

CHALLENGES OF A CHANGING WORKFORCE

You have exposures. Risks are evolving. You need a plan.

60% of U.S. businesses say medical cost inflation is their top concern¹

Challenge: Controlling medical costs

Health trends for American workers:

50% of workers have at least one chronic condition; **25%** of workers have more than one chronic condition²



The cost of treating patients with a chronic condition compared to similar patients with no other condition is **2x greater**. And it **increases to 5x** for workers who have more than one chronic condition.³

WHAT'S HAPPENING

With medical costs on the rise and an ever changing multi-generational workforce, it is more important than ever to take the necessary steps to attract, hire and engage the right people. Onboarding and assimilation is a continual process that builds a workplace culture of safety. A safe and engaged workforce is crucial for business success.

53% of U.S. business leaders say attracting and retaining talent is a top concern¹

Challenge: Finding and keeping the best people

66 million



America's labor pool is at its lowest level in 38 years.⁴

44.6 million⁶

While the most experienced workers are retiring

One of every three U.S. workers was born after 1981⁵



43% of U.S. companies worry about the cost and time involved in training new employees¹

Challenge: Building a culture of safety and engagement

Keeping employees engaged in their work pays multiple dividends. Engaged employees are not only safer workers they're also more likely to stay with their organizations longer.



28% of all workplace injuries happen during the first year on the job.⁹



Engaged employees have **48%** fewer safety incidents at work.⁸



Employees spend up to **50%** of their waking hours at work.⁷



A more engaged workforce is a competitive advantage.

Travelers Workforce AdvantageSM can help.

-  Onsite Assessment
-  Online 24/7 Accessibility
-  On-Demand Consultative services

¹ 2015 Travelers Business Risk Index; ² Centers for Disease Control and Prevention, Multiple Chronic Conditions Among US Adults: A 2012 Update; ³ Responding to the Growing Cost and Prevalence of People With Multiple Chronic Conditions, John Hopkins Bloomberg School of Public Health; ⁴ Bureau of Labor Statistics, The Employment Situation November 2015; ⁵ Pew Research Center, Millennials surpass Gen Xers as the largest generation in U.S. labor force, May 11, 2015; ⁶ Pew Research Center tabulations of monthly 1995-2015 Current Population Surveys, Integrated Public Use Microdata Series; ⁷ Bureau of Labor Statistics, American Time Use Survey; ⁸ GALLUP, State of the American Workplace, Employee Engagement Insights for U.S. Business Leaders; ⁹ 2014 Travelers Study

