



Alera Group Employee Benefits Benchmarking Survey

Construction 2025

684Companies
Participating**72,143**Employees
Represented***1,465**Medical Plans
Included

National 2025

6,775Companies
Participating**2,025,435**Employees
Represented***16,150**Medical Plans
Included

U.S. Construction Data

288,000Job Openings,
Feb 2024¹**4.2**Total Separation Rate
(as a % of employment)¹**\$33.63**Wages and salaries cost per hour worked
for full-time private industry workers in
construction industries²**\$3.62**Insurance plans cost per hour
worked for full-time private industry
workers in construction industries²

HDHP In-Network Plan Medians

	Construction	National
Deductible	\$4,000	\$3,300
OOP Max	\$6,350	\$6,075
HSA Employer Contribution (of those contributing)	\$750	\$770

PPO In-Network Plan Medians

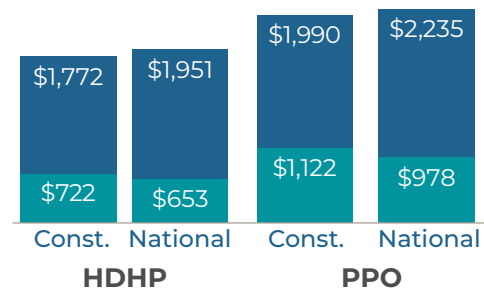
	Construction	National
Deductible	\$2,000	\$2,000
OOP Max	\$6,600	\$6,250
PCP Copay	\$30	\$25
Specialist Copay	\$55	\$50

EE Contribution / Medical Premium Medians

Employee Only



Family



¹ U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, Feb 2024, 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 2023, All workers for highlighted industry, <https://www.bls.gov/eccec/data.htm>