

# Employee Health Trends

2023



## 4 Major Health Trends Emerge To Help Employers Contain Costs

The 2023 Employee Health Trends report highlights four areas that **capture employees' current health needs and build confidence** to take on tomorrow's ever-changing healthcare landscape.



### 1 TREND 1 Lingering Effects of COVID-19: Overall Costs & How Long COVID Impacts Health

**KEY TAKEAWAY**  
Do not underestimate the impact of COVID-19 on the long-term health of your members.

- › The high rate of members with ongoing symptoms and associated high costs suggest **an underreporting of Long COVID**
- › Many members without a Long COVID diagnosis still have symptoms consistent with Long COVID **90-180 days later**



Long COVID is likely still largely **undiagnosed or unreported**



People with **2+ symptoms** but without a diagnosis saw **increases of \$42k** for hospitalized members



Rate per 1,000 **increased 4.6%** between July 2019 & June 2022



Plan paid per claimant **increased 4.1%**

**44%** of spending is due to **specialty drugs**

### 2 TREND 2 Surging Costs in Treating Cancer

**68%** of employers anticipate a higher prevalence of late-stage cancers & costs due to delayed screenings.

**KEY TAKEAWAY**  
Specialty drugs play a key role in treating many forms of cancer, but many of these drugs come at a very high price.

- › Be aware of ways to **provide necessary drugs at the lowest cost** (i.e., biosimilars, places of service)
- › Emphasize **timely preventive screenings** to identify cancers early

### 3 TREND 3 Specialty Drugs & Their Alternatives

Over the past four years, most of the increase in specialty drug spending has been due to **more members receiving specialty drugs**.

**KEY TAKEAWAY**  
As more biosimilars enter the market, it will be important for employers to work with PBMs to understand which of these drugs offer the lowest net cost.

- › Using biosimilars could **save \$\$\$**
- › The **1st Humira biosimilar will launch** in early 2023
- › Education & **inclusion on the formulary** are keys to biosimilar uptake



An **increase of over 30%** in the percent of members taking at least 1 specialty drug since Q2 2018



Plan paid for specialty drugs **increased 4.6%** in 2022



**Cancer & inflammatory conditions** are the largest categories for specialty drug use



**60%** of telemed encounters are related to mental health



Implementing more virtual health options was the **top priority for large employers\***

\* Data from Business Group on Health Large Employer Survey

### 4 TREND 4 Telemed & Mental Health: Where Are We Now?

In 2022, roughly **30% of all mental health encounters were through virtual visits** (compared to 1% in 2019).

**KEY TAKEAWAY**  
Employers can benefit from the **lower cost and increased access to support mental health conditions** and efficiency that telemedicine provides.

- › Expanded access to mental health services may **help reduce inequities** within health plans
- › Telemed presents a **lower cost option per service** for members, a win/win for employers and their workforce

## What You Can Do From Here

Let us show you how Springbuk can deliver **the health data analytics and intelligence you need** to improve the health of your employee outcomes and maximize the value and potential of your programs. Springbuk – a world of actionable health intelligence insight, at your fingertips.

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