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The State of Family Health Benefits in Tech

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

While many tech 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 tech 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 tech company culture and talent management

65% of employees are expanding or planning to **expand their families**

54% of **LGBTQIA+ employees** are expanding or planning to expand their families

78% 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

25% of employees at non-supportive companies felt equipped to take care of their new dependent

26% left their jobs because they wanted to find a better fit on their path to and through parenthood

15% 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

65% PLANNING TO EXPAND THEIR FAMILIES

31%

65% of employees are expanding or planning to expand their families,

but only 31% of companies offer access to preconception care

54% WANT HELP STARTING A FAMILY

54% of employees want help with starting a family, whether they felt their companies were supportive or not

30% WANT FERTILITY BENEFITS

27%

30% of employees want fertility benefits

27% want adoption and surrogacy benefits

73% RATE THEIR FAMILY BENEFITS AS 'COMPREHENSIVE' OR 'ALL-INCLUSIVE'

45%

73% of large employers rate their family benefits as "comprehensive" or "all-inclusive"

but only 45% of large employers offer adoption/surrogacy benefits

55% WANT THEIR COMPANY TO REIMBURSE FERTILITY EXPENSES

55% of LGBTQIA+ employees wish their company offered reimbursement for fertility expenses

MATERNITY AND INFANT CARE

45% WANT PREGNANCY SUPPORT

45% want support through pregnancy

96% THINK THEIR FAMILY-BUILDING BENEFITS SUPPORT EMPLOYEES 'WELL' OR 'EXTREMELY WELL'

59%

96% of employers think their family-building benefits support employees "well" or "extremely well" but 59% of employees have left or considered leaving a job because of inadequate family benefits

45% WANT HELP AFTER GIVING BIRTH

45% want help after giving birth or bringing their child home

RETURNING TO WORK

50% WANT FAMILY-PLANNING GUIDANCE AND EDUCATION

50% of employees say that family-planning guidance and education would have helped them feel more equipped after giving birth

48% WANT HELP BALANCING PARENTHOOD

48% want help balancing parenthood with the demands of their job

Tech 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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