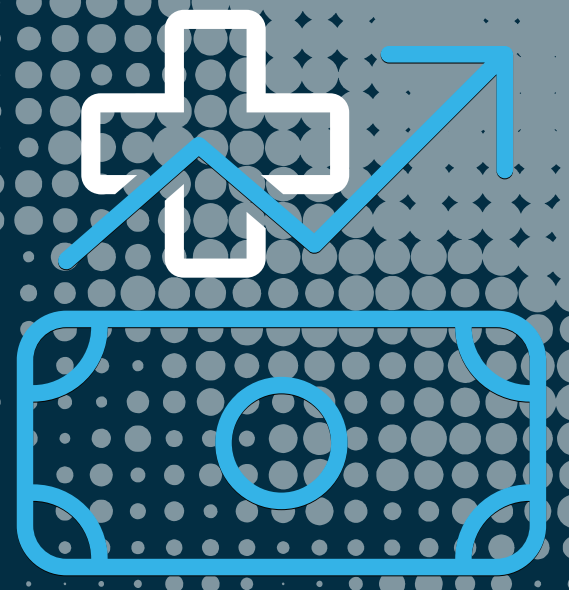
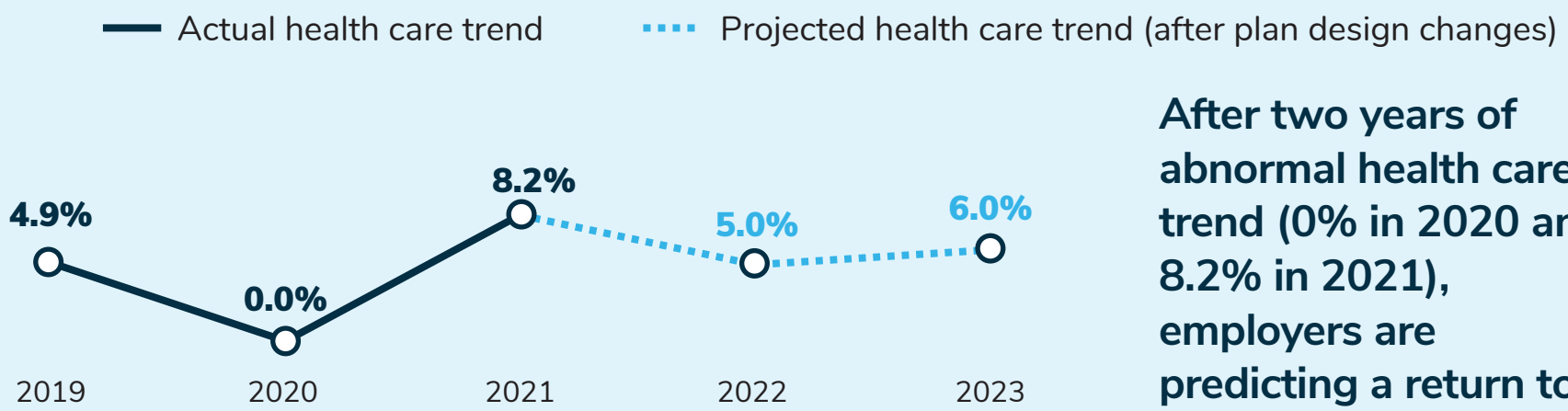


Managing Rising Health Care Costs in 2023



The *2023 Large Employers' Health Care Strategy and Plan Design Survey* found that among the 135 large employers participating in the survey—representing 18.3 million covered lives—health care costs have the potential to rise at unprecedented levels.

Large Employers' Health Care Trend, 2019-2023

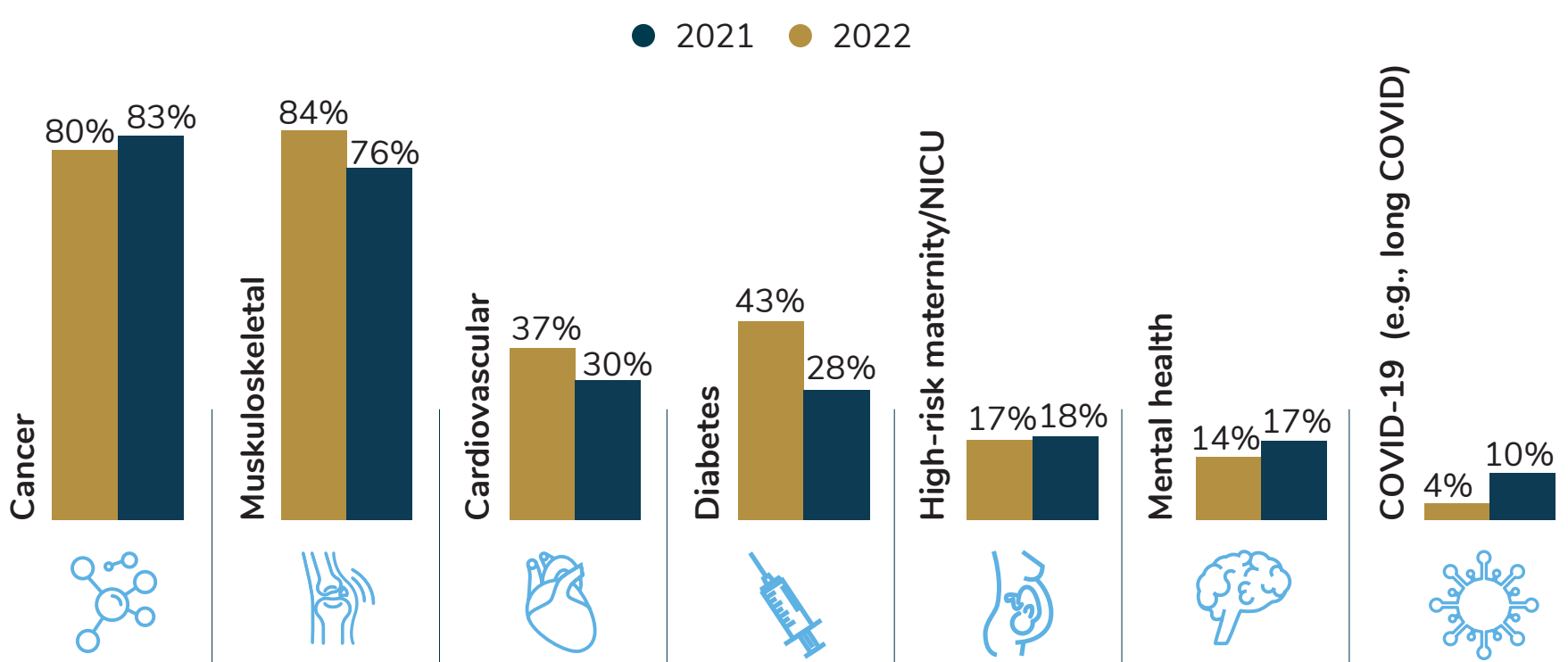


After two years of abnormal health care trend (0% in 2020 and 8.2% in 2021), employers are predicting a return to historical trend rates for 2022 and 2023.

What is Driving Health Care Costs?

For the first time in this survey, cancer was the most commonly reported condition driving health care costs.

Top Seven Conditions Driving Health Care Cost for Large Employers, 2021-2022



What Employers are Doing to Control Rising Costs in 2023



Centers of Excellence:

89% will offer COEs – cancer, musculoskeletal procedures and cardiac care are common targets.



Advanced primary care:

60% will deploy; virtual primary care has higher interest.



Virtual health:

54% will add more virtual health offerings, most targeting specific conditions like musculoskeletal and reproductive health.



On-site clinics:

53% of employers will offer as employees have returned to the worksite.



Specialty pharmacy:

67% will have high-touch case management in place to assist employees who need specialty medications.

Related Resources

- [2023 Large Employers' Health Care Strategy and Plan Design Survey](#)
- [Executive Summary](#)