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The State of Family Health Benefits in Healthcare

Bridging the gap between the family benefits employers offer and the support families need

While many healthcare companies know they need to support parents and parents-to-be, a considerable gap still exists between the benefits offered and the support working parents actually need. Maven Clinic surveyed HR benefit decision-makers and full-time employees in the healthcare industry who are starting or raising a family about the family benefits at their companies. Here's what we learned.

Family benefits play an outsized role in healthcare company culture and talent management

48% of employees are expanding or planning to **expand their families**

84% of **LGBTQIA+ employees** are expanding or planning to expand their families

81% of employers say they've seen higher rates of attrition among working parents **due to COVID-19**

When employees don't feel supported, it impacts their ability to start and raise families—and their loyalty to their jobs

26% of employees at non-supportive companies felt equipped to take care of their new dependent

17% left their jobs because they wanted to find a better fit on their path to and through parenthood

12% delayed starting a family because their employer doesn't offer them enough support

Employees need more help across all aspects of the family journey

FERTILITY AND FAMILY BUILDING

48% PLANNING TO EXPAND THEIR FAMILIES

32%

48% of employees are expanding or planning to expand their families

but only 32% of companies offer access to preconception care

36% WANT HELP STARTING A FAMILY

36% of employees want help with starting a family, whether they felt their companies were supportive or not

39% WANT FERTILITY BENEFITS

28%

39% of employees want fertility benefits

28% want adoption and surrogacy benefits

95% RATE THEIR FAMILY BENEFITS AS 'COMPREHENSIVE' OR 'ALL-INCLUSIVE'

50%

95% of large employers rate their family benefits as "comprehensive" or "all-inclusive"

but only 50% of large employers offer adoption/surrogacy benefits

46% WANT THEIR COMPANY TO REIMBURSE FERTILITY EXPENSES

46% of LGBTQIA+ employees wish their company offered reimbursement for fertility expenses

MATERNITY AND INFANT CARE

45% WANT PREGNANCY SUPPORT

45% say that virtual care during pregnancy and postpartum would help them feel more equipped to take care of their newborn

85% THINK THEIR FAMILY-BUILDING BENEFITS SUPPORT EMPLOYEES 'WELL' OR 'EXTREMELY WELL'

56%

85% of employers think their family-building benefits support employees "well" or "extremely well" but 56% of employees have left or considered leaving a job because of inadequate family benefits

50% WANT HELP AFTER GIVING BIRTH

50% want help after giving birth or bringing their child home

RETURNING TO WORK

63% SAY RETURN-TO-WORK COACHING WOULD HAVE HELPED

63% of employees would feel more supported if their companies offered coaching resources to help them transition back to work

55% WANT HELP BALANCING PARENTHOOD

55% want help balancing parenthood with the demands of their job

Healthcare employers that offer truly comprehensive support for families will thrive

Employees' most requested benefits:

01 **Fertility benefits & adoption or surrogacy benefits**

Offer virtual visits with a range of specialists to support the fertility journey, access to a vetted network of local fertility clinics, and reimbursements for family-building services.

02 **Preconception and family planning care**

Provide access to clinically vetted health and wellness resources and virtual visits with family planning specialists.

03 **Caregiver leave**

Offer comprehensive paid parental leave, as well as leave for those caring for adult family members.

04 **Virtual family care**

Provide virtual, 24/7 access to a range of specialists who can support employees when starting and raising families.

Maven is the complete digital health benefit for starting and raising healthy families.
To learn more, visit us at mavenclinic.com.

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