

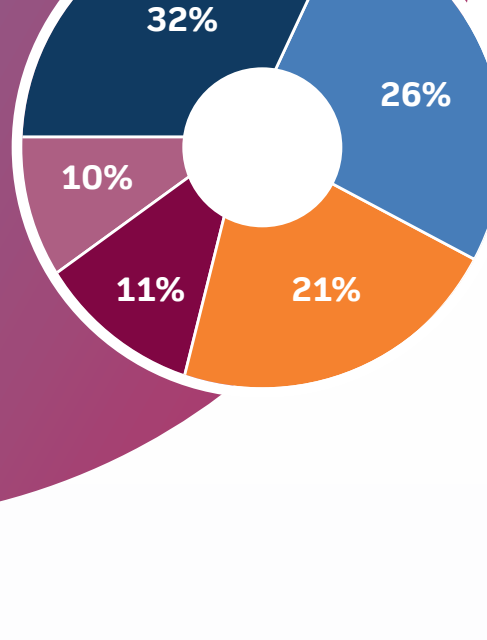
# 2024 Employer Health Benefits Priorities

The annual employer member survey conducted by the 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 42% in 2022.

This infographic focuses on employer responses related to top health benefits priorities and strategies in place for 2024.

Learn how employers are focusing their efforts



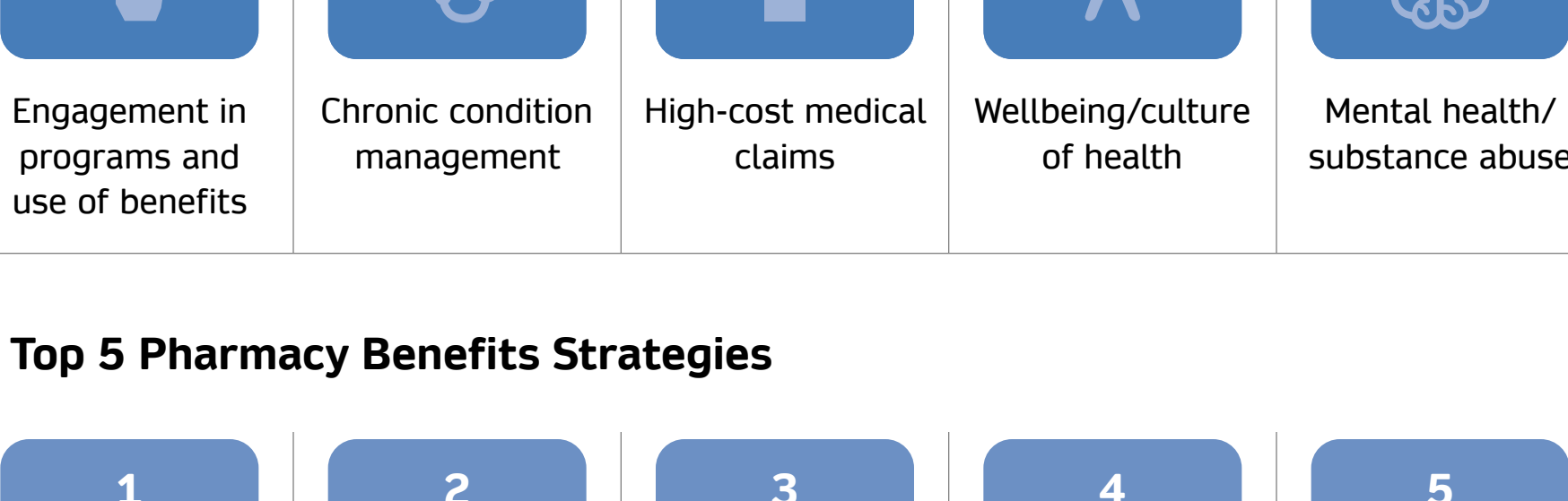
## Employers' Strategic Approach

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

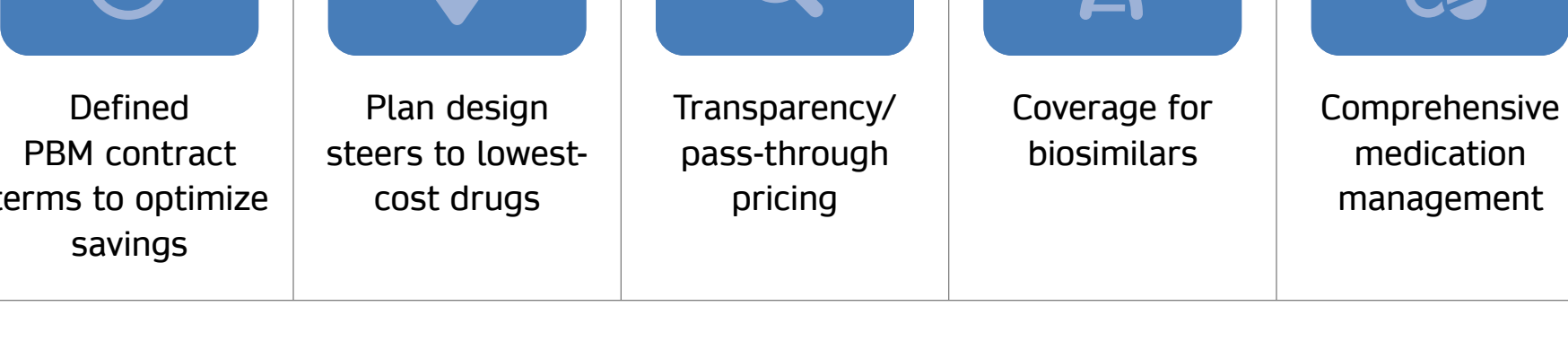


## Health Benefits Priorities and Strategies

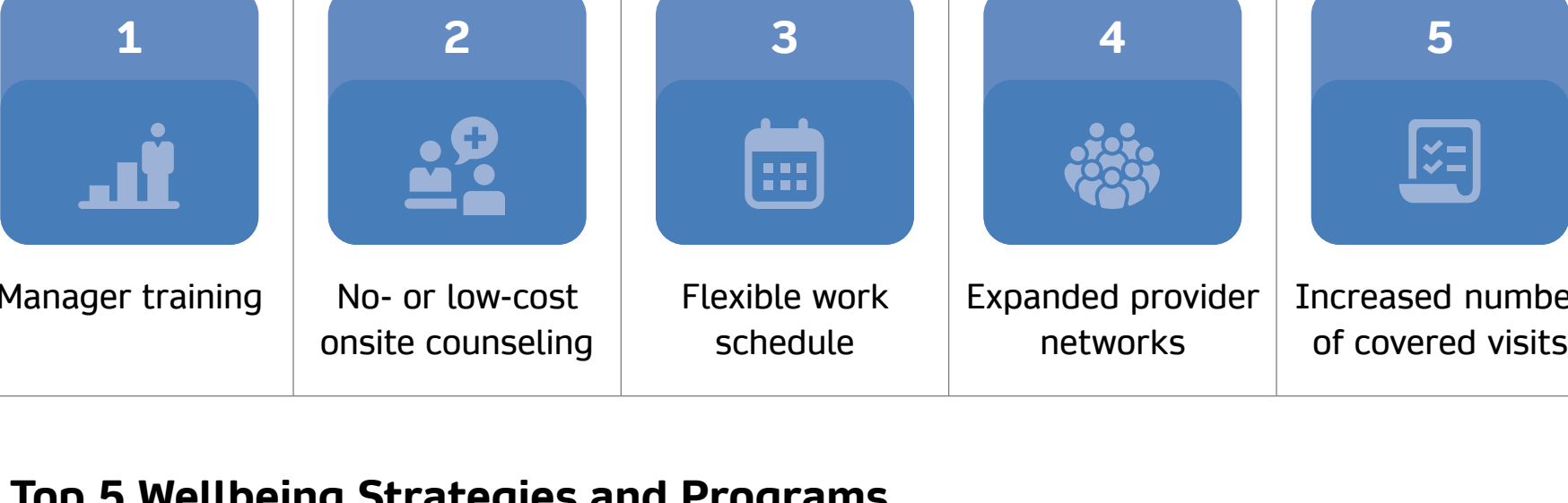
### Top 5 Health Benefits Priorities



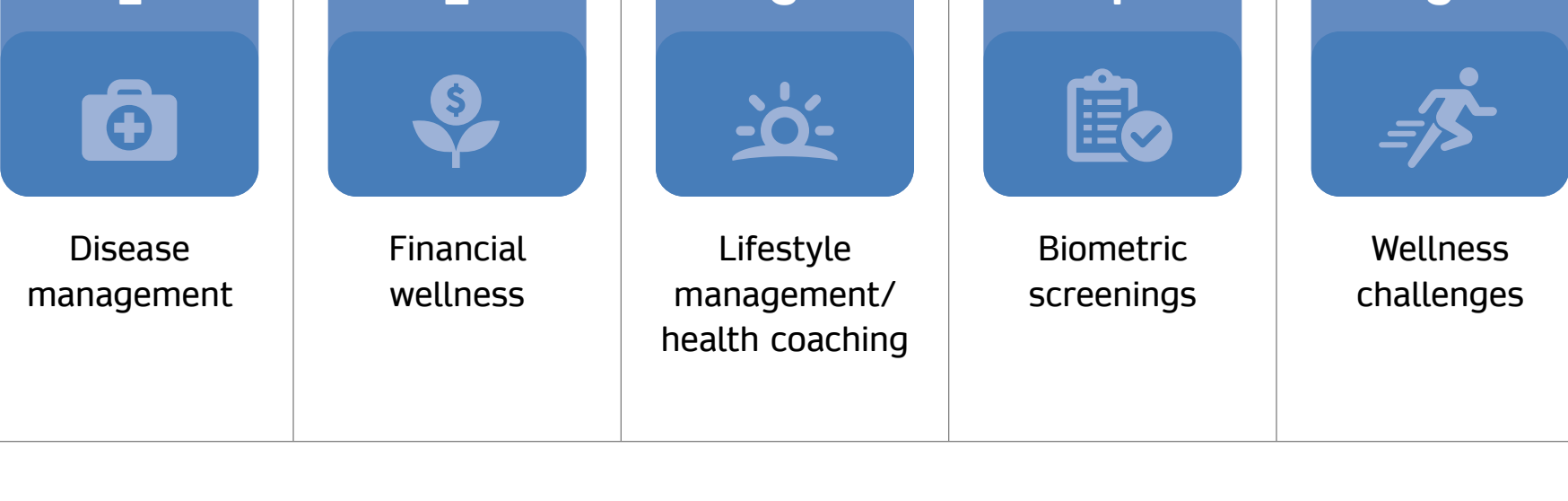
### Top 5 Pharmacy Benefits Strategies



### Top 5 Mental Health Benefits Strategies



### Top 5 Wellbeing Strategies and Programs

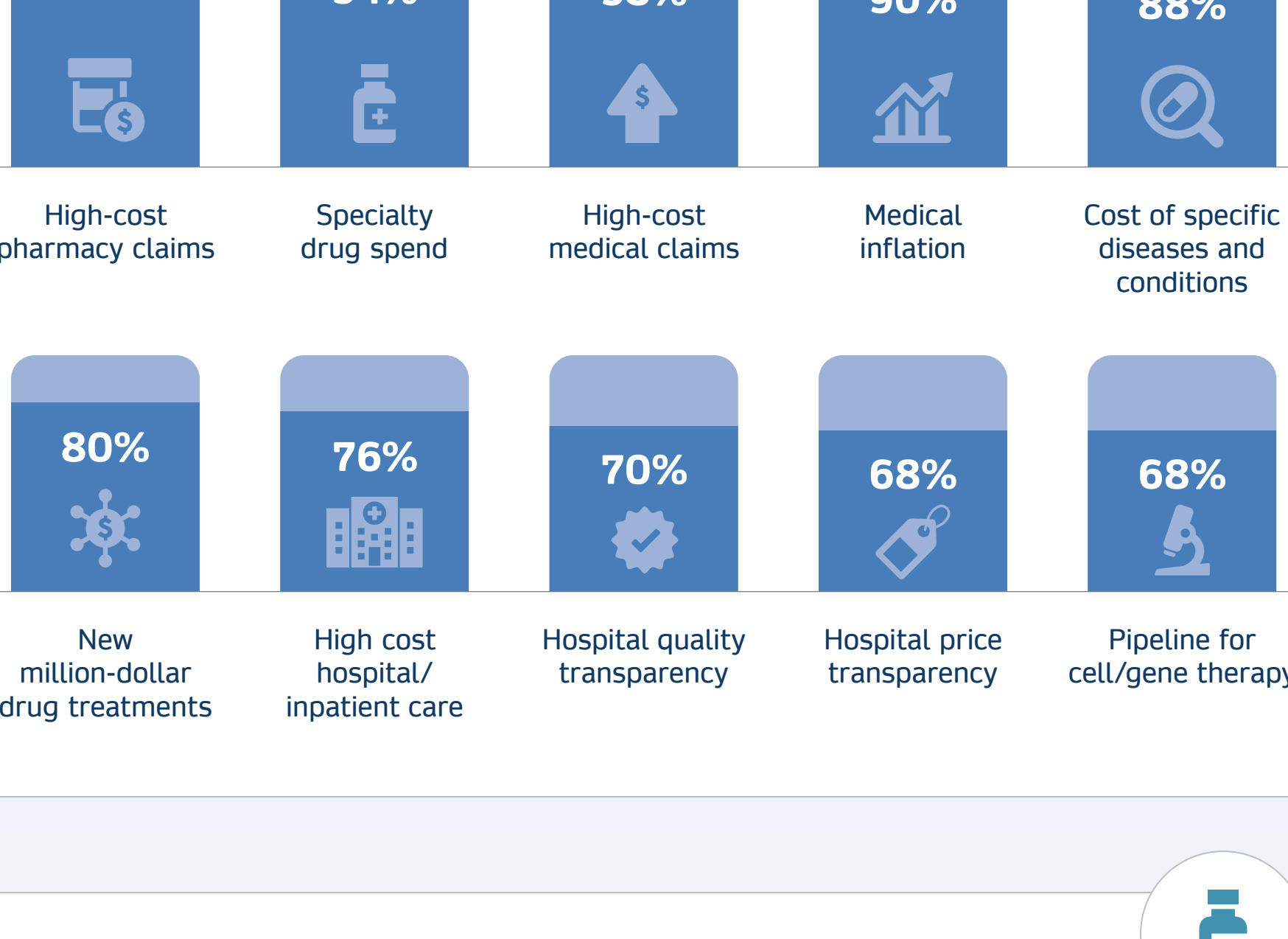


## Cost Priorities and Strategies

### Top 5 Payment Reform Priorities

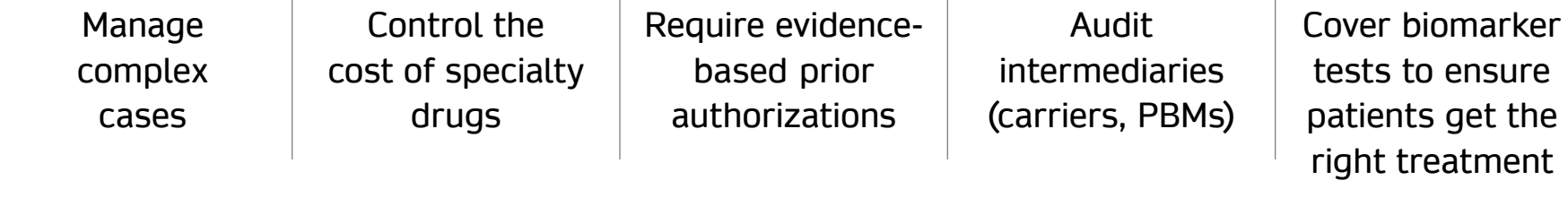


### Top Threats to Affordability of Employer-Provided Coverage

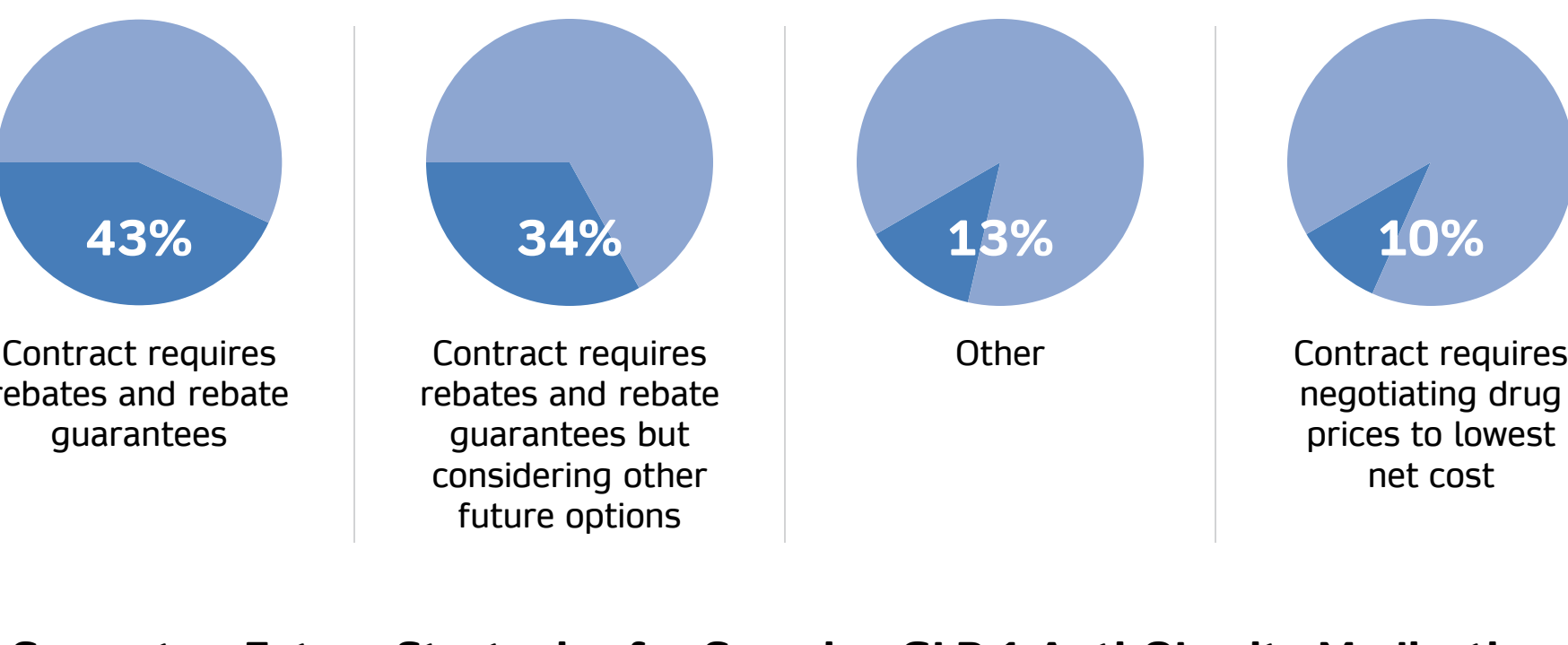


## Pharmacy Benefits Priorities and Strategies

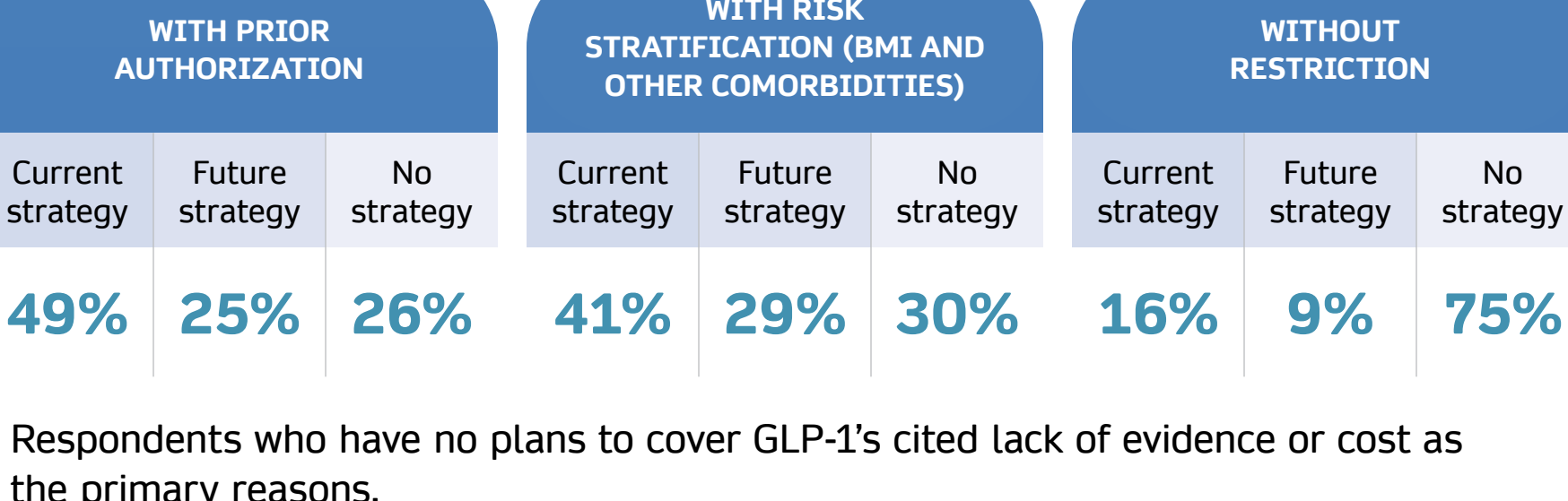
### Top 5 Strategies to Control High-Cost Pharmacy Claims



### Negotiating Drug Prices in the Pharmacy Benefits Contract



### Current or Future Strategies for Covering GLP-1 Anti-Obesity Medications



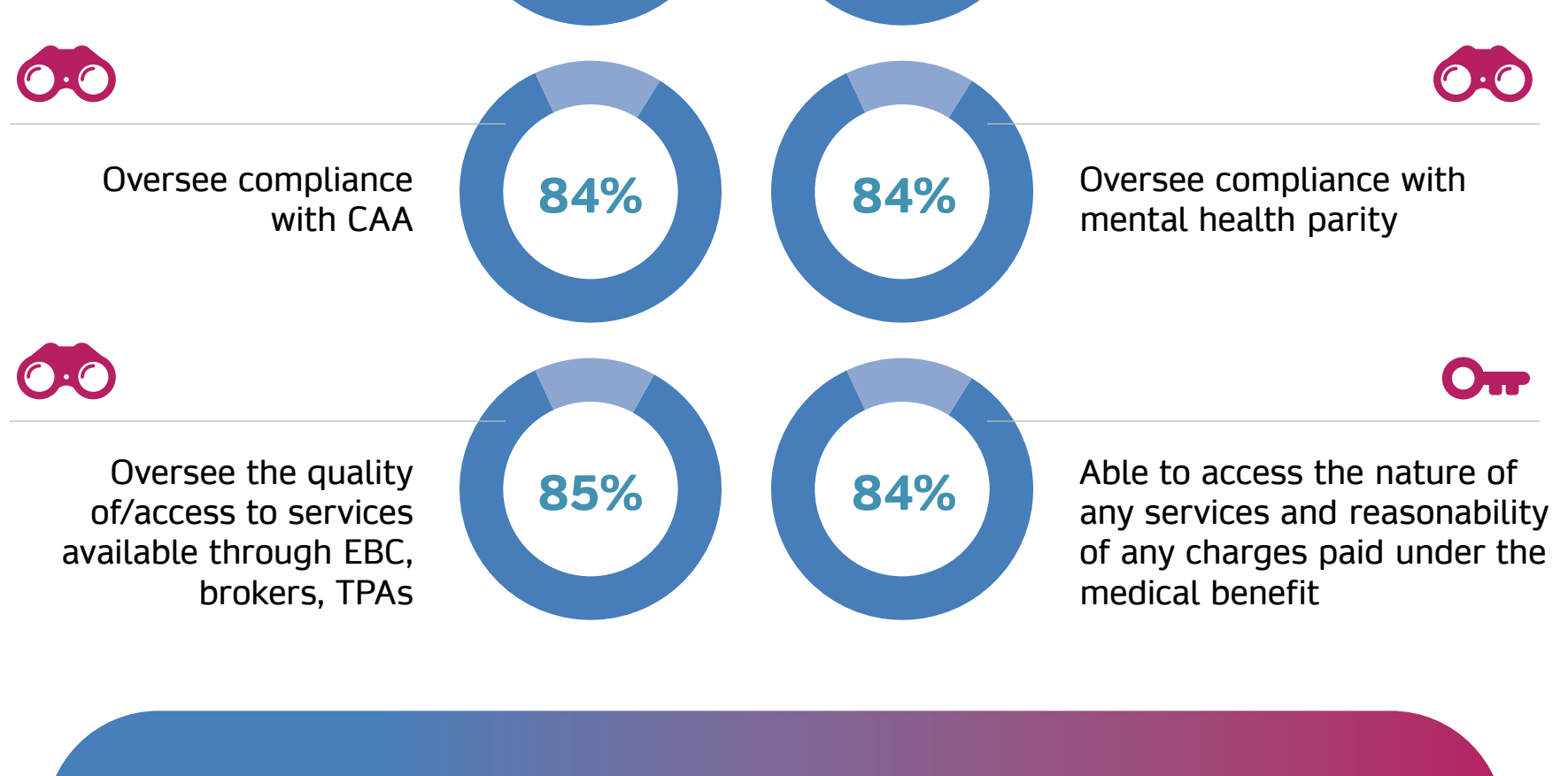
Respondents who have no plans to cover GLP-1's cited lack of evidence or cost as the primary reasons.



## 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.

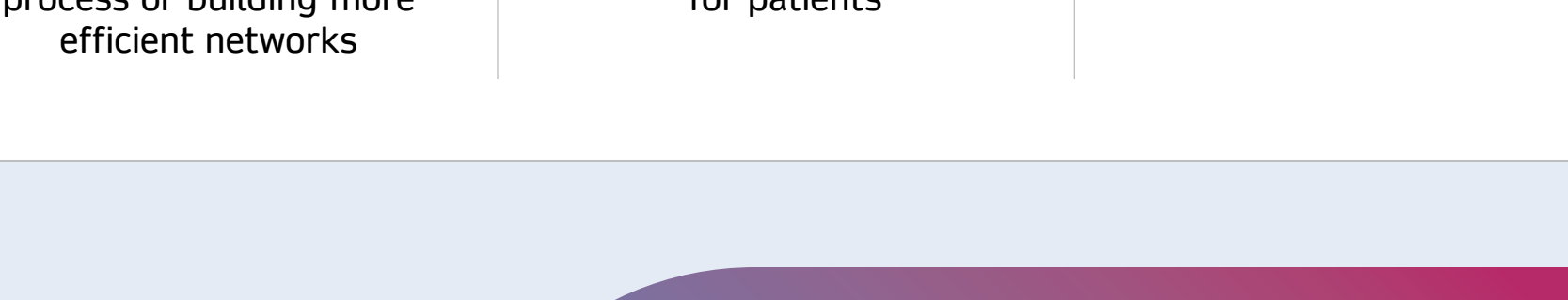
### Fiduciary Activities



44% completed an audit of medical and/or pharmacy claims data in 2023. 47% plan to complete an audit in 2024.



## Employer Thoughts — Carrier Transparency Regulations Will:

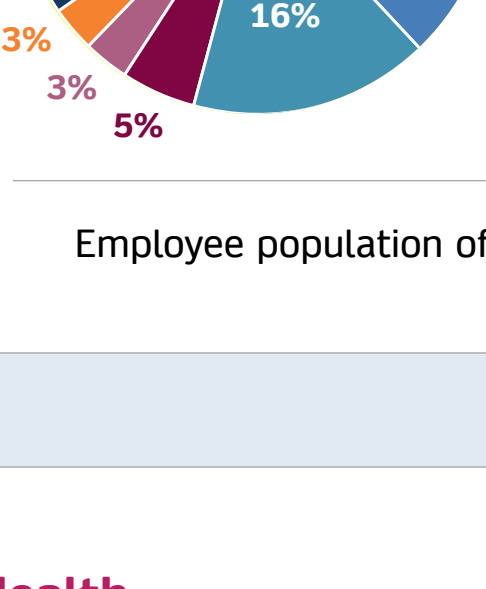


### MBGH Activities and Resources

Visit [mbgh.org](https://mbgh.org) to learn more about monthly educational programs, employer roundtables, toolkits, action briefs, the annual conference and more.

### About the survey and respondents

This annual survey was completed by 62 self-insured public and private 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.



Employee population of survey respondents

### About Midwest Business Group on Health

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](https://mbgh.org) and follow us on [LinkedIn](https://www.linkedin.com/company/mbgh). You can also join our [mailing list](#).