

2024-2025

Aflac WorkForces Report

Education sector insights

DID YOU KNOW?

Workplace stress remains pervasive in the education sector, with more than three-quarters of employees experiencing at least moderate stress — primarily due to heavy workloads. Burnout affects 59% of employees — particularly millennials and those working multiple jobs.

Proactively addressing burnout is critical as it's linked to severe mental health issues including anxiety, depression and post-traumatic stress. To mitigate these challenges, employees favor increased remote work options, additional paid time off and company-sponsored self-care programs.

HEALTH, WELLNESS + THE POWER OF BENEFITS



33% of employees state their personal mental health negatively affected their job performances last year. **All industries: 32%.**



54% of education sector employees say they couldn't pay \$1,000 in out-of-pocket costs. **All industries: 51%.**



77% of employers believe their employees can financially meet their health care obligations. **All industries: 77%.**

45% of workers have high anxiety about health care costs beyond what their insurance covers. **All industries: 54%.**

THE STATE OF WORKPLACE BENEFITS



91% of employees in education say their supplemental insurance policy helps to protect their income. **All industries: 92%.**



78% of employers say working with their broker has improved their benefits packages. **All industries: 81%.**



58% of employers experienced an increase in benefits costs in the past year. **All industries: 64%.**

50% of employers report benefits claims increased; top selected reasons were rising prescription drug prices, medical care and mental health issues. **All industries: 49%.**

BENEFITS ENROLLMENT + THE INFORMED BENEFITS CONSUMER

54% of the workforce say it's important to have access to a benefits advisor. **All industries: 69%.**



- **44%** prefer in-person meetings. **All industries: 57%.**
 - **40%** prefer speaking on the phone. **All industries: 48%.**
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63% of employees say medical bill negotiation is stressful. **All industries: 55%.**

65% of employees say the same about trying to understand what insurance or benefits they need. **All industries: 52%.**



92% of employees believe their organizations care about their overall mental health and physical well-being at least a moderate amount. **All industries: 93%.**



About the Study

The 2024-2025 Aflac WorkForces Report is the 14th annual employee study examining benefits trends and attitudes. Conducted by Kantar on behalf of Aflac, the employer survey took place online between June 6 and June 21, 2024, and the employee survey took place online between June 6 and July 10, 2024. Throughout this report, some percentages may not add up to 100% due to rounding. The surveys captured responses from 1,003 employers and 2,000 employees across the United States. For more information, visit aflac.com/awr. Aflac includes Aflac and/or Aflac New York and/or Continental American Insurance Company and /or Continental American Life Insurance Company.