



## Residential Care and Social Services

**ALERA**GROUP

# Alera Group Employee Benefits Benchmarking Survey

### Residential Care and Social Services 2025\*

**463**

Companies  
Participating

**137,439**

Employees  
Represented\*

**1,122**

Medical Plans  
Included

### National 2025

**6,775**

Companies  
Participating

**2,025,435**

Employees  
Represented\*

**16,150**

Medical Plans  
Included

### U.S. Health Care and Social Services Data

**1,405,000**

Job Openings,  
February 2024<sup>1</sup>

**2.8**

Total Separation Rate  
(as a % of employment)<sup>1</sup>

**\$33.16**

Wages and salaries cost  
per hour worked for  
workers in Health Care and  
Social Assistance industries<sup>2</sup>

**\$3.31**

Insurance plans cost  
per hour worked for  
workers in Health Care and  
Social Assistance industries<sup>2</sup>

#### HDHP In-Network Plan Medians

	Residential Care and Social Services	National
Deductible	\$3,500	\$3,300
OOP Max	\$6,500	\$6,075
HSA Employer Contribution (of those contributions)	\$1,000	\$770

#### PPO In-Network Plan Medians

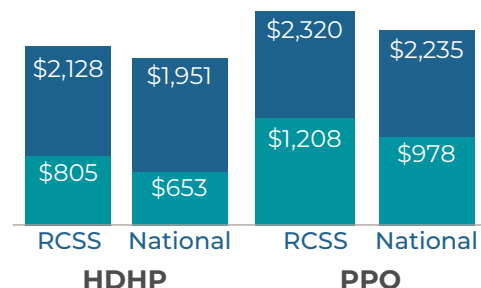
	Residential Care and Social Services	National
Deductible	\$2,000	\$2,000
OOP Max	\$6,350	\$6,250
PCP Copay	\$25	\$25
Specialist Copay	\$50	\$50

## EE Contribution / Medical Premium Medians

### Employee Only



### Family



1. U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, Feb 2025, All size classes, seasonally adjusted, <https://www.bls.gov/jlt/data.htm>

2. U.S. Bureau of Labor Statistics, Employer Costs for Employee Compensation, Dec 2024, for highlighted industry, <https://www.bls.gov/ecec/data.htm>

\*Includes SIC codes 805 Nursing Care Facilities 83 Individual and family social services, including Residential Care