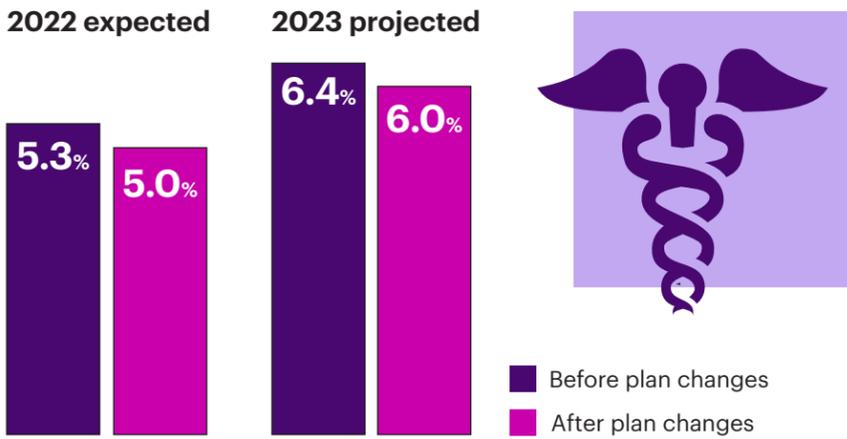




# Employers move to stem rising healthcare costs and boost affordability



## Healthcare costs projected to climb 6% in 2023

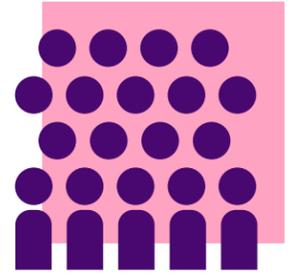


## Concerns about healthcare costs extend to employee affordability

Structure payroll contributions that reduce costs for targeted groups, such as low-wage employees

**28%**  
Action taken  
2022

**13%**  
Planning/  
Considering



Add/Enhance vendor solutions and voluntary benefits in case of a catastrophic event



**35%**  
Action taken  
2022

**27%**  
Planning/  
Considering

Add more dollars to healthcare plan without reallocating from other benefits or pay

**20%**  
Action taken  
2022

**30%**  
Planning/  
Considering



## 2 out of 3 employers will prioritize controlling healthcare costs over the next 3 years

**54%**  
expect costs will be over budget in 2022

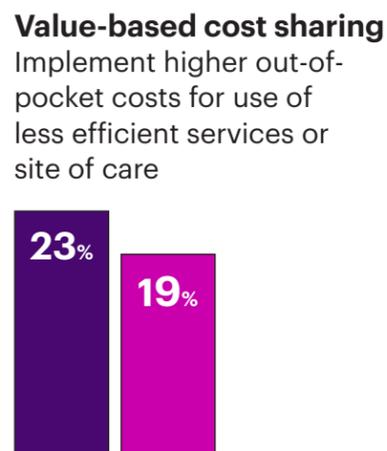
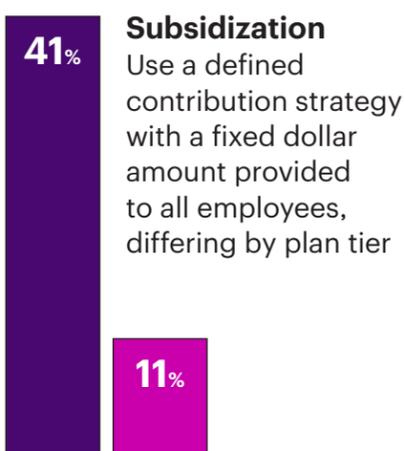
Only **15%**  
expect costs to be at budget

### To address a higher-cost environment:

**52%**  
will implement programs or switch vendors to reduce total costs

Only **1 in 4**  
will shift costs to employees through higher premium contributions

### Employers also focus on:



## Actions to take now!



Develop strategies that balance employee affordability goals with rising prices to help avoid budget overages



Identify potential new cost-saving initiatives and evaluate effectiveness of existing programs



Engage in employee listening to uncover needs and evaluate healthcare coverage as it pertains to diversity, equity and inclusion

■ Action taken 2022  
■ Planning/Considering

About the survey: A total of 455 U.S. employers participated in the 2022 Best Practices in Healthcare Survey, which was conducted in August 2022. Respondents employ 8.2 million workers.