

Five Things to Consider After Open Enrollment

There's no question open enrollment is stressful. It can be tempting to immediately return to your regularly scheduled programming once enrollment ends. You'll thank yourself next year, though, if you take time to evaluate how things went. Use the questions below to analyze your enrollment and set your organization up for success in the future.

COMMUNICATION

- What tools were used?
- Did employees show up to enroll?
- Did everyone receive the communication?

GOALS

- Was it held on the right days at the right times?
- Would a different day or time work better for employees?
- How many employees enrolled?

NEW HIRES

- Did our new hires understand the process?
- How will we handle new hires throughout the year?
- Will this become a part of our onboarding process?

ADMIN TEAM

- Did our administrative team understand the importance of open enrollment?
- Could they use more support next year?
- How did we collaborate with HR, payroll, benefits, accounting, and site leaders and could it be improved?

BENEFITS

- Are we offering our employees all the financial services they need to plan for the future?
- Are there any other products or services that they may require?
- Did we use open enrollment to show our care and concern for employees and their futures?

When you finish answering these questions, save them to review during your preparation next year. Make notes on your calendar to flesh out any processes in advance of your open enrollment preparations to help success come more easily.