

# Worker benefits & occupational requirements

*BLS Resources for Human Resources Professionals*



**Bruce Bergman**

BLS New York – New Jersey Information Office

Southern State HRMA Meeting

April 21, 2021

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## About the U.S. Bureau of Labor Statistics

- The BLS is the principal fact-finding agency for the Federal Government in the broad field of labor economics and statistics
- The BLS mission is to collect, process, analyze and disseminate data
- BLS is an **independent** statistical agency. It serves its diverse user communities by providing products and services that are objective, timely, accurate, and relevant
- Users include the American public, Congress, Federal agencies, state and local governments, businesses, labor organizations

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## Voluntary Cooperation

- Nearly all of our surveys are voluntary
- Confidentiality is as important to the Bureau as it is to respondents
- We do our best to reduce respondent burden
- Without the cooperation of the people who participate in its surveys—people like you—the Bureau of Labor Statistics could not provide high-quality information about the economy
- We greatly appreciate the cooperation of our survey respondents.

Thank You!!



## What is in that dollar of compensation?

70.3 cents - Wages and salaries

29.7 cents - Benefits

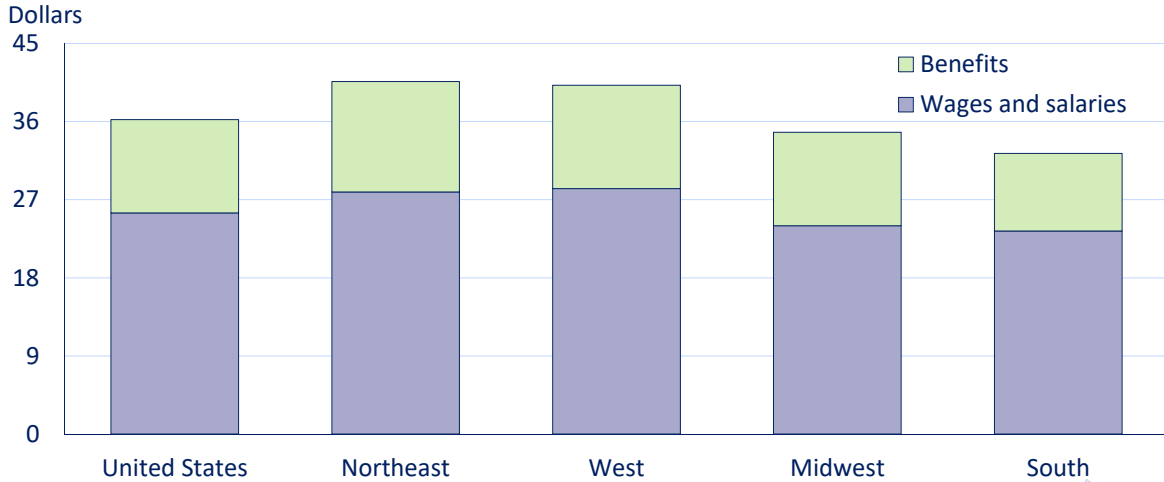


[www.bls.gov/ncs/ect](http://www.bls.gov/ncs/ect)



## Northeast employer costs are higher

Employer costs per employee hour worked by region, private industry, December 2020

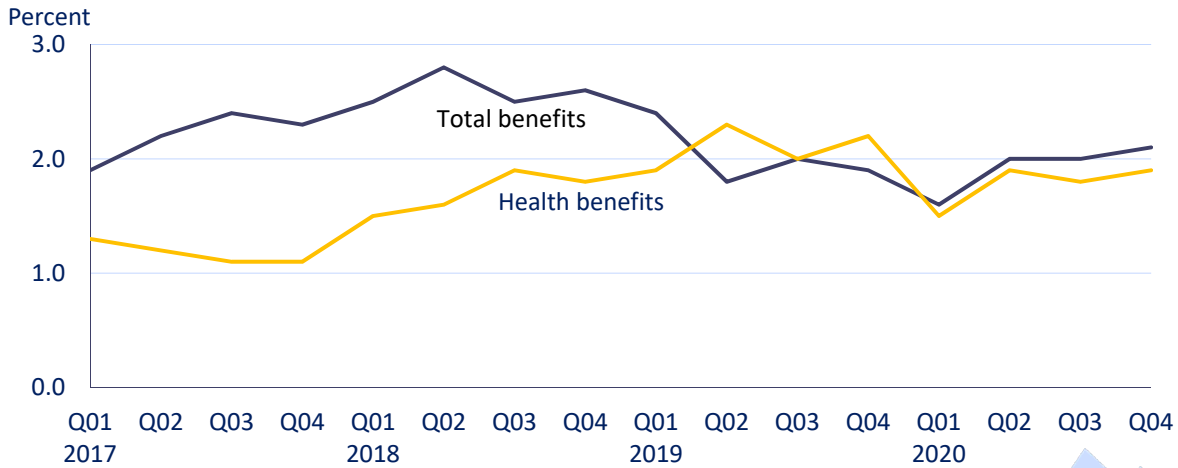


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## What's happening to benefit costs?

Over-the-year change in the Employment Cost Index, total benefits and health benefits, United States

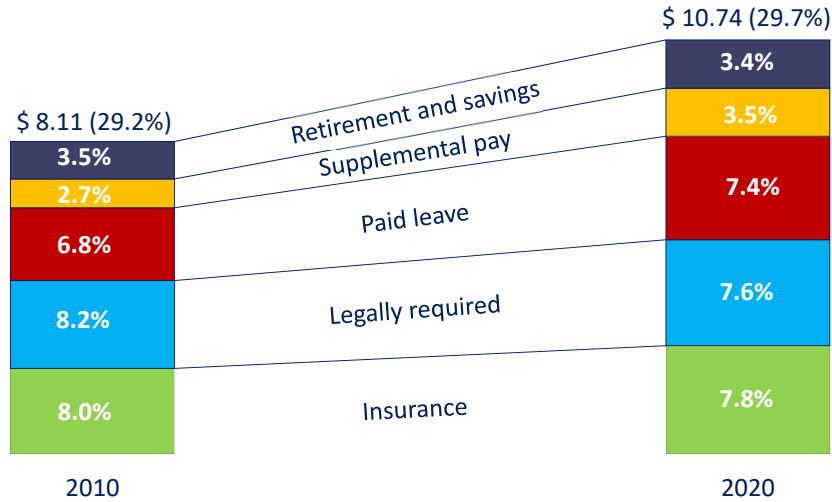


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# Employer costs vary among benefits

Cost of benefits per hour worked, and share of total compensation, private industry

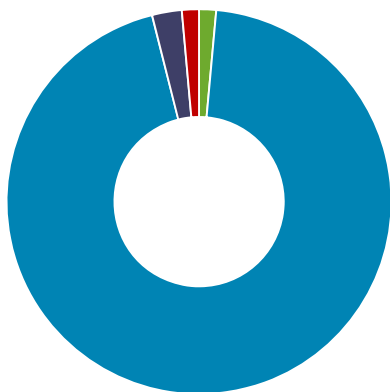


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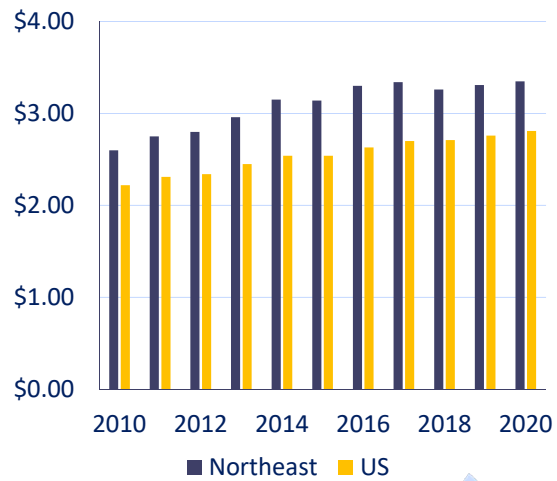
# The cost of insurance

Share of insurance costs



■ Life                      ■ Health  
■ Short-term disability   ■ Long-term disability

Insurance costs per hour worked

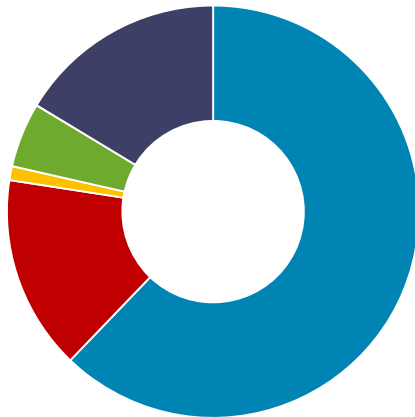


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# The cost of legally required benefits

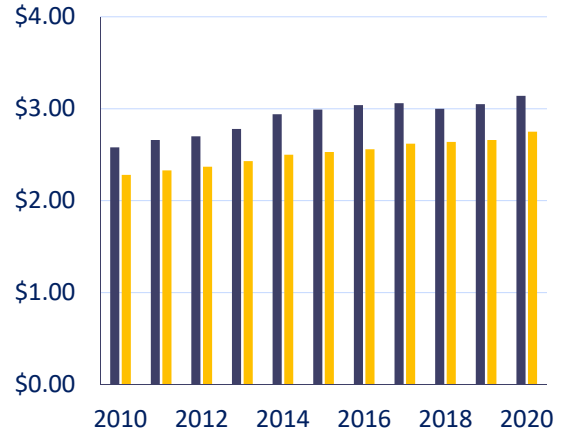
Share of legally required benefits costs



- Social Security
- Medicare
- Fed. unempl. insurance
- State unempl. insurance
- Workers compensation

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Legally required benefit costs per hour worked

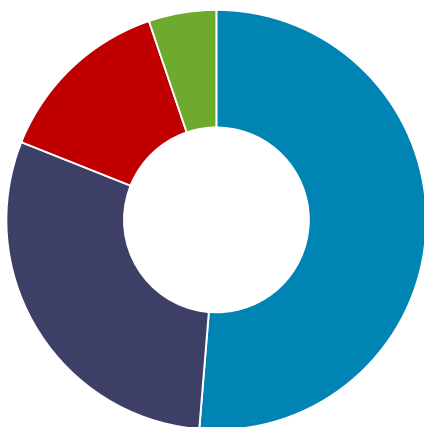


- Northeast
- US



# The cost of paid leave

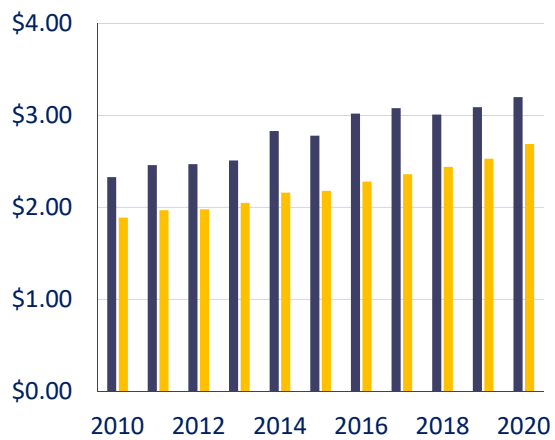
Share of paid leave costs



- Vacation
- Holiday
- Sick leave
- Personal leave

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Paid leave costs per hour worked

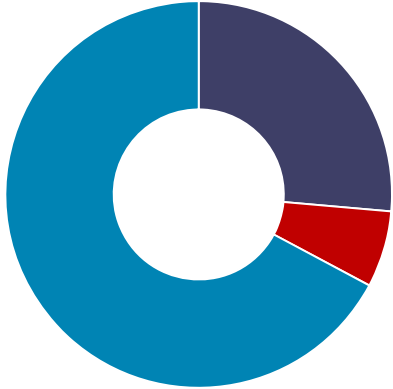


- Northeast
- US



# The cost of supplemental pay

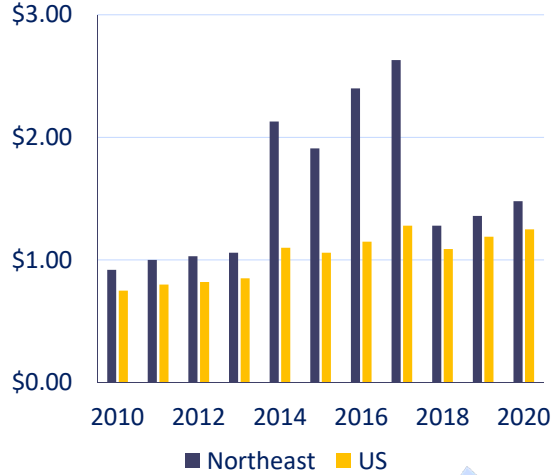
Share of supplemental pay costs



- Overtime and premium pay ■ Shift differentials
- Nonproduction bonuses

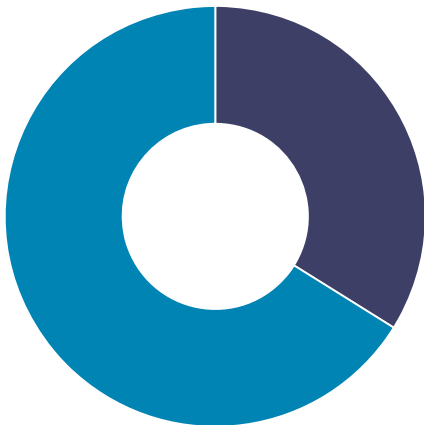
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Supplemental pay costs per hour worked



# The cost of retirement

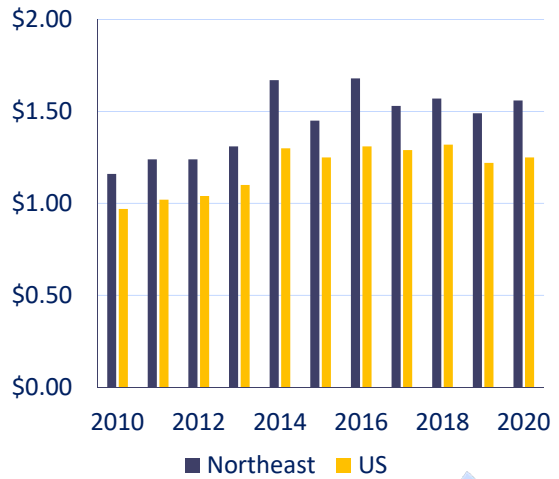
Share of retirement costs



- Defined benefit ■ Defined contribution

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Retirement costs per hour worked



# Benefits—Who has access? Who participates?

## Employee Benefits Survey

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ANNUAL BULLETIN ON BENEFIT COVERAGE

LATEST BULLETIN ON BENEFIT PLAN DETAILS

HEALTH AND RETIREMENT PLAN PROVISIONS IN PRIVATE INDUSTRY

HEALTH AND RETIREMENT PLAN PROVISIONS IN GOVERNMENT

### Annual Bulletin on Benefit Coverage

#### National Compensation Survey: Employee Benefits in 2020

September 2020

Bulletin 2793

Download entire bulletin (PDF)

Download 2010 – 2020 Excel dataset (XLSX)

#### Overview

The National Compensation Survey (NCS) provides comprehensive measures of compensation and provisions of employer-sponsored benefits in the United States. This bulletin presents provisions of employer-sponsored benefits for civilian workers, private industry workers by worker and establishment characteristics.

Estimates are also accessible in [Excel format](#) and through the [benefits database](#). Estim publications are available on the [NCS publications](#) page.

U. S. Bureau of Labor Statistics (BLS) staff designed the survey, collected and reviewed estimates for publication. For information about the survey design, concepts, and calculations, see [National Compensation Measures](#).

The survey could not have been conducted without the cooperation of the many private agencies and jurisdictions that provided benefits data. BLS thanks these respondents for



[www.bls.gov/ncs/ebs/benefits/2020/home.htm](http://www.bls.gov/ncs/ebs/benefits/2020/home.htm)

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# How common are some provisions?

## Employee Benefits Survey

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### Health Benefit Plan Details in Private Industry

#### Health Care Plan Provisions for Private Industry 2020

April 2021

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Glossary

### Latest Bulletin on Benefit Plan Details in Private Industry

#### Retirement Plan Provisions for Private Industry

April 2020

Bulletin 2792

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#### Overview

Tables



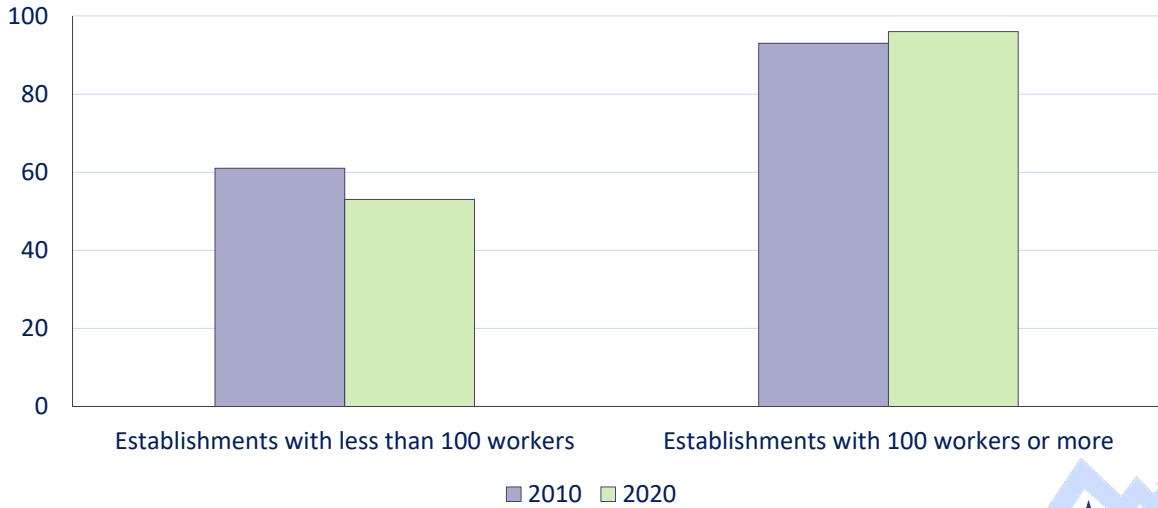
[www.bls.gov/ncs/ebs/detailedprovisions/home.htm](http://www.bls.gov/ncs/ebs/detailedprovisions/home.htm)

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## No decrease in access among larger establishments

Percent of establishments offering medical care plans, by size of establishment

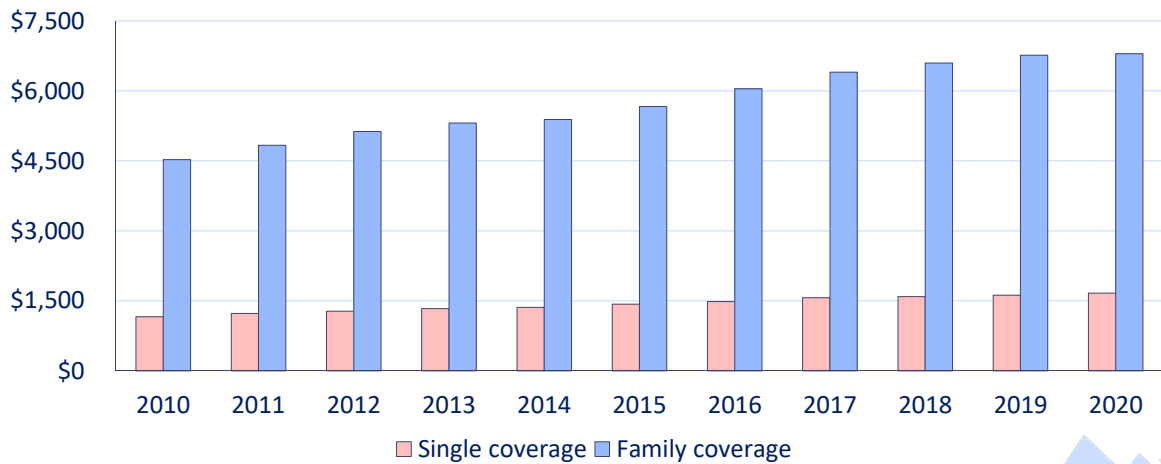


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## Rising premiums with required contributions

Average annual employee medical premiums for civilian workers required to contribute to employer plans



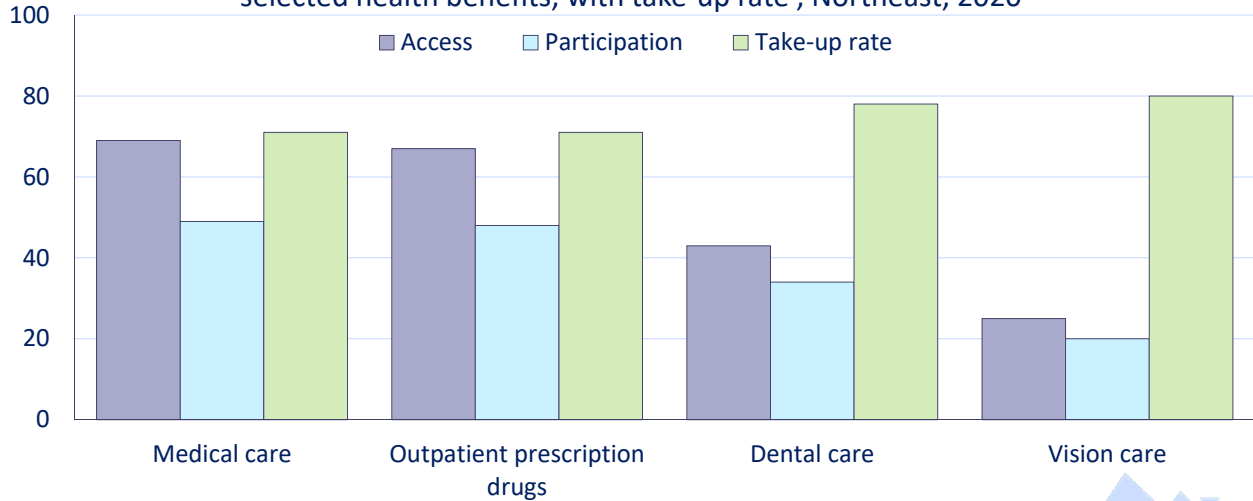
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## Usage varies by health benefit

Percent of workers with access to and participating in selected health benefits, with take-up rate, Northeast, 2020

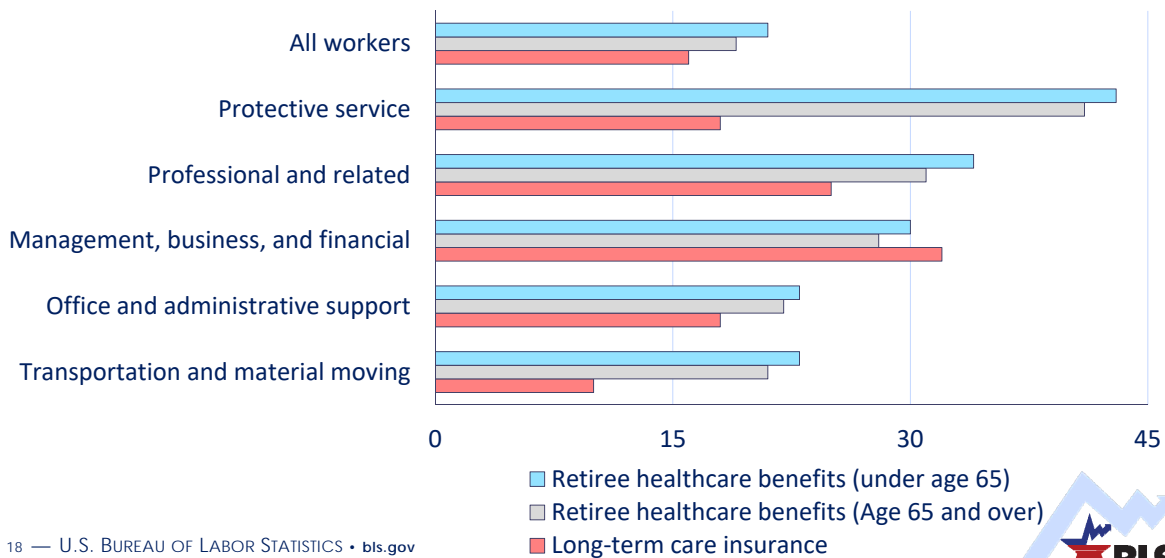


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## Are your workers looking forward to retirement?

Percent of workers with access to retiree healthcare benefits and long-term care insurance

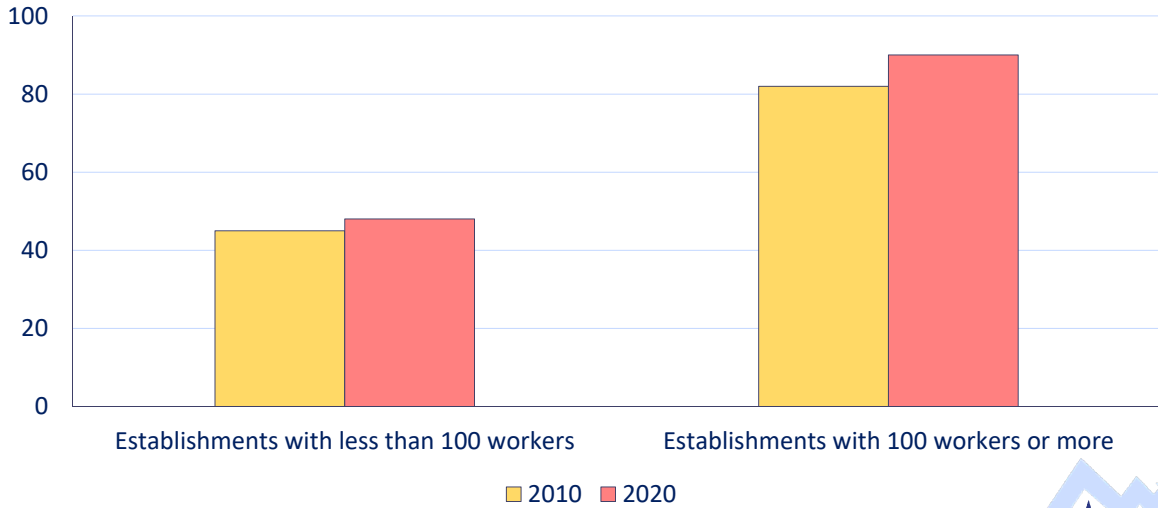


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## Small business workers are less likely to have plans

Percent of establishments offering retirement plans, by size of establishment

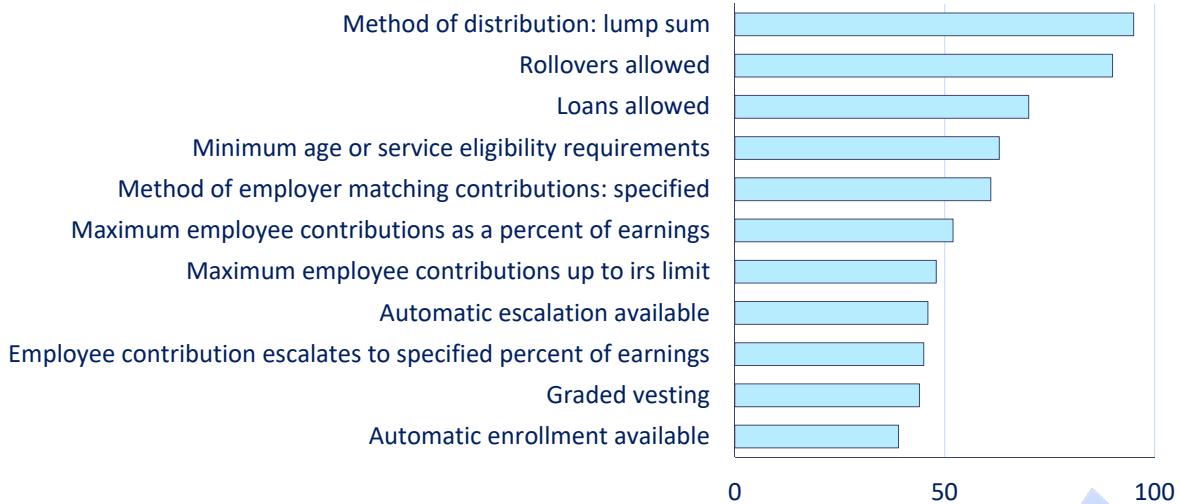


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## How common are various plan features?

Percent of workers participating in savings and thrift plans, Northeast, March 2019

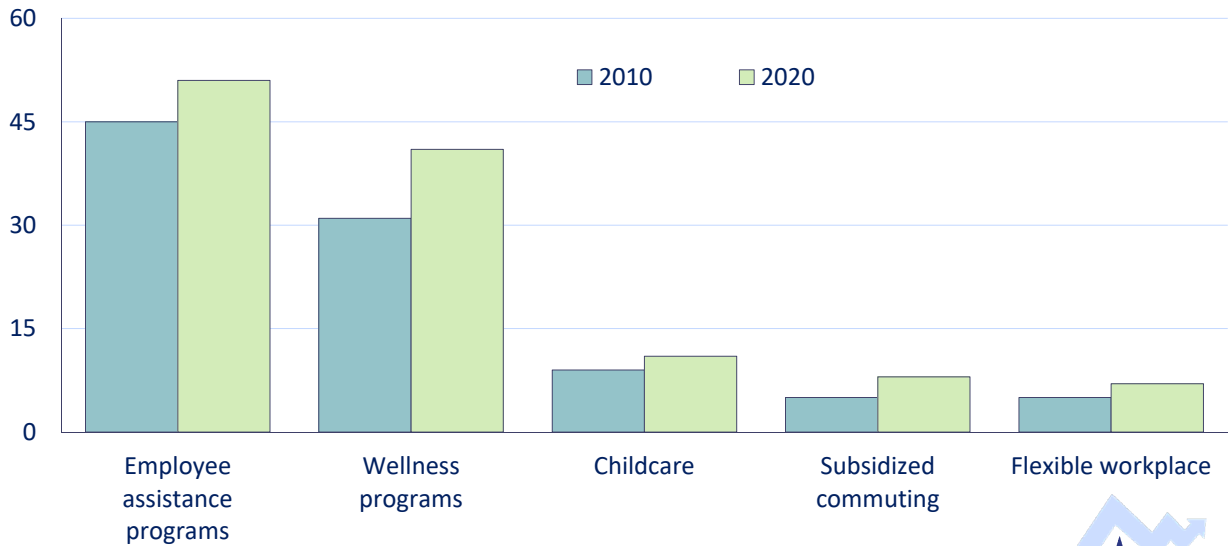


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## Increasing provision of quality of life benefits

Percent of workers with access to selected quality of life benefits

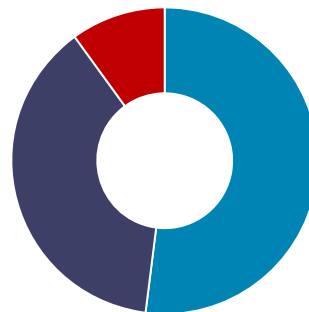


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## How do those sick leave provisions work?

Share of workers participating in sick leave plans by carryover provision, Northeast

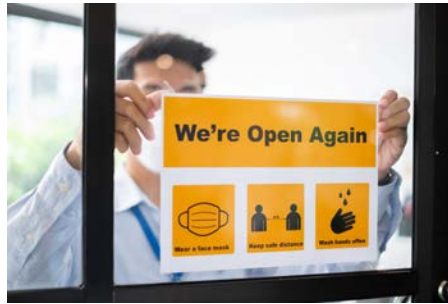


- Fixed number of days per year and no carryover
- Fixed number of days per year and limited accumulation carryover
- Fixed number of days per year with unlimited accumulation carryover

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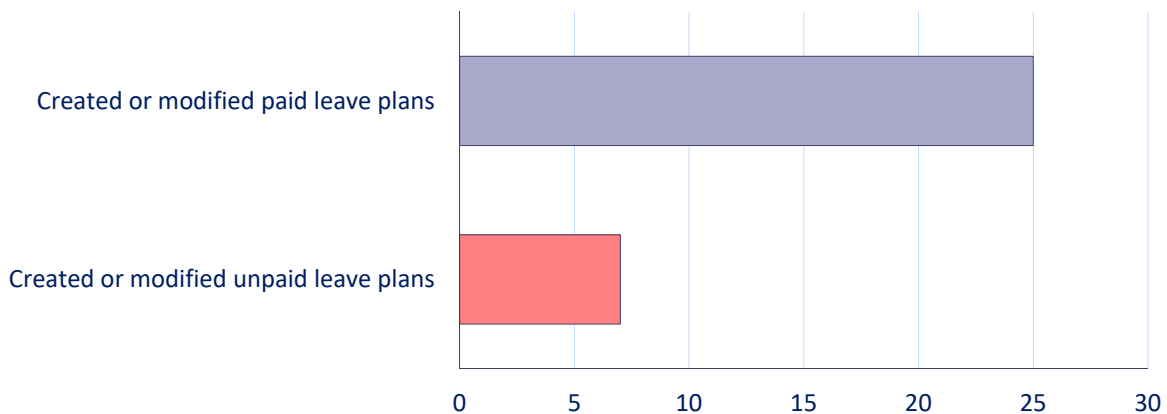


# COVID-19 and beyond



## New or modified leave plans were usually paid

%age of establishments creating or modifying leave plans



[www.bls.gov/ncs/effects-of-coronavirus-on-sick-leave-policies.htm](http://www.bls.gov/ncs/effects-of-coronavirus-on-sick-leave-policies.htm)



# Business Response Survey to the Pandemic



[www.bls.gov/brs](http://www.bls.gov/brs)

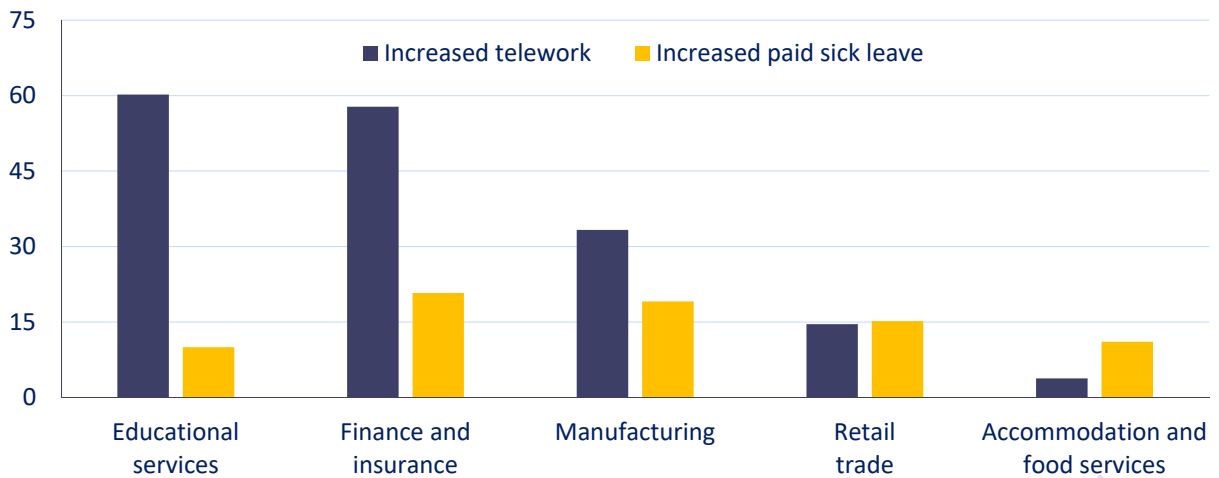
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- Demand, supply chain issues?
- Employment, payroll changes?
- Pay for those not working?
- Pay premiums share?
- Opportunities for telework?
- Increased paid sick leave?
- Pandemic related loan?



## Differing responses by industry

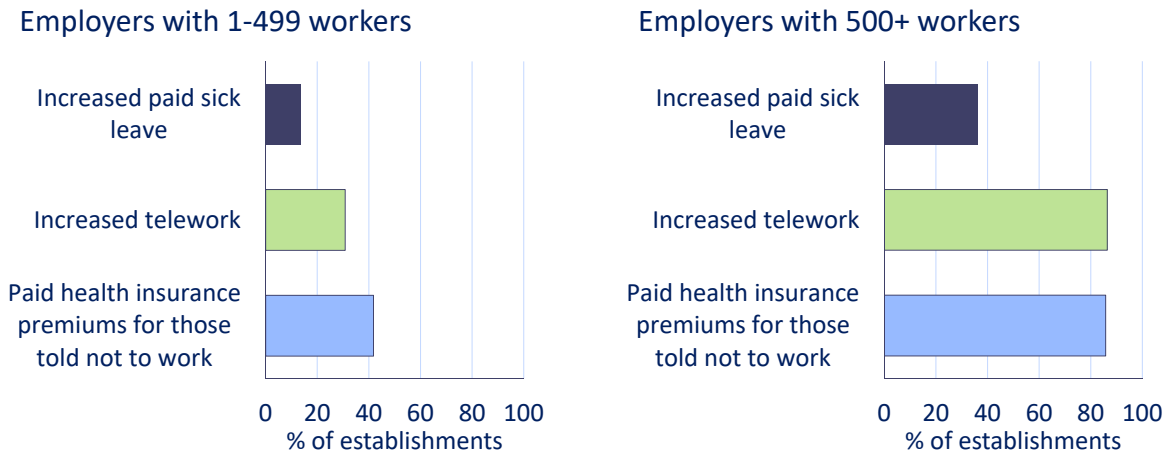
% of establishments increasing telework and sick leave, selected industries



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## Differing responses by size of firm



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## Occupational Requirements



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# What's required?

**NEWS RELEASE**  
BUREAU OF LABOR STATISTICS  
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For release 10:00 a.m. (ET) Tuesday, December 22, 2020

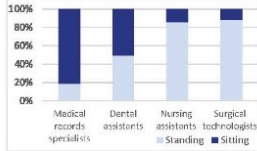
USDL-20-2307

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Media Contact: (202) 691-5902 • [pressoffice@bls.gov](mailto:pressoffice@bls.gov)

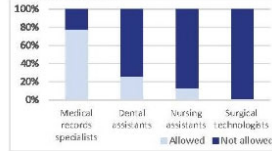
## OCCUPATIONAL REQUIREMENTS IN THE UNITED STATES – 2020

On average, civilian workers spent 4.25 hours of the workday standing in 2020, the U.S. Bureau of Labor Statistics reported today. Workers stood for 57.3 percent of the workday and spent the rest of the workday sitting. The choice to sit or stand to perform critical tasks in support of critical job functions was available to 42.5 percent of civilian workers. (See table 1.)

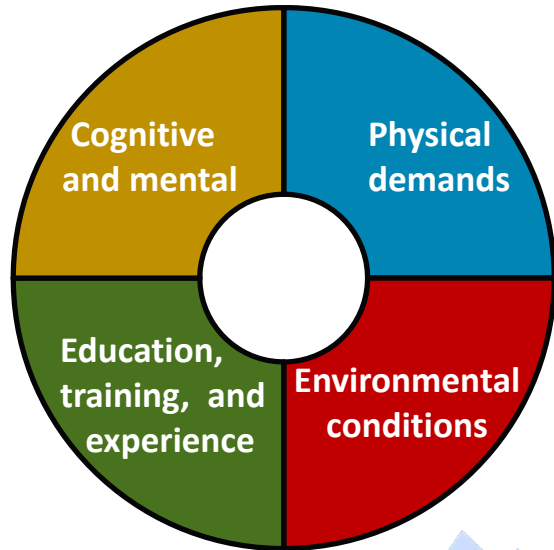
**Chart 1. Percentage of workday spent sitting and standing by occupation, 2020**



**Chart 2. Ability to choose to sit or stand by occupation, 2020**



Workers in healthcare practitioners and technical occupations spent 64.5 percent of the workday standing. These workers stood an average of 5.47 hours a day. Within this occupational group,



[www.bls.gov/news.release/pdf/ors.pdf](http://www.bls.gov/news.release/pdf/ors.pdf)

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Pace

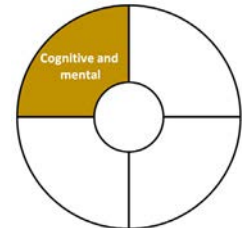
Work review

**Cognitive and mental**

Interactions

Problem solving

Personal contacts

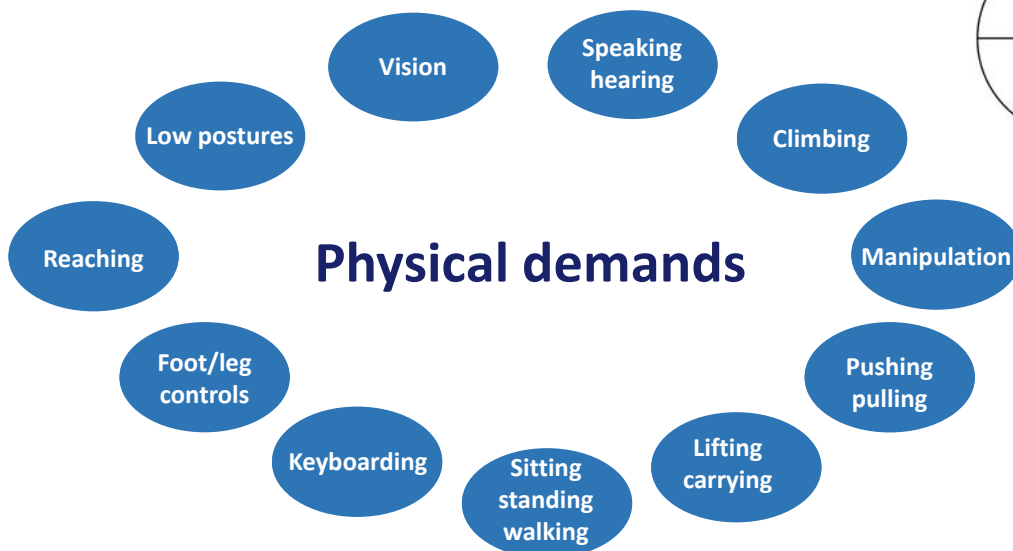


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**Table 3. Percentage of workers with verbal interaction requirements, 2020**

Occupational group and detailed occupation	Required constantly, every few minutes		Required not constantly, but more	
	Estimate	Standard error	Estimate	
All workers	28.8	0.6	50.0	
Healthcare practitioners and technical occupations	34.8	2.0	61.0	
Pharmacists	58.8	8.3	32.8	
Physician assistants	46.9	10.9	53.1	
Occupational therapists	34.0	13.2	65.9	
Physical therapists	48.6	10.8	48.2	
Recreational therapists	36.3	7.1	61.1	





**Table 1. Percentage of workers with sitting and standing requirements, 2020**

Occupation and occupational group	Average hours of sitting		Average percent of workday spent sitting		Average hours of standing	
	Estimate	Standard error	Estimate	Standard error	Estimate	Standard error
All workers	3.37	[1]	42.7	0.5	4.25	[1]
Healthcare practitioners and technical occupations	2.95	0.09	35.5	1.1	5.47	0.12
Pharmacists	1.62	0.13	24.8	3.4	5.73	0.37
Physician assistants	3.38	0.29	36.4	2.5	5.64	0.23
Physical therapists	1.70	0.21	23.2	2.8	5.69	0.30
Respiratory therapists	2.80	0.34	30.9	4.3	6.55	0.56
Registered nurses	2.61	0.18	30.3	1.8	6.24	0.12



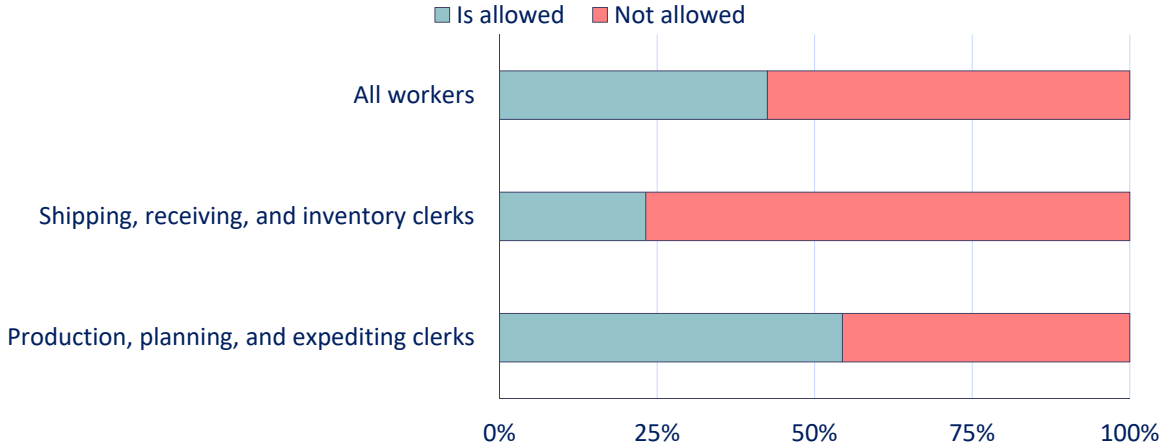
## How much does the worker have to stand?

% of day where standing is required, mean

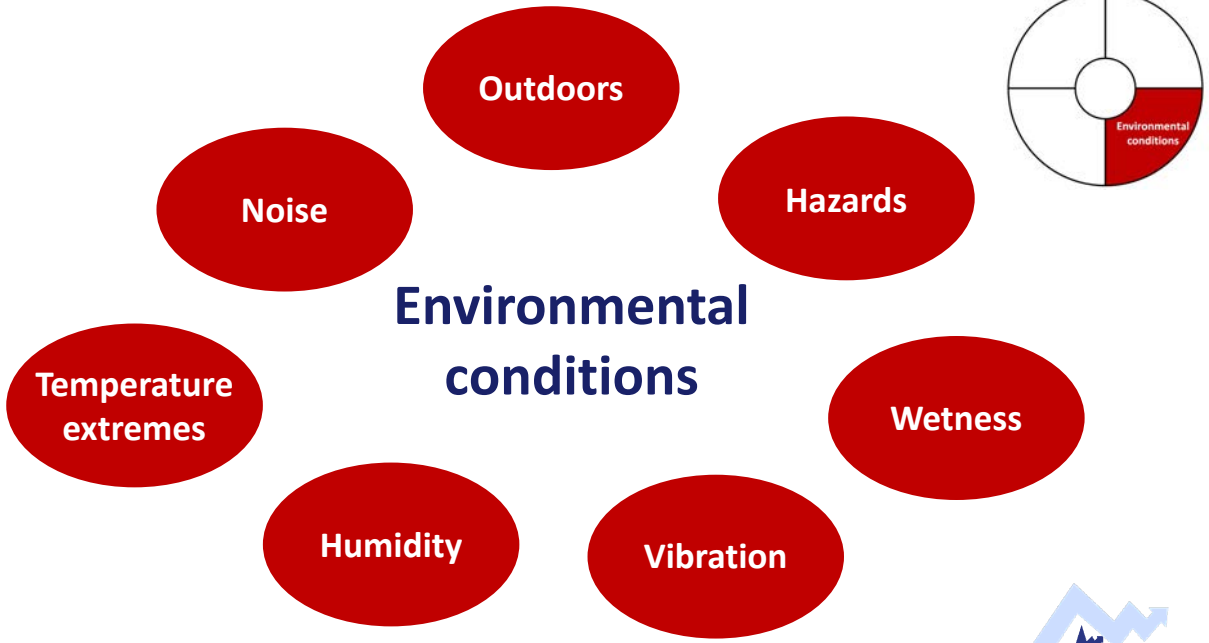


# Does the worker have the choice to stand or sit?

% of workers, choice of sitting or standing



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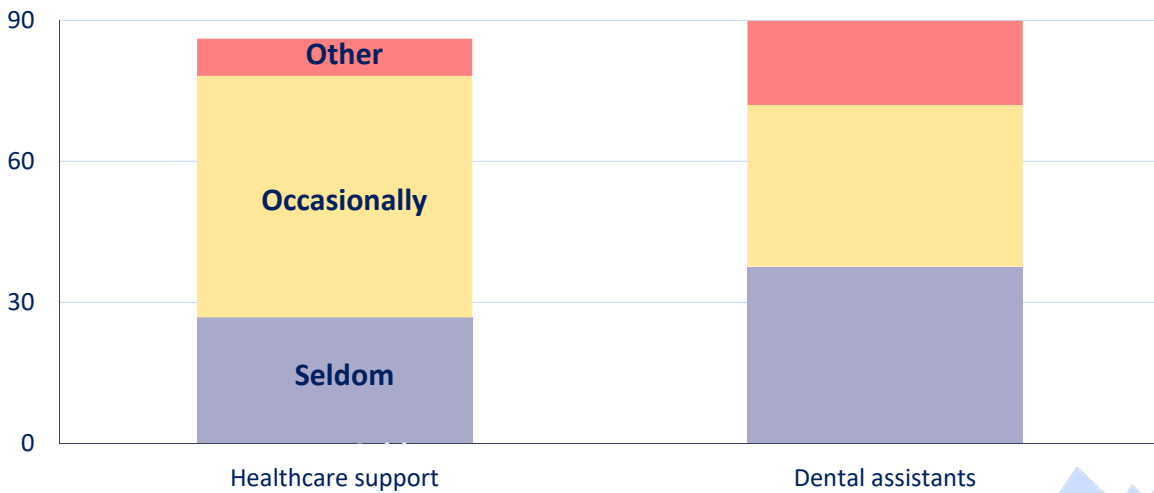
**Table 5. Percentage of workers with environmental exposure requirements, 2020**

Occupation and occupational group	Exposure to wetness		
	Required	Not required	Standard error
All workers	34.2	65.8	0.6
Healthcare practitioners and technical occupations	76.7	23.3	1.6
Pharmacists	63.9	36.1	8.9
Physician assistants	90.2	-	4.7
Occupational therapists	83.6	16.4	7.9
Physical therapists	67.5	32.5	10.7
Radiation therapists	57.8	-	15.6
Recreational therapists	54.0	46.0	7.9
Respiratory therapists	74.0	-	13.1
Speech-language pathologists	26.0	74.0	9.3



## What type of exposure?

% of workers, exposed to wetness





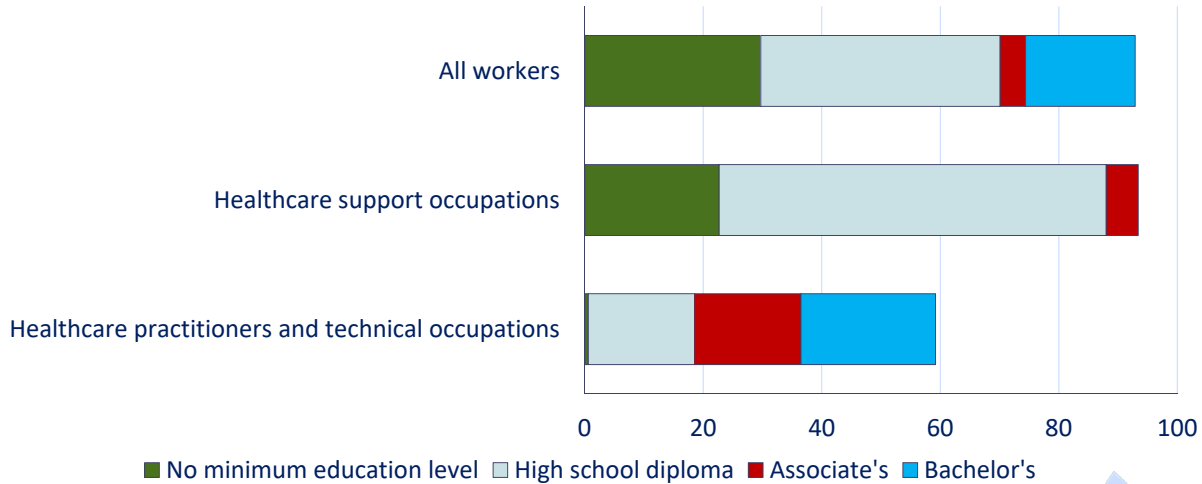
**Table 4. Percentage of workers with minimum formal education requirements, 2020**

Occupational group and detailed occupation by minimum formal education	Required	Standard error
<b>High school diploma</b>		
All workers	40.4	0.7
Healthcare practitioners and technical occupations	18.0	1.7
Recreational therapists	12.6	4.8
Medical and clinical laboratory technicians	45.3	12.0
Nuclear medicine technologists	7.0	3.1
Emergency medical technicians	81.1	7.5
Pharmacy technicians	85.8	6.0
Surgical technologists	58.1	16.6
Licensed practical and licensed vocational nurses	33.1	8.3
Medical records specialists	83.2	5.2
Healthcare support occupations	65.3	3.1
Home health aides	58.7	13.7
Personal care aides	62.0	7.5
Nursing assistants	74.9	6.7
Psychiatric aides	83.8	8.8
Dental assistants	62.3	8.4
Medical assistants	70.1	7.1
Medical equipment preparers	100.0	[1]
Phlebotomists	90.3	9.1
<b>Associate's degree</b>		
All workers	4.3	[1]
Healthcare practitioners and technical occupations	17.9	1.3
Radiation therapists	13.7	5.5
Respiratory therapists	40.0	13.7

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# Minimum educational requirements vary

% of workers with selected minimum educational requirements



# Access data using a BLS data search application

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### ORS Database

Database Name	Special Notice	Top Picks	Data Finder	One Screen	Multi-Screen	Tables	Text Files
Occupational Requirements							
Occupational Requirements Survey							

- More Tools**
- Download the ORS complete datasets:
    - Preliminary second wave - reference year 2020 complete dataset (XLSX)
    - Final first wave - reference year 2018 complete dataset (XLSX)
  - [Series Report](#) – already know the series identifier for the statistic you want? Use this shortcut to retrieve your data.
  - Public data Application Programming Interface (API) – provides access to economic data from all BLS programs. For more information, see the [Public Data API](#) information and resources page.



## One-Screen Data Search

### Occupational Requirements Survey

#### 1 Select Occupation ?

31W Machinists  
31X Metal-Refining Furnace Operators and  
31Y Pourers and Casters, Metal  
32D Molding, Coremaking, and Casting Ma  
32F Tool and Die Makers  
28M Welders, Cutters, Solderers, and Braz  
32L Tool Grinders, Filers, and Sharpeners  
32R Laundry and Dry-Cleaning Workers  
**32U Sewing Machine Operators**  
33U Water and Wastewater Treatment Pla

#### 2 Select Requirement ?

**C Cognitive and mental requirements**  
E Environmental conditions  
P Physical demands  
V Education, training, and experience

#### 3 Select Category ?

095 Work review: Supervising others  
**096 Work review: Frequency of work being ch**  
098 Pace: Control of workload  
099 Pace: Work pace  
101 Personal contacts: Verbal interactions  
103 Problem solving  
105 Working around crowds  
106 Telework

#### 4 Select Estimate ?

**01154 Percent of workers, work review**

#### 5 Select Ownership ?

#### 6 Select Industry ?



## Alternatively, filter the complete dataset

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### ORS Database

Database Name	Special Notice	Top Picks	Data Finder	One Screen	Multi-Screen	Tables	Text Files
Occupational Requirements							
Occupational Requirements Survey							

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- Series Report – already know the series identifier for the statistic you want? Use this shortcut to retrieve your data.
- Public data Application Programming Interface (API) – provides access to economic data from all BLS programs. For more information, see the [Public Data API](#) information and resources page.



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## Contact Information



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Regional Economist

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