

# 2022 YEAR IN REVIEW

Click on the images in this document to learn more about each resource.

As 2022 draws to a close, the team at Business Group on Health shares this recap of many of the resources and events delivered this year. We hope it serves as a reminder of the work we have done on behalf of our members and the impact we've had collectively across the industry.

## As Health Care Costs Rise, Affordability is Top of Mind

Oncology care, the impact of deferred care and rising pharmaceutical costs are among many factors fueling rapidly escalating cost trends - on top of an already costly, inefficient and unsustainable health care system. Our surveys, webinars, meetings, conference, summits and numerous resources delivered insights and support to employers' cost management and payment reform efforts. Our survey data show that employers are, for the most part, absorbing health care cost increases and deploying more robust financial well-being tools to support their workforce. However, as noted in our [Trends to Watch for 2023](#), affordability will continue to place mounting pressures on both employees and employers in the coming year, driven by historically high inflation, the ongoing impact of the pandemic and persistent concerns regarding health care costs. This will in turn require a more aggressive reckoning of and movement towards foundational delivery reform and alternative payment models.



**Infographic:  
Managing Rising  
Health Care Costs  
in 2023**



**Infographic:  
Prescription Costs &  
Pharmacy Benefits**



**Utilizing Financing  
Mechanisms to  
Implement a Global  
Consistency Strategy**



**Key Insights: 2022  
Employers' Summit  
on Health Care Cost  
& Delivery**



**Strategies to  
Support Financial  
Well-being Guide**

## 2023 Large Employers' Health Care Strategy and Plan Design Survey



Findings from the 2023 *Large Employers' Health Care Strategy and Plan Design Survey* function as a collective snapshot and forecast to guide employers as they determine how to maximize employee benefits and design future strategies. Employers shared that they are deeply concerned about unsustainable health care costs, the devastating impact of the pandemic on employee health, especially the long-term mental health effects, and the need to work creatively with their partners toward a more positive and sustainable health care experience. Among the more notable findings, cancer has emerged as the top driver of health care costs and a large majority of employers are considering implementing virtual primary care. As employers continued to have concerns about health equity and the affordability of health care, they will continue to invest strategically in their health and well-being offerings.



**2023 Health Care  
Strategy and Plan  
Design Changes:  
The Results Are In**

# Shifting Workforce Dynamics Playing Out in Health and Well-being Offerings

We explored the ways employers are recalibrating their health and well-being efforts in support of evolving workforce priorities, and how health and well-being strategies are influenced by organizational culture and goals, the economy, the labor market, current events and global trends. Employers are adapting their strategies to meet employees' changing needs and are increasingly recognizing the effect of health and well-being on their overall workforce strategy: 65% of employers see health and well-being playing an integral role in their workforce strategy, up from 27% just five years ago.



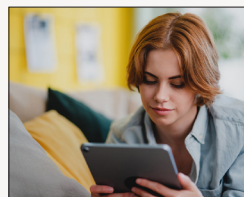
**Employer Trends Across Six Dimensions of Well-being**



**Time Away:  
A Valuable  
Well-being Asset**



**13th Annual  
Employer-Sponsored  
Health and Well-being  
Survey Report**



**Forget What You  
Think You Know  
About Gen Z**



**Designing Incentives  
and Lifestyle  
Spending Accounts  
for a Modern  
Workforce**



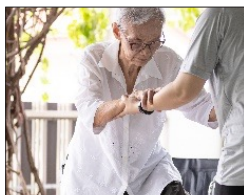
**Wellness and the  
New Workday**

## Continued Focus on Family and Flexibility

Once thought of as corporate perks, flexibility and work/life supports are now in high demand across all types of industries and are considered must-haves for the future of work. Moreover, they are critical, cost-effective drivers of health and well-being. To help employers sustain and grow benefits in a way that is inclusive and supportive of all employees and family circumstances, we released a series of new and updated resources.



**Global Leave  
Survey Results**



**Family Benefits  
Bundle Update -  
Caregiving**



**Taking Caregiving  
from Pandemic-  
driven to the Future**



**Caregiving and  
Family Support  
Survey Results**



**An Inclusive Look  
at Leave**



## Back to Basics When it Comes to Value

We took a stand on the need to advance value-based purchasing models which benefit employers, employees and their families—and help curb health care spending. We co-authored an Op-ed in *Modern Healthcare* and issued several calls to action for the health care industry to accelerate the adoption of high-performing value-based care models, including high performance networks, accountable care organizations, centers of excellence, and virtual primary care, among others. We also published a comprehensive guide that includes education and clear action steps that employers can take to connect their employees and families to high quality, affordable health care. These calls to action and resources emphasize the importance of collaboration between employers, health plans, providers and others, as well as the need for shared action to accomplish wide-scale change.



**Value-Based Purchasing  
Employer Guide**



**Value-Based Purchasing: 7 Calls to  
Action for the Health Care Industry  
and Employers to Accelerate  
Adoption**



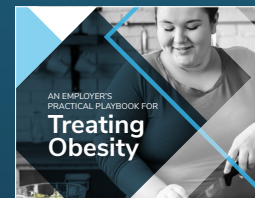
**Biosimilars: Reviving the  
Conversation Amidst Shifting Market  
Tides**



**Surgical Care Conundrum: How  
Leading Employers are Responding  
to Rising Surgical Costs, Without  
Compromising Quality**



**Global  
Governance  
Guide**



**An Employer's Practical Playbook  
for Treating Obesity**

## Programs that Support Mental Health and Well-being Needs Become Even More Critical

Addressing mental health concerns continued to be a top priority, especially as financial concerns related to rising inflation and the pandemic strained employees and their families. Mental health was included as a focus in resources across the Business Group throughout the year, especially as we recognize its links to other dimensions of well-being like physical, financial and social health.

Notably, one example of our impact in this area is that we served as one of eight organizations on the 'Founding Corporate Council' to support the development and global adoption of the Mental Health at Work Index™, an initiative led by One Mind at Work. As Council members, we contributed our expertise to ensure the Mental Health at Work Index™ – which will serve as a tool for organizations to assess and improve their mental health strategies – was comprehensive and relevant to employers.



**Substance Use Disorder: An Employer's Strategy Resource**



**The Vital Role of Employers in Suicide Prevention and Postvention**



**Conversations about End-of-Life Care are Key to Improving the Experience for Patients, Providers and Families**



**When #CaregivingHappens: 5 Essential Ways to Support Employees**



**Recovery is Possible and Other Essential Things to Know About Alcohol Use**



**Employee Assistance Programs in 2022 Survey Results**

## Virtual Health Must be Integrated into the Continuum of Care

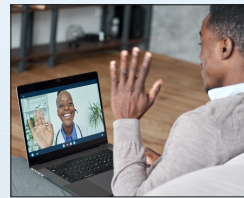
The momentum behind virtual health has been building for a long time and its popularity is more than a recent pandemic blip. This year we looked at the evolution of the virtual health landscape and how employers have leveraged these solutions for an array of conditions and services to help support employees. Employers have embraced innovative approaches to dramatically expand access to care for their employees, incorporate mental health supports where it was once unfeasible, and improve patient experiences. However, employers and others express concerns that the dramatic increase in new offerings has led to more fragmentation and perhaps duplicative and costly care. This highlights the need for integration and coordination across providers and payments that incentivize high quality care, whether in-person or virtual.



**Shaping the Future of Virtual Health: Creating Agile Solutions**



**The Voices of Virtual Health: From Digitization to Transformation**



**Integrating Virtual Health in the Broader Care Continuum**



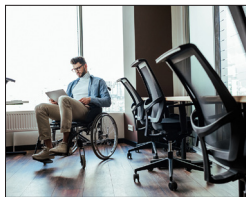
**Addressing Musculoskeletal Conditions and Physical Therapy Needs with Virtual Solutions: Key Trends and Employer Considerations**



## Employers Will Address Health Inequities in a Multitude of Ways

In 2022 we continued to prioritize health equity, expanding the lens through which we view Social Determinants of Health and other health care issues to look at disparate outcomes more broadly. Many resources and conversations addressed the issue head on, including inclusive coverage and benefits for transgender individuals, strategies to reduce racial disparities in maternal mortality, and supporting disabled and neurodiverse populations. Reproductive health also took center stage, including expanding family-forming benefits to cover all types of families and fostering access to all reproductive health services.

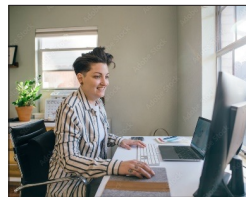
Business Group on Health has joined the American Medical Association as a collaborator on their equitable health innovation initiative, *In Full Health*. The collaboration aligns with existing Business Group initiatives on health innovation and health equity. In our committee meetings and at our annual conference, experts shared the importance of focusing on the basics, like making sure that disparities are measured and designing strategies to address the needs of the most disadvantaged members of any population.



**Disability Inclusion is Workplace Inclusion**



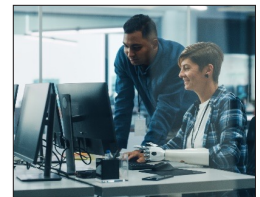
**Prioritizing Women's Health in Global Benefit Design**



**Demonstrating LGBTQ Allyship through Inclusive and Equitable Workplaces**



**Voluntary Self-identification Process for LGBTQ+ Employees Survey Results**



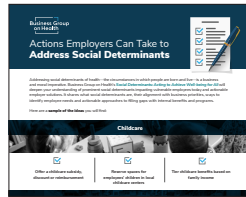
**Disability Inclusion in Health and Well-being**



**Envisioning A World Free of HIV**



**The Evolution of Equitable and Inclusive Transgender Benefits and Policies**



**Social Determinant Infographic: Employer Actions**



**The Maternal and Infant Mortality Crisis**



**Equitable Innovation to Improve Health**



## Wide-ranging Policy, Legislative and Regulatory Impacts Will Continue to Drive Engagement on Behalf of Employers

Throughout 2022, our Policy and Advocacy team worked on behalf of Business Group members to represent employer interests before the Administration, regulators, legislators and other key stakeholders. From starting the year heavily engaged in over-the-counter COVID testing coverage and OSHA requirements, to fighting for ERISA preemption and HIPAA clarity following the SCOTUS Dobbs decision, to advocating for telehealth/virtual care extensions and appropriate MHPAEA implementation guidance, 2022 exemplified the breadth, complexity, and importance of employer engagement in Washington, DC. Whether individually or in coalition with other stakeholders, the Business Group substantively engaged in dozens of legislative and executive branch meetings, including numerous invitation-only closed-door discussions with leaders, Administration officials, and top staff. 2023 and beyond will present opportunities to engage and forge a path for employer plan sponsors to continue driving value and providing robust health, well-being, and other vital benefits.

- ✈ **What Your CEO is Reading: Employers Weigh Options Pending Possible Elimination of Roe v. Wade**
- ✈ **Business Group Urges Federal Action to Protect Employer Plans, Employees and Patients Following the Dobbs Decision**
- ✈ **Business Group Advocates for Greater Clarity and Flexibility for Employers Regarding OTC COVID-19 Testing Coverage Requirements**
- ✈ **Business Group Requests IRS Simplify ACA Reporting and TIN/SSN Solicitations for Employer Plan Sponsors**
- ✈ **Business Group and Broad Coalition of Stakeholders Urge Congressional Leadership to Extend Telehealth Flexibilities**
- ✈ **Business Group Comment Letter on Proposal to Fix the ACA Family Glitch**
- ✈ **Business Group, with P4ESC, Expresses Concerns with Proposed ESRD Legislation Enacting Chronic Condition Parity Mandate on Employers**
- ✈ **Business Group, with a Coalition of Diverse Stakeholders, Advocates for More Guidance and Resources to Help Employers Comply with Mental Health Parity Requirements**
- ✈ **Business Group Collaboration to Secure CMS Rx Reporting Flexibility**
- ✈ **Business Group on Health Contributes to Amicus Briefs in Legal Challenges Relating to ERISA Preemption and Surprise Billing**

## Power through Community

Our member community is stronger than ever! We had numerous opportunities to convene throughout the year both virtually and in-person. Fun fact - our 2022 annual conference saw record high in-person attendance.

### A LOOK BACK:



#### Employers' Summit on Health Care Cost & Delivery

Benefits leaders attended our Employers' Summit on Health Care Cost & Delivery, kicking off the year and the beginning of the annual benefits planning cycle with a focus on the challenges of rapid change and the power of innovation in improving the health care experience and benefits for their employees.



#### Annual Conference

Over 700 people attended our first in-person event since 2020 in Nashville. With a focus on inclusion, access, quality and experience, attendees discussed the many ways they're evolving their health and well-being strategies to meet the changing landscape of where and how employees work and get care, as well as addressing workforce needs and values.



#### Global Summit

Employers and industry partners from around the world convened to reflect on lessons learned as well as how to build bridges to create a sustainable future that breaks down borders. The agenda addressed issues including mental health and stress, women's health and family forming and creating a globally consistent strategy.



**25 webinars** were held through Q3 of 2022 with over **2,500 participants** from over **400 member companies**.

Webinars continue to meet member needs with an average star rating of 4.7 out of 5.



**54 benchmarking discussions** with over **550 representatives** from **225 employer member companies**.



**28 Institute, Committee and Forum meetings** with over **600 participants** from **221 member companies**.



**Over 800 employer members** belong to the Employer Community. Year to date, the Community has had **over 13,400 views and 800 original posts/replies** on an array of topics.



## A LOOK AHEAD:

Affordability challenges dominate the landscape as we look ahead to 2023 and employers remain focused on how the global economy is affecting the changing needs of the workforce in a multitude of areas including mental health, financial well-being and health equity. Our commitment to supporting employers in their efforts to address the health and well-being needs of employees and their families gives us a great sense of purpose and pride. The impact and influence we have as a collective membership of stakeholders throughout the industry is unparalleled. As we approach a new year, we are keeping a watchful eye on key trends and look forward to working with all of our members as we continue DRIVING CHANGE TOGETHER.

## Health Care and Well-being Trends to Watch in 2023

- Affordability is Top of Mind – for Employees and for the Business
- Back to Basics When it Comes to Value
- Virtual Health is at a Critical Crossroads
- Shifting Workforce Dynamics Playing Out in Health and Well-being Offerings
- Employers Will Address Health Inequities in a Multitude of Ways
- Programs that Support People in Tough Times Become Even More Critical
- Policy and Regulation Impact Access to Health Care

## WE LOOK FORWARD TO SEEING YOU IN 2023

Business Group  
on Health

2023 Employers' Summit on Health Care Cost & Delivery

# TRANSFORMATION

## Employers Leading the Way

January 24 -25, 2023 • Washington, DC

Business Group  
on Health

2023 ANNUAL CONFERENCE

# WINNING STRATEGIES

Impactful • Innovative • Inclusive

APRIL 26 – 28, 2023

JW MARRIOTT  
WASHINGTON, DC