

Building a Smarter Workforce

Each month our experts will be covering a wide array of topics. We are happy to have you as a member of our community and hope you enjoy reading the articles below; if you would like to see something specific, don't hesitate to reach out!

In Case You Missed It

2020

VERMONT EMPLOYEE BENEFITS SURVEY



 hickok.com

Results of the 2020 VT Benefits Survey

The companies that participated in the survey will receive their complimentary results later this year. But don't worry, if your organization did not participate, you can purchase a copy of the survey for \$300.

If you are interested in purchasing a copy of this year's survey results, or being added to next year's distribution list, please [email Stacey Sharp](#).

Comparing your benefits against those of other companies can help

HR Compliance



Hybrid School Schedule and FFCRA: Am I Covered?

With the 2020 school year well underway, the uncertainty of COVID and hybrid school schedules continue to be a struggle for employees and employers. As much as everyone would love to have one standard answer for everything, unfortunately that's not the case. The only valid answer is here is: it depends.

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Workforce Engagement

"The New Normal"

"The new normal" – how many times have you heard that phrase since last spring? If you're like me, far too many. But as we all know, there are no static states in this world, and the only "normal" is persistent, relentless change.

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Strategic HR Services

Preventing Burnout

The World Health Organization (WHO) now considers burnout to be a syndrome. The WHO's decision to upgrade burnout to a syndrome and provide a detailed set of symptoms communicates its serious stance on the dangers of burnout.

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Organizations risk falling behind when they aren't utilizing available tools to help keep pace with industry trends. The survey captures detailed data on a number of topics so companies can compare industry norms and benchmark their own benefits plan and HR practices to remain competitive in attracting and retaining the best talent.

Client Testimonials

"I have come to rely on the people of H&B HRI for their knowledge, experience and overall expertise in the benefits world. They are always able to answer any question(s) I have in an easy to understand manner and constantly have our best interests in mind. The H&B team has been great helping us navigate through the complexity of the..healthcare system...and are valuable resource regarding carrier negotiations. Their hard work and dedication make this part of my job that much easier to handle".

This Year's Open Enrollment Can Springboard Your HR Tech Wishlist Forward

Educating your employees on benefits, and helping them make the best choices for their families has continued to be a focus, however this year, organizations are forced to reflect on the best ways to communicate, educate and enroll remotely.



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Employee Benefits



The Next Step in Taking Back Control of Healthcare Costs

So what's the next step now that these employers are offering their employees better access and more efficient and timely primary care? As one step, I'm proposing that Vermont employers start banding together to gain a critical mass and have a unified voice in demanding pricing transparency.

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Upcoming Events

HRIQ Seminar Workshops:

November 19th Compliance Webinar Series: 2020 ACA Reporting: Preparations for ALEs and Sponsors of Self-Insured Coverage

[Register Here](#)

December 9th The Results of the 2020 Employee Benefits Survey

[Register Here](#)



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