

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2018

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	11	7	8	43	54
Worker characteristics					
Management, professional, and related	18	14	13	59	71
Management, business, and financial	19	21	14	59	70
Professional and related	17	11	13	60	71
Teachers	13	4	7	54	67
Primary, secondary, and special education school teachers	10	4	4	52	66
Registered nurses	24	3	12	80	86
Service	7	1	5	27	37
Protective service	11	2	8	42	59
Sales and office	9	6	7	43	56
Sales and related	5	4	3	39	53
Office and administrative support	11	7	8	46	58
Natural resources, construction, and maintenance	7	2	4	31	38
Construction, extraction, farming, fishing, and forestry	5	2	3	24	28
Installation, maintenance, and repair	10	1	4	37	47
Production, transportation, and material moving ...	5	3	3	42	52
Production	7	4	2	44	51
Transportation and material moving	3	3	4	40	53
Full time	13	8	9	49	60
Part time	4	2	3	25	36
Union	16	3	12	57	79
Nonunion	10	7	7	41	50
Average wage within the following categories: ³					
Lowest 25 percent	4	1	2	25	35
Lowest 10 percent	3	1	3	17	26
Second 25 percent	8	4	5	41	52
Third 25 percent	12	7	9	51	62
Highest 25 percent	20	16	14	61	74
Highest 10 percent	23	20	17	63	77
Establishment characteristics					
Goods-producing industries	9	6	3	45	51
Service-providing industries	11	7	8	43	55
Education and health services	15	4	9	54	67
Educational services	14	5	10	58	72
Elementary and secondary schools	10	3	4	53	68
Junior colleges, colleges, and universities	26	7	22	77	90
Health care and social assistance	15	4	9	51	64
Hospitals	34	2	17	85	94
Public administration	18	6	17	64	82

See footnotes at end of table.

Table 40. Quality of life benefits: Access, civilian workers,¹ March 2018—continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	6	5	24	32
1 to 49 workers	4	6	5	20	28
50 to 99 workers	7	5	4	35	44
100 workers or more	16	8	10	63	76
100 to 499 workers	10	6	7	54	69
500 workers or more	24	10	15	73	85
Geographic areas					
Northeast	15	8	10	42	57
New England	18	11	12	47	61
Middle Atlantic	15	7	9	41	55
South	10	7	6	47	55
South Atlantic	11	7	6	47	57
East South Central	8	4	3	46	53
West South Central	10	7	6	50	53
Midwest	8	6	5	42	53
East North Central	8	7	6	41	52
West North Central	7	5	5	43	54
West	10	6	11	40	53
Mountain	11	8	9	42	52
Pacific	10	6	12	39	53

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2018.

Note: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.