



The Advantages of Employee Care

How care can address public education's talent management crisis



The stressors of the past few years have taken their toll on public education employees, leading to a dip in loyalty — and public schools and academic institutions must find new ways to retain their talent. Learn about how employee care can boost workers' holistic well-being and cultivate a happier and more loyal workforce.

Public education employees face a holistic health crisis

Employees in education lag significantly behind their peers when it comes to holistic health.

Just **31%** consider themselves healthy in all aspects of well-being (physical, mental, social, and financial health) Vs. **41%** across the total U.S. workforce

Inflation and economic instability continues to take a significant toll on workers' financial health

43% of public education employees say they feel financially healthy, down **33%** year over year.

69% of public education employees say they're worried about paying down debt, up from just **42%** in 2022.

Poor holistic health has brought job satisfaction to a new historic low...

After almost a decade of declining job satisfaction, just **64%** of employees now report feeling satisfied with their employer This represents a:

17% decrease since 2014

...And loyalty is in freefall

14% Loyalty in public education has dropped **14%** since 2020.

3 in 10 public education employees are now seriously considering leaving their employer in the next 12 months.

2 in 5 This jumps to almost **2 in 5** employees for K-12.

Employers can boost wellness, satisfaction and loyalty through employee care

Employee care means taking a genuine interest in employees' well-being, and taking steps to enhance the employee experience, both at work and outside of work.

Demonstrating care across the employee experience:

Helps employees:

Public education employees who feel cared for are

3x more likely to feel holistically healthy.

Helps employers:

Compared to employees who don't feel cared for, employees who feel cared for are

2.2x more satisfied and **3.8x** more likely to trust their employer's leadership



Support Employees' Well-Being From the Ground Up

5 strategies to demonstrate employee care

1 Instill a Sense of Purpose

By empowering employees to focus on the work that feels most impactful to the greater mission.

42% of public education workers say a clear and positive company purpose is a "must have."

2 Forge Paths to Advancement

By providing career development benefits to support upskilling and professional development.

46% say strong employee development and advancement opportunities a "must have."

3 Create a Supportive Culture

With leadership training to support empathetic and inclusive management, that recognizes each employees' contributions and hard work.

54% say a supportive and empathetic culture is a "must have."

4 Provide Flexible Working Arrangements

By allowing staff to work remotely — e.g. via virtual staff and parent/teacher meetings — or select their own hours, when possible.

44% say a flexible work schedule is a "must have" that is growing in importance.

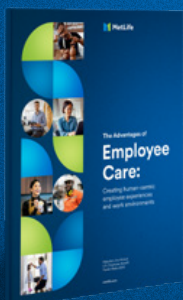
5 Broaden Benefits Offerings

To include innovative benefits most in-demand among public education workers, especially financial wellness benefits, such as financial education tools and access to a financial advisor.

73% say a comprehensive benefits package is a "must-have."

69% are concerned about being able to pay down debt

MetLife's 21st Annual U.S. Employee Benefit Trends Study was conducted in November 2022 and consists of two distinct studies fielded by Rainmakers CSI – a global strategy, insight, and planning consultancy. The employer survey includes 2,840 interviews with benefits decision-makers and influencers at companies with at least two employees. The employee survey consists of 2,884 interviews with full-time employees, ages 21 and over, at companies with at least two employees. This article contains data collected for but not reported in the primary report.



Learn how to retain your workforce via employee care.

Get the [insights](#) you need to meet the needs of today's employees — and bolster loyalty by offering the right mix of benefits — in MetLife's Employee Benefit Trends Study.

Metropolitan Life insurance Company
200 Park Avenue New York, NY 10166
L0623032985[exp0625][All States][DC, GU, MP, PR, VI]
© 2023 MetLife Services and Solutions, LLC

