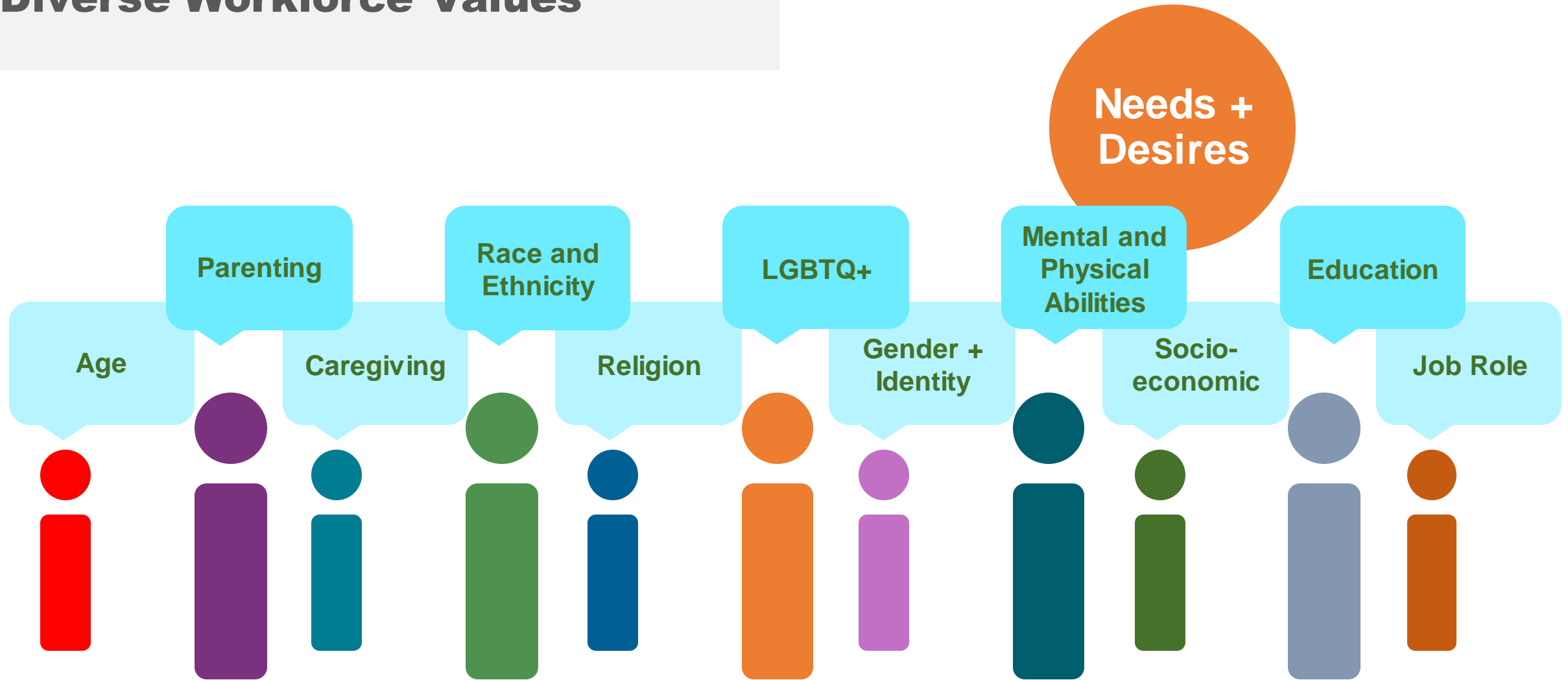


How many generations do you have represented in your workforce?

Offerings that Attract and Retain Through Generational Diversity

Traditionalist	(Ages 78-95)	Caregiver leave, discounts on healthcare services, retiree benefits.
Baby Boomers	(Ages 59-77)	Caregiver leave, financial and non-financial retirement coaching and planning services.
Generation X	(Ages 43-58)	Sabbatical leave and more paid time off. Flexibility, work-life balance, retirement benefits and caregiver leave.
Millennials or Gen Y	(Ages 27-42)	Student loan repayment assistance, flexible work schedules, parental leave and financial advice.
Generation Z	(Ages 11-26)	Mental health benefits, flexible work schedules and work styles, and benefits that support diversity, equity, inclusion and belonging.

Understanding What Your Diverse Workforce Values

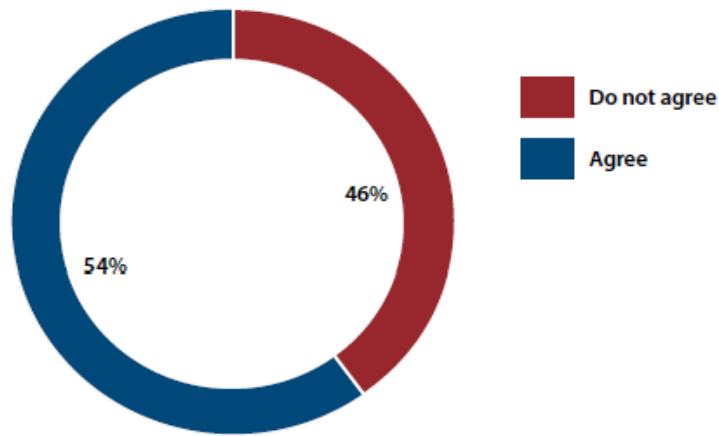


Survey Research Shows Gaps Exist Between Employers and Employees

Diverse Perceptions

ATTRACTING TALENT

Over 40% of respondents do not agree their benefits are highly influential in their ability to attract talent*



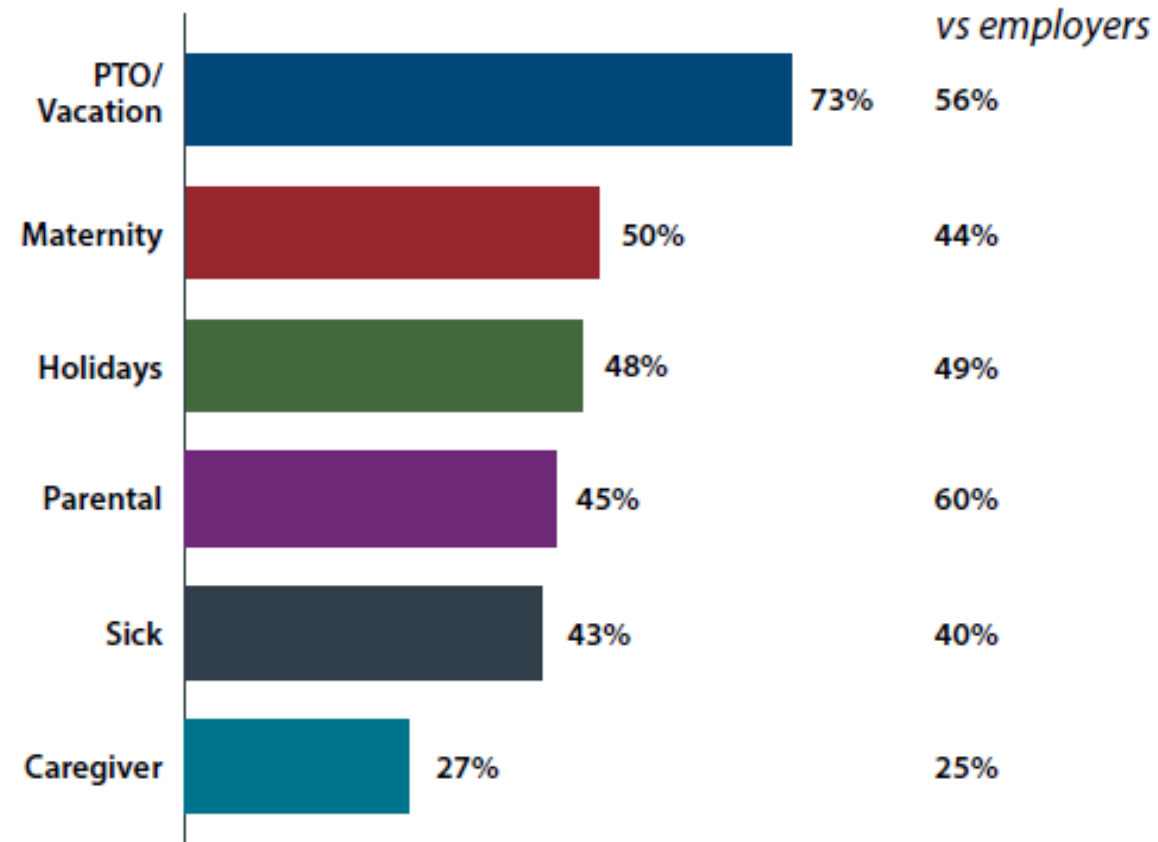
56% of **employers** believe that their employees were not happy with their PTO/vacation offering.

73% of **employees** felt that their PTO/vacation policy was lacking.

*“Do not agree” includes respondents who answered Neutral, Disagree or Strongly Disagree.
“Agree” includes respondents who answered Agree or Strongly Agree.

Disconnects Between Employer and Employee Perception

Perceived to Be Lacking by Employees
(Among those who disagree with benefits being generous)



A close-up photograph of two people in business attire. One person's hand, wearing a black watch, is pointing at a document held by another person. The background is blurred, showing office furniture. The image has a teal color overlay.

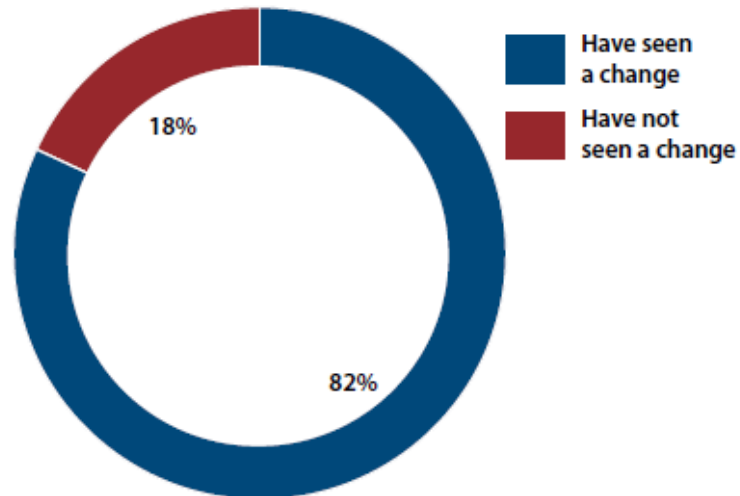
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Leave Survey Results

PTO & Remote Work

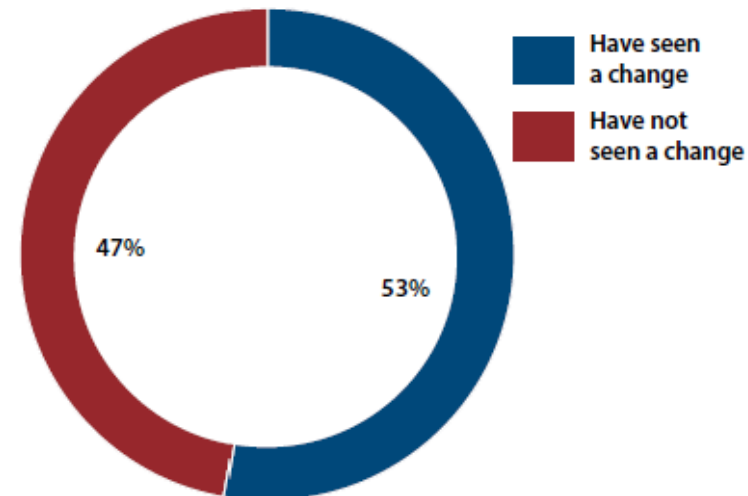
Recent Changes Impacting Leave

Number of On-Site vs. Remote Employees



Recent Changes Impacting Leave

Impact on PTO/Vacation Policies



Fewer than **one-third** of employees are using the majority of their PTO.

Maternity & Parental Leave

40% of employers offer between 3 and 8 weeks of maternity leave.

42% of employers offer between 3 and 8 weeks of parental leave for the birth of a child.

69% of employers permit employees to take parental leave intermittently.



Grandparental Leave

35% of employers surveyed are considering adding grandparental leave benefits within the next five years.



Caregiver Leave

Over 11 million Americans are raising children and caring for older parents simultaneously.



- Of the **29%** of organizations that offer paid caregiver leave, **58%** offer less than three weeks of paid time off.
- **38%** now offer between **3** and **12** weeks of paid leave under this benefit.
- While **91%** of respondents offer time off to care for a seriously ill family member, only **68%** of respondents offer paid time off for elder care.

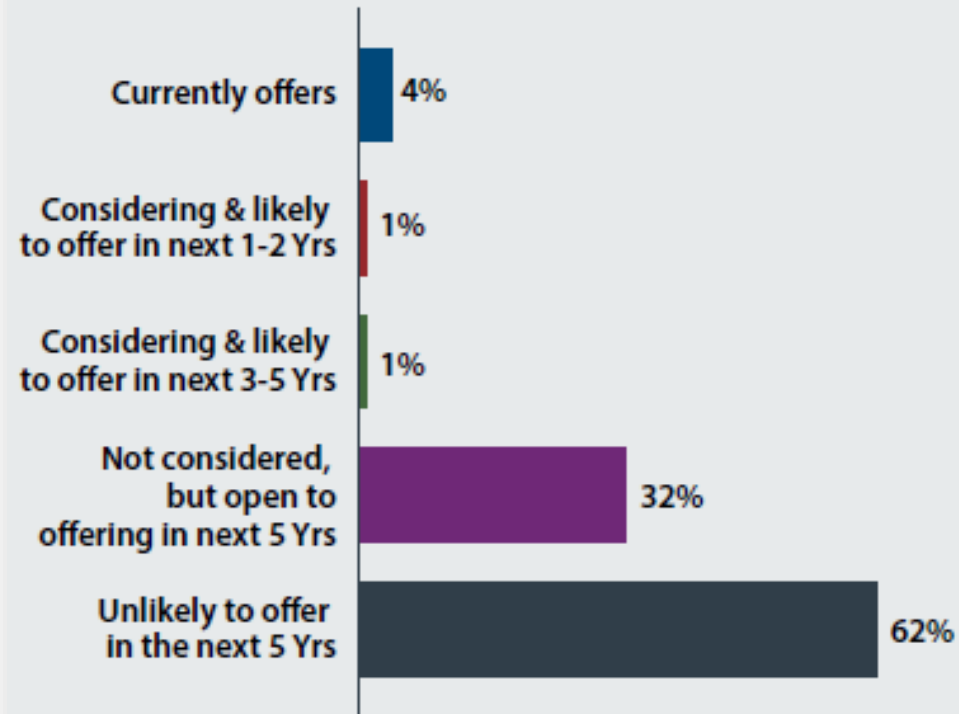
Menopausal Leave



About **one third** of employers surveyed are open to offering menopause accommodations in the next five years, though only **4%** already do.

Accommodations for Menopause

(Among the 76% who offer sick leave separate from other time off)



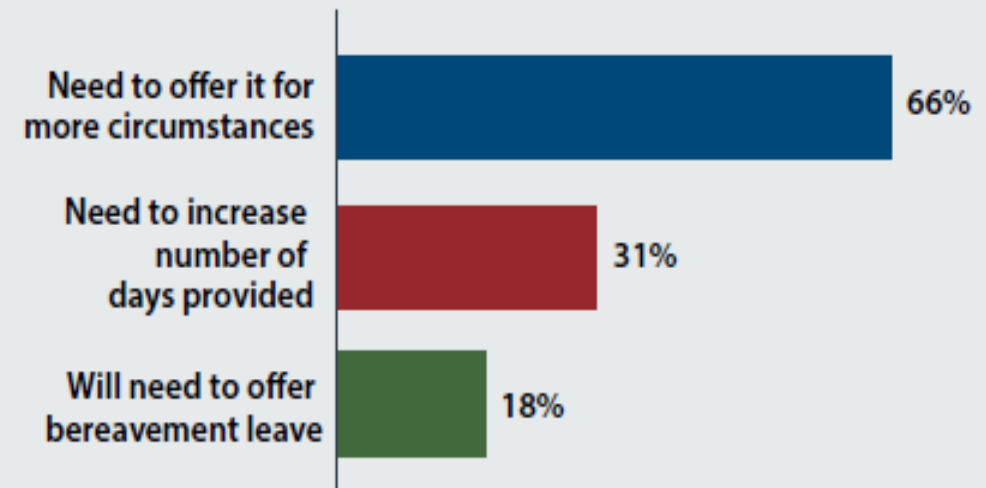
Bereavement Leave & State Laws



25% of employers see a need to update existing policies due to state legislation changes.

Anticipate a Need To...

(Among those who foresee a need to change policies)





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Key Takeaways

Survey Question #2



When did you last survey your employees about how your total rewards program meets their needs?

Bringing It All Together

As you consider your total rewards for your workforce, think about the following areas:

- Do you know what your employees value?
- Are you intentional about your leave offerings and how they work for your employees and your business?
- How do you monitor and measure the effectiveness of your total rewards?
- How do you communicate this to current and prospective employees?

Balance AI analytics with humanity, benefit surveys and an understanding of what your employee's value.



Key Takeaways

- Evaluate your DEIB programs. Look for ways employees can drive initiatives.
- Consider how AI solutions can assist your organization with leave management.
- Multistate employers should keep an eye on state regulations for cannabis and review policies.
- Ensure equitable PTO policies for all employees.
- Update bereavement leave policies for compliance and compassion.
- Consider workforce needs when creating new leave offerings such time off for caregiver, grandparental and menopause leave.



Q&A and Discussion

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