

Press Release



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Large Employers Outline Strategies to Improve Employee Engagement in Health Insurance

American Health Policy Institute Interviews Top Human Resource Executives on The Future of Employer-Sponsored Health Care

Washington, D.C. – Today, the American Health Policy Institute (AHPI) releases “[State of Employer-Sponsored Health Care Part 2: CHROs on Employee Engagement and the Future of ESI.](#)” As AHPI explored in our June 2016 paper, “[State of Employer-Sponsored Health Care Part 1: Top Concerns of CHROs and Their Teams.](#)” large employers are committed to providing health insurance as an essential benefit that attracts and retains talent, contributes to a positive corporate ethos, and keeps employees healthy. Yet, despite the continuing likelihood of employers remaining in the system, concerns about employer-sponsored health insurance (ESI) include the high cost of care, lack of price transparency, lagging technology in the health sector, and insufficient consumerism and employee engagement.

Given these challenges, AHPI interviewed chief human resource officers (CHROs) and senior benefit managers from some of the largest U.S. companies to discover where they see potential for health sector innovation in the years ahead. In this paper, human resources (HR) executives explain how to better engage employees to become more prudent consumers of health care. Tevi Troy, CEO of AHPI and co-author of the paper, said, “Getting employees involved to the degree needed will require significant effort in terms of incentives and plan design. Wellness programs and engagement efforts do not confer benefits automatically, but require serious thought in conception, implementation, and follow through. Top companies are already engaging in these efforts, and not following in their footsteps raises the prospect of being left behind.”

Employers, as major purchasers in the health care system, can use their leverage to drive meaningful change and hold down growing costs. David Stafford, CHRO at Michelin North America put it this way: “Quality is of highest importance to us. Just like the tires that we produce and sell. For medical outcomes, I want to tell the medical community, ‘Prove to us your quality to win our business. It’s not automatic. Earn our business just like we earn business with every customer.’”

A future paper will look at how large employers are utilizing new technologies to more efficiently get care to employees, engaging in new relationships with providers and carriers, and harnessing big data to find trends in patient outcomes.

To view the paper, please visit the following link: <http://bit.ly/2BM2f2i>

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American Health Policy Institute is a non-partisan non-profit think tank started by the HR Policy Foundation that examines the practical implications of health policy changes through the lens of the American large employer. The Institute looks at the challenges employers face in providing health care to their employees and recommends policy solutions to promote the provision of affordable, high-quality, employer-based health care. The Institute serves to provide thought leadership grounded in the practical experience of America's largest employers. The Institute's mission is to develop impactful strategies to ensure that those purchasing health care are able to not only bend the cost curve, but actually break it by keeping health care cost inflation in line with general inflation. To learn more, visit www.americanhealthpolicy.org.