

# How are hybrid work schedules impacting programme offerings?

Optum surveyed 347 large employers around the world to better understand current health and wellbeing strategies and practices. Here’s what they said about current H&W programming trends.

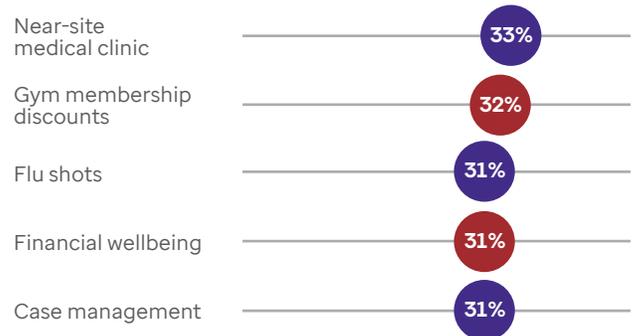
**Which of the following types of H&W management programmes/activities do you currently offer? What percentage of your eligible workforce participates in each programme?**

## Top programmes

### Offered



### Participation

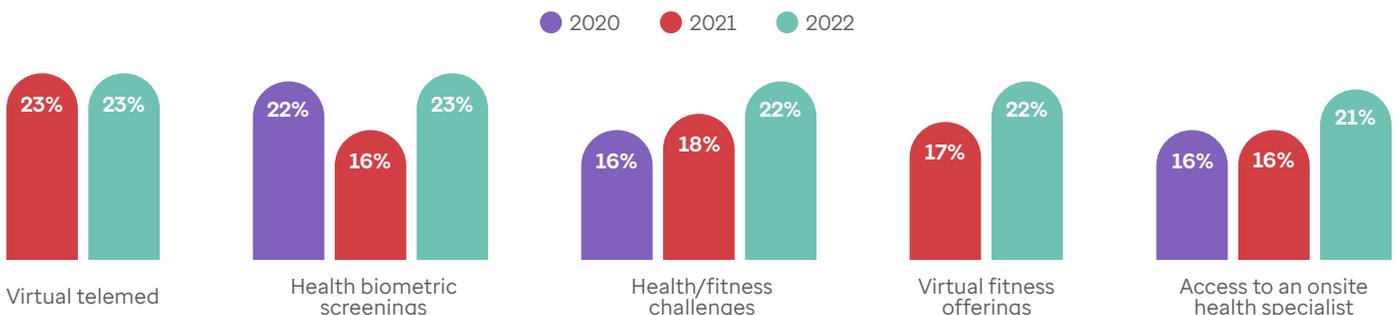


**7 programmes on average are offered by companies**

“Definitely, COVID-19 has been a huge obstacle stopping us from expanding and working more efficiently.”

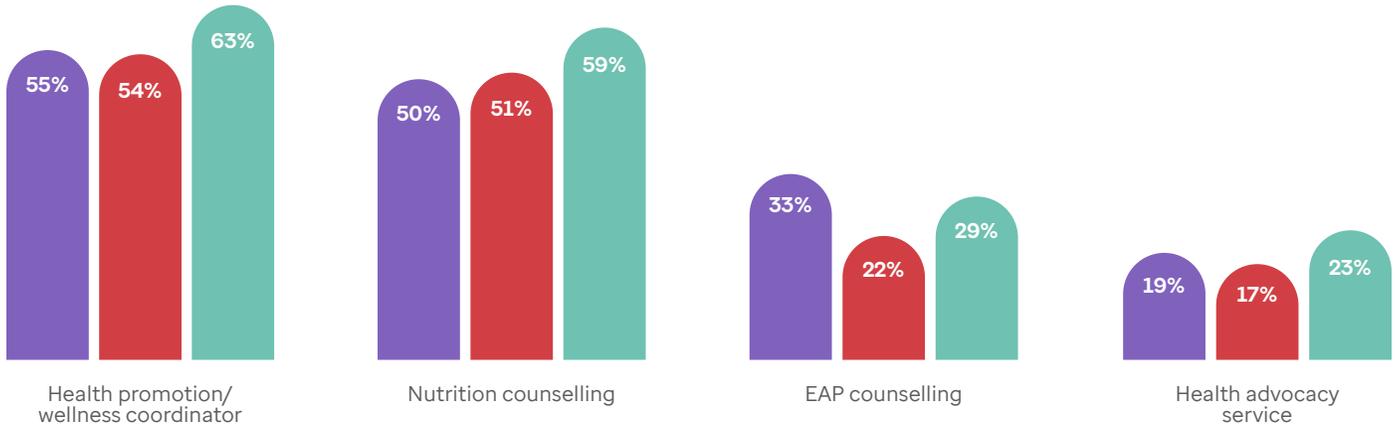
– Employer (UAE)

**Although you don’t currently offer the following programmes, which would your company consider offering in the next 3 years?**





## Which, if any, of these onsite health services are part of your wellness strategy today?



**On average, companies continue to offer the same number of programmes as last year. The popularity of several most-offered programmes has risen, including H&W website/portal (up 24%), wellness coaching (up 38%) and Employee Assistance Programmes (EAPs) (up 27%).**

Programmes under consideration include virtual offerings as well as onsite options. As employees return to the office, companies are reviving onsite health services.



### Strategy starter

What programming changes should you consider to continue meeting the needs of employees who follow hybrid work schedules?

#### Optum can help

We're on a mission to create a healthier world. At Optum, we understand that corporate success starts with a healthy workforce. Our integrated health solutions, including our global EAP, help advance your health and wellbeing strategy to build a culture of health within your organisation.

Learn more at [optum.com/globalemployers](https://optum.com/globalemployers).

#### Survey methodology

- 347 international employers located in APAC, EMEA or LATAM regions
- Global companies with 3,000+ employees
- Decision-makers in human resources, executive, management or administrative roles
- Surveys administered online from 7 April to 5 May 2022



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