

# Employee Health Trends



How are you positioned for the 4 emerging and evolving trends in population health?

## 1

### COVID-19: The New Normal

# 168%

Hospitalized COVID-19 patients cost 168% more than non-hospitalized patients in the first 6 months post-diagnosis.

20% of patients account for 60% of total spending for hospitalized COVID patients in first 6 months.

# 20%

**Educate members** on who is at high risk of severe disease and the importance of **seeking care early**.



## 2

### The Ongoing Burden of Specialty Drugs

# 33%

# 12%

**Specialty drug spending continues to increase:**

- › Inflammatory bowel disease up 33.1%
- › Migraine headaches up 12.7%

**Employers should consider strategies to reduce costs without adversely impacting patient care:**

- › Shift from outpatient hospital to office and home settings
- › Incentivize use of generics and biosimilars
- › Require pre-authorization and a “fail first” step approach for lower-cost drugs
- › Prevent waste by providing limited-days supply for initial prescriptions
- › Partner with health plans that incentivize value-based care

## 3

### Telemedicine Utilization: What We Know Now

As we approach our “new normal,” telemedicine utilization remains above pre-pandemic levels.

- › Employers should seek a **combination of brick-and-mortar and telehealth** options.
- › Telemental health utilization remained **relatively stable throughout 2021** and appears to be here to stay.

Telemedicine relies on access to quality high-speed internet, hardware, and a comfort level around using the technology.

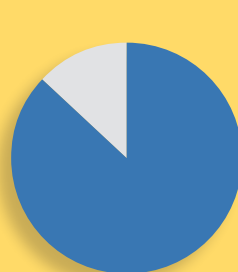
- › Understand where your population **may have gaps or be underserved** to prevent a digital divide.



## 4

### The Growing Role of Point Solutions in Increasing Overall Member Well-being

The pandemic has propelled employers to take control of their health benefit offerings by expanding resources and programs for employees.



# 87%

87% accelerated access to mental health access and services



# 84%

84% expanded virtual health services faster



# 44%

44% accelerated promoting health equity in their population

\*Data from the Business Group on Health's Large Employer Survey

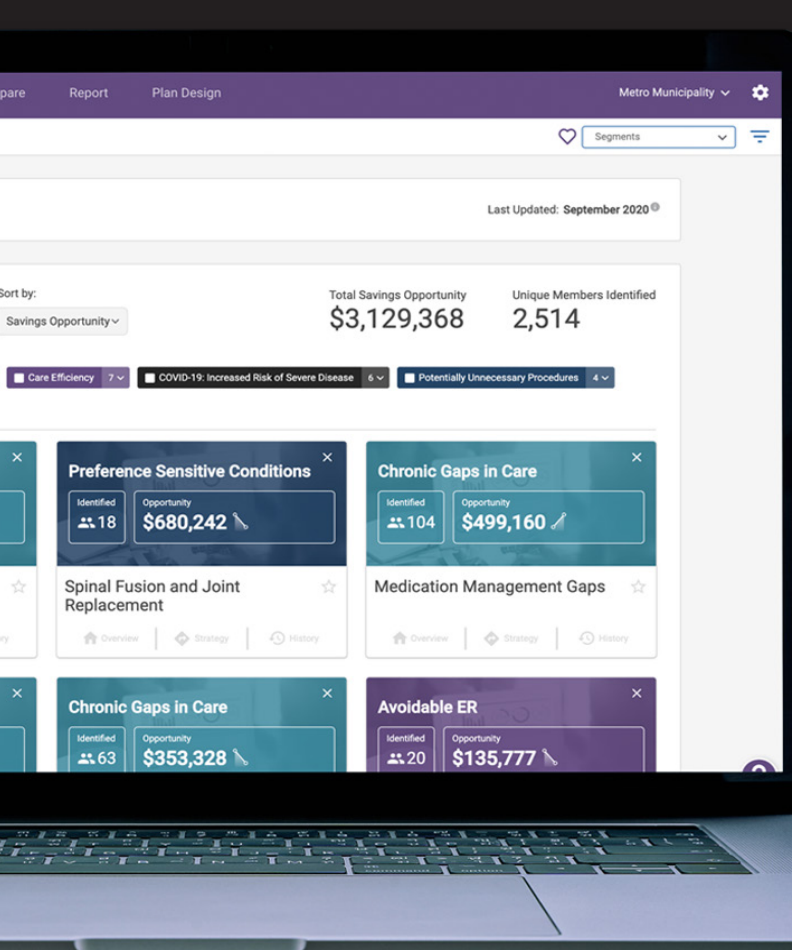
Over 75% of employers anticipate an increase in chronic condition management needs due to the pandemic and delayed care.

**Deliver programs designed to:**

- › Improve life-style factors such as nutrition, well-being, and physical activity
- › Address high-cost conditions like cancer and gastrointestinal disorders

**Pro Tip:**

- › Use data as a guide to direct strategies and avoid adding medical spend waste to the plan.



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