

LEHIGH  
UNIVERSITY

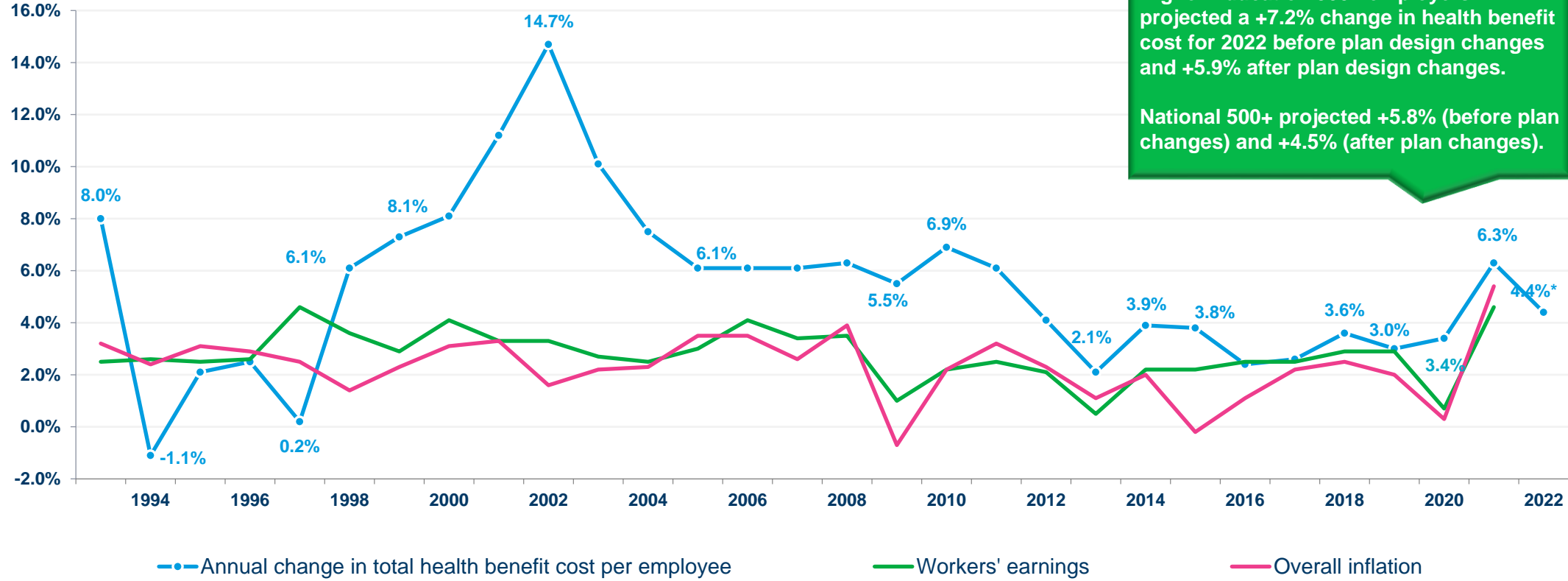
# Faculty Senate Discussion

February 3, 2023



# Overall Market Update

## Health Trend vs. Key Measures

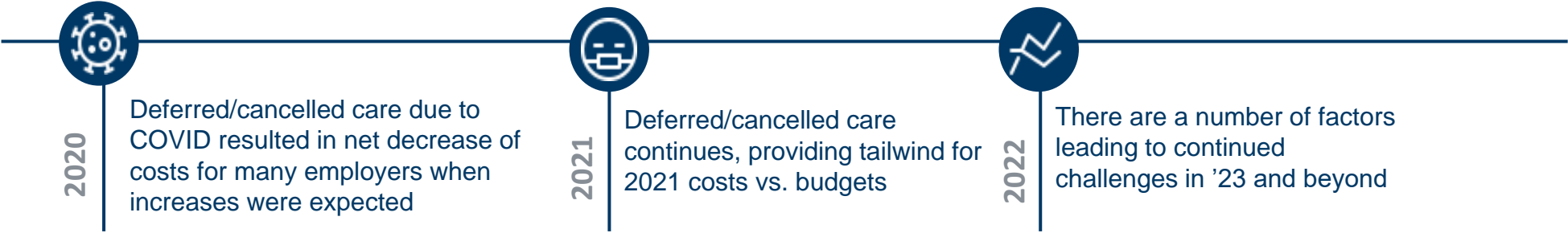


2021 Mercer National Survey of Employer-Sponsored Health Plans  
 Beginning in 2020, results are based on employers with 50 or more employees. \*Projected.  
 Source: Mercer's National Survey of Employer-Sponsored Health Plans; Bureau of Labor Statistics, Consumer Price Index, U.S. City Average of Annual Inflation, 1993-2020 (April), 2021 (September); Bureau of Labor Statistics, Seasonally Adjusted Weekly Earnings from the Current Employment Statistics Survey 1993-2020 (April), 2021 (September).

# Claim volatility will continue to impact costs

## Implement risk mitigation strategies to ease the effects

Health care costs are one of the most unpredictable recurring costs for large organizations



### Continued Action:



# Key market trends are shaping employers' focus in 2024 and beyond



## Attracting and inspiring talent

*Leveraging benefits to build a responsible brand and strengthen the employer-employee connection.*



## Accelerating digital care delivery

*Pursuing integrated, on-demand healthcare to improve quality of care and health outcomes.*



## Driving resilience amid inflation and business risks

*Increasing focus on strategic benefits governance.*



# Employers focused on providing more support – and that trend seems set to continue

