

The Future of Better Health: Dental and Vision Benefits



Although good health and good work have always gone hand-in-hand, the relationship is even more pronounced these days. As employees and employers navigate the lingering effects of the pandemic, ongoing economic shifts and a host of unfamiliar workforce challenges, it's crucial to find solutions that deliver real value — and dental and vision benefits may be the answer.



Employee perspective: A heightened focus on health

In 2021, about 75% of surveyed employees said employer-offered well-being programs were a top reason to stay at their current job.¹ Between 70% and 80% said these programs helped them create a better financial future and achieve maximum productivity.¹

But those aren't the only reasons employees are thinking more about overall health. Other factors include:

- **Pandemic effects:** The pandemic increased health awareness across the board, but it also temporarily paused preventive and diagnostic visits, creating complications and bad habits that need to be addressed now.
- **Financial needs:** Staying healthy is an effective way to save money — and a far better one than avoiding doctor or dentist visits, which is what some employees do when they feel forced to choose between financial and physical well-being.
- **Inflation:** Higher prices impact access to healthy food, medical treatment and other proactive choices, bringing health needs into sharper focus.
- **Health insurance:** A shifting economy and insurance environment means employees must consistently think about access to health care.

Fortunately, employers agree: 89% ranked health as the most important benefits category.² Naturally, dental and vision care are a significant part of that.





The value of dental and vision benefits

An increased focus on overall health means dental and vision care are particularly important to employees. Here's why:



Holistic health

Treating the whole person helps prevent a small dental or vision issue from becoming a more significant health problem.



Prevention

Regular care helps diagnose or prevent issues that can impact finances down the line. Additionally, dentists and optometrists can detect signs of other conditions such as diabetes, heart disease and more.



Mental and emotional well-being

Vision problems could potentially lead to anxiety, depression and other mental/emotional health issues,³ and similar connections exist between mental and dental health.⁴ For example, stress can lead to teeth grinding, which may result in broken teeth or TMD (temporomandibular disorder). That's why dental and vision benefits create value beyond just eyes and teeth.



Financial security

Employees can rest easy knowing they'll save money by using these benefits. That means they may be more likely to use preventive and diagnostic visits when necessary, saving even more money in the long run.



A win-win for employers and employees

It's not enough to offer dental and vision benefits. Employers need to choose plans that meet their needs and their employees' — and, perhaps most importantly, ensure that employees fully understand and use those benefits.

At Ameritas, we help you do all those things and more. We work with employers to achieve maximum plan value and satisfaction. We can also help share information about topics, support and best practices for health and well-being and employee benefits education..

Ameritas provides dental, vision and other employee benefits for more than 11.4 million customers nationwide.

See what we can do for you and your employees.



Sources:

1. [https://www.statista.com/statistics/1058121/us-employees-opinions-towards-employee-well being-programs/](https://www.statista.com/statistics/1058121/us-employees-opinions-towards-employee-well-being-programs/)
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