



Human Capital Solutions

US Leave Management Benchmarking & HR Trends

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About the Survey

insights from
the experts

2025 NFP
US Leave Management
and HR Trend Report



Focus Areas



Human Capital Solutions Overview



Leave Survey Results



HR Trends



Key Takeaways

Speakers



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Human Capital Solutions

About Human Capital Solutions

People & Talent Solutions Customized for Your Needs

We provide tailored people and talent solutions to solve workforce challenges and drive business success. Covering the entire employee lifecycle from hire to retire, we empower organizations with hands-on guidance and specialized expertise on a retained or project basis serving clients globally.

Extensive Experience

Our collective team is made up of 200+ professionals holding industry certifications, advanced degrees, and a wide breadth and depth of HR and recruiting knowledge. With a track record of 30 years of successfully partnering with organizational leaders, we offer advice and solutions that are in the best interest of our clients with a relentless focus on quality.

Vast Industry Knowledge

Our practice has widespread experience partnering with clients across industries and organizations of all sizes including government contracting, healthcare, high tech, hospitality, manufacturing, nonprofit, professional services, public service, and much more.



A close-up photograph of two people in business attire. One person, wearing a blue suit and a polka-dot scarf, is holding a pen and pointing at a document. The other person, wearing a blue suit and a watch, is also looking at the document. The background is blurred, showing what appears to be an office setting. The overall color palette is dominated by blues and greys, with a slight teal tint.

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Leave Survey Results



Maternity Leave

- Although **79%** of employers surveyed offer STD, only **35%** run their maternity leave concurrently with short-term disability coverage
- **68%** of employers do not require employees to file a state claim to receive benefits
- Notable increase from last year in those providing **6 – 8 weeks** (from 30% to 35%)



Parental Leave

- **58%** of employers offer parental leave
- **32%** offer **3-6** weeks of full pay for birth of a child — up from 26% last year
- **36%** of employers offer parental leave after 12 months of service

Family Caregiver Leave

- **28%** of employers offer this benefit
- **31%** require **12** months of work before eligibility
- **1 in 5** employers who provide this benefit offer between **7** and **12** weeks



A photograph of a smiling grandfather with a grey beard and glasses, wearing a blue polo shirt, holding a baby. A young girl is in the foreground, partially out of focus, reaching towards the grandfather. The background is a blurred outdoor setting with trees.

Grandparental Leave

- **40%** of employers are considering offering this benefit
- Last year **38%** of employers surveyed considering adding grandparental leave



Bereavement Leave

- Nearly **90%** of employers offer bereavement leave
- Most provide between **3-5** days
- **29%** of employers offer bereavement leave for miscarriage or unsuccessful IVF attempts



PTO and Vacation

- **58%** of employers provide PTO plans and **29%** offer traditional vacation plans
- **75%** of employers who offer **PTO** plans and **78%** of employers who offer **vacation** plans offer the same amount to exempt and non-exempt employees
- Over **50%** of employers offer **15 or more days** of **PTO** for first-year employees
- In contrast, **only 27%** of employers offer **15 or more days** of vacation for first-year employees

Paid Sick Time

- **50%** of respondents have created internal policies comparable to state offerings
- **48%** use an accrual plan based on hire date
- **37%** opt for front-loaded sick pay policies at the start of the year





Holiday Offerings

- Almost **97%** of companies offer core national holidays:
 - New Year's Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day
- **72%** offer the day after Thanksgiving
- **44%** offer Juneteenth as a paid holiday


Holiday Policies

- **89%** of employers offer the same paid time off for holidays to both exempt and non-exempt employees
- Non-exempt employees working on holidays:
 - **19%** receive regular pay
 - **28%** receive premium pay



Leave Management Perceptions

A modern office lounge with large windows. A man in a dark blue long-sleeved shirt and olive green pants stands near a whiteboard, gesturing with his hands. Two women are seated in bright green armchairs, facing him. A black leather sofa is in the background with a laptop on a coffee table. The floor is covered in a blue and green patterned carpet. The text "Leave Management Perceptions" is overlaid in white on the right side of the image.



Leave Management Perceptions

- **71%** agree that leave benefits are easy to manage due to technology
- **57%** believe leave benefits are influential in retaining talent
- **71%** report their policies are competitive in the marketplace
- **77%** believe their communications about leave policies are easy to understand



Employee Priorities

- PTO/vacation time (**59%**)
- Maternity leave (**53%**)
- Holidays (**51%**)
- Parental leave (**48%**)
- Caregiver leave (**30%**)

Decision-Makers' Areas for Improvement

Top priorities for enhancement:

- PTO/vacation (**64%**)
- Parental leave (**57%**)
- Maternity leave (**50%**)
- Holidays (**43%**)
- Caregiver leave (**22%**)



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HR Trends

A hand holding a tablet that displays a network diagram of HR functions. The diagram consists of a central hub with lines radiating out to various icons and text labels. The labels include 'HR Record Management', 'Attendance', 'Payroll', 'Planning', 'Timekeeping', and 'Benefits'. The icons represent people, documents, and financial symbols. The background is a dark blue world map.

HR Record Management

Attendance

Payroll

Planning

Timekeeping

HR Technology Implementation Overview

- **73%** of companies use HR technology (HRIS, payroll, leave administration, benefits administration)
- Over **1/2** implemented new technology in the past two years
- **71%** of respondents agree their leave benefits are easy to manage due to technology

Challenges in Implementation

- 1/3 of organizations found implementation more difficult than anticipated
- Common pitfalls:
 - Underestimating time and resource commitment
 - Lack of proper planning and data preparation
 - Insufficient training for HR staff and employees

Best Practices for Successful Implementation


1. Establish a core HRIS project team
2. Map out current HR processes/workflows before implementation
3. Set realistic timelines
4. Prioritize data integrity and scrub before migration
5. Develop comprehensive training plans for different user groups
6. Consider external support or consultants for optimization

Employee Relief Funds

Overview

- ERFs provide immediate financial assistance during emergencies
- Act as a financial safety net for employees facing unexpected hardships
- Growing importance due to increasing frequency of natural disasters
- Demonstrates employer's dedication to workforce welfare





Types of Employee Relief Funds (ERFs)

- **Company-Sponsored Funds**
- **Employee-Funded Programs**
- **Hybrid Models**

Benefits of Employee Relief Funds

- Boosts employee engagement, productivity, and loyalty
- Enhances employer brand and attracts top talent
- Promotes a culture of mutual support
- Ensures faster recovery after disasters



Implementing Effective ERF Programs



Establish comprehensive eligibility criteria compliant with IRS requirements



Choose a scalable funding model



Create a streamlined, dignified application process



Develop a clear communication strategy

Implementing Effective ERF Programs



Use data-driven approach for resource allocation



Consider independent administration



Ensure legal compliance across states



Address applicant hesitancy and privacy concerns



Implementing Effective ERF Programs

Resources

- [Tips for Setting Up an ERF](#)
- [What is a tax-advantaged employee crisis fund, and what are the guidelines for establishing such a fund?](#)
- [Employee Assistance Fund Frequently Asked Questions | U.S. Chamber of Commerce Foundation](#)
- **IRS:** [Publication 3833 \(Rev. 12-2014\)](#)



Menopause in the Workplace

- Women aged 45 to 64 constitute approximately **17.5%** of the U.S. workforce
- Menopause-related productivity losses estimated at **\$1.8 billion annually** in the U.S.
- By 2025, **over 1 billion** people worldwide will be experiencing menopause
- **336% increase** in annual searches for menopause-related benefits among job candidates compared to 2022

Current State and Challenges

- **5%** of employers offer menopause-specific benefits
- **64%** of working American women between ages 40 and 65 want menopause-specific benefits



Remote Work Challenges Continue

- **70%** - Managers who have not received formal training leading a hybrid workforce
- **69%** of fully remote employees experience burnout
- Only **35%** of employers have a formal succession plan process

Concerns on the Horizon

1. Compensation Disparities Between In-Office and Remote Workers
2. Remote Work Bias and Legal Implications
3. Well-Being Challenges for Fully Remote Employees



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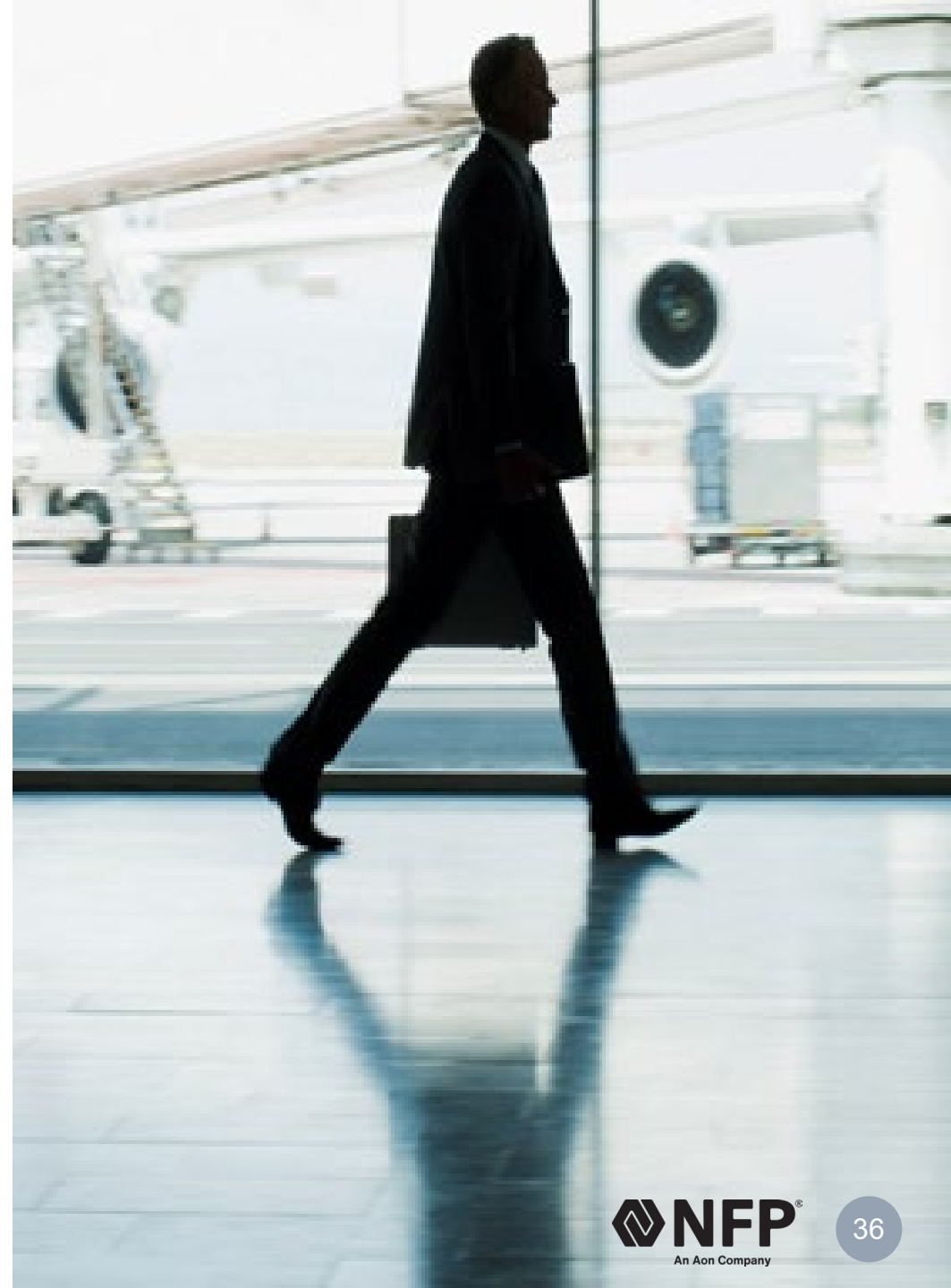
Key Takeaways

Leave Management Evolution

1. Be sure to run maternity leave concurrently with federal FMLA, state and statutory disability, STD and PFML programs
2. Survey your employees to better understand their needs
3. Align your paid sick time policies more closely with state requirements
4. Consider offering family caregiver leave

Key Takeaways: HR Trends & Technology

- Employee Relief Funds (ERFs) are emerging as a crucial support plan for employees
- Consider the impact of supporting employees experiencing Menopause symptoms in your workplace
- When implementing HR technology assess your internal resources and consider partnering with a third-party consultant to manage the process
- Consider remote workforce challenges that affect your organization



Questions?

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