

2024 Employer Health Benefits Priorities

Midwest Business Group on Health found health benefits professionals knowledgeable about the benefits landscape and taking steps to control costs, support their workforce and fulfill their responsibilities as fiduciaries. 53% of employers consider themselves Catalysts for Change or Early Adopters in 2023, up from

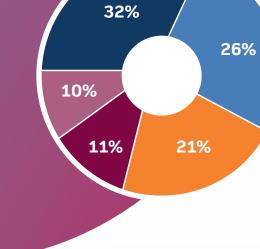
The annual employer member survey conducted by the

42% in 2022. This infographic focuses on employer responses related to top health benefits priorities

and strategies in place for 2024.

focusing their efforts

Learn how employers are



Strategic Approach Early Adopter

Employers'

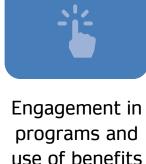
- Follow the Leader **Catalyst for Change**
 - **Status Quo**
- **Wait and See**

Top 5 Health Benefits Priorities

Health Benefits Priorities and Strategies



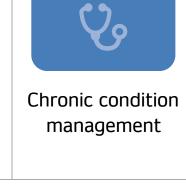




use of benefits



Top 5 Pharmacy Benefits Strategies



management

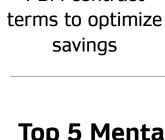


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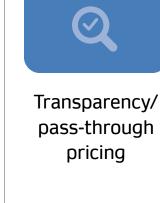


Mental health/ substance abuse







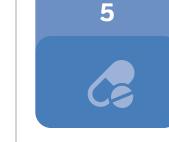


Top 5 Mental Health Benefits Strategies

Flexible work

schedule





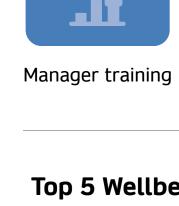
Comprehensive

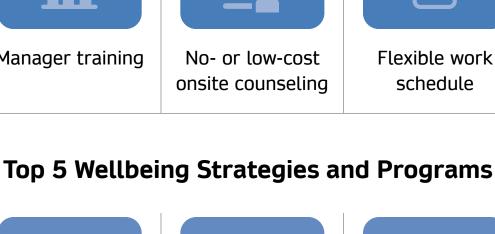
medication

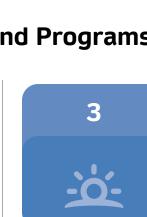
management

5

3

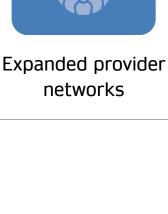






Lifestyle management/

health coaching



Biometric

screenings

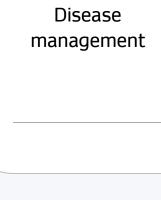


Wellness

challenges

Financial

wellness



Specialty drug

management

100%

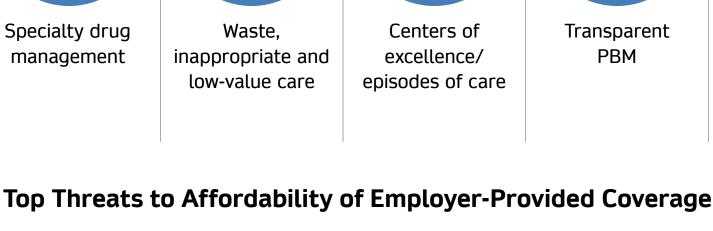


94%

Waste,

inappropriate and

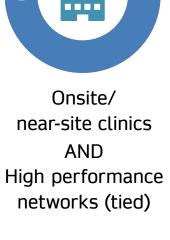
low-value care



93%



90%



88%

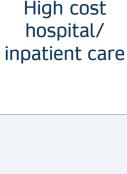
Specialty High-cost Medical pharmacy claims drug spend medical claims inflation



New

million-dollar

drug treatments



76%







Cost of specific

cell/gene therapy

Pipeline for



Manage

complex



Control the

cost of specialty



Require evidence-

based prior



Audit

intermediaries

13%

Other



Cover biomarker

tests to ensure

patients get the

right treatment

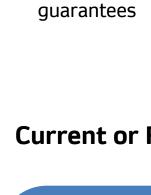
Contract requires negotiating drug

prices to lowest

(carriers, PBMs) authorizations cases drugs

34%

Negotiating Drug Prices in the Pharmacy Benefits Contract



Current

strategy

49%

Future

strategy

25%

the primary reasons.

Fiduciary Activities

Able to access claims data

administered through

carrier and PBM

OTT

43%

Contract requires

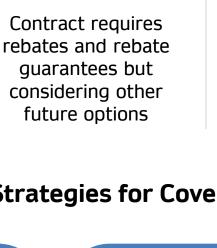
rebates and rebate



No

strategy

26%



Current

strategy

41%

WITH RISK

STRATIFICATION (BMI AND





Future

strategy

9%

Able to access direct/indirect

Oversee compliance with

Able to access the nature of

any services and reasonability

of any charges paid under the

mental health parity

medical benefit

brokers, TPAs

payments to EBCs, consultants,

No

strategy

75%

Current

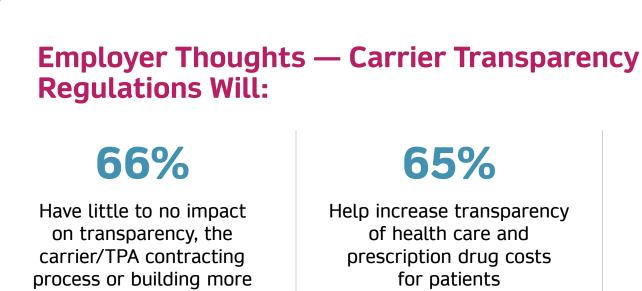
strategy

16%

Employer as Fiduciary Plan sponsors continue to face a growing number of fiduciary responsibilities and are paying more attention to the value of services offered by all vendor partners.

86%

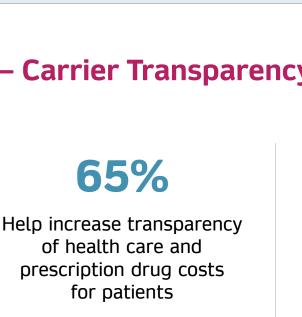
Oversee the quality of/access to services available through EBC,

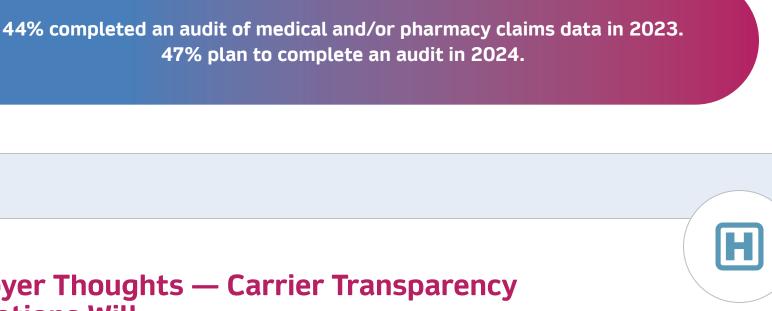


efficient networks

Oversee compliance 84% 84% with CAA 84% 85% brokers, TPAs

86%





52%

Have a positive influence

on the carrier/TPA

contracting process

Midwest Business Group on Health

employers offering insights on key benefit topics, trends and priorities for 2024 and beyond. Top industries represented include manufacturing/packaging, health care, education and transportation.

About the survey and

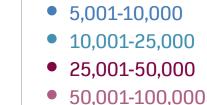
This annual survey was completed

by 62 self-insured public and private

respondents

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Employee population of survey respondents

< 5,000

MBGH is one of the nation's leading nonprofit employer coalitions with over 150 mid, large and jumbo self-funded public and private employers, representing more than 4 million lives and over

\$15 billion in annual health care spending. Coalition activities focus on employer-directed education, research, benchmarking and community-based initiatives that increase the value of health benefits and health care services. For additional details, visit mbgh.org and follow us on LinkedIn. You can also join our mailing list.

About Midwest Business Group on Health

This infographic is an illustration of key survey findings. MBGH members may access the full survey results. The infographic and survey results

3%

5%

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