

Employee Health Trends

2025



Actionable Insights to Drive Meaningful Change

Each year, for our annual Employee Health Trends report, we dive deep into the Springbuk platform to uncover the stories our data tells. For the 2025 edition, we've analyzed health benefits data from over 5,900 employers to reveal where Springbuk believes the industry is headed – and what it means for you.

Whether you're looking to enhance health outcomes, optimize spending, or measure program effectiveness, this analysis transforms data into decisive action.



Looking Back: The Evolution of Employee Benefits

In 2000, health insurance was rigid, wellness meant a simple gym membership, and benefits were managed manually.

Fast-forward to 2025, and the transformation is remarkable:

- Personalized benefits adapt to workforce needs using AI-driven insights.
- Comprehensive wellness programs integrate physical, mental, and financial health.
- Virtual care & digital health tools enhance accessibility while managing costs.



From reactive care to proactive, whole-person wellness.
From gut feelings to data-driven decisions.
From standardized packages to personalized solutions.

From Pharmacy Peaks to Medical Spikes: Unpacking Healthcare Cost Drivers

Recent Springbuk data reveals concerning trends in healthcare spending, with both medical and pharmacy costs climbing at unprecedented rates.



- Healthcare costs surged 7.8% in 2023 (5.6% medical, 14.2% Rx).
- 2024 projects a 7.4% increase, with medical (+7.3%) and pharmacy (+8.0%) contributing equally.
- Specialty drugs, surgical procedures, and medical channel drugs drive spending.



Over the past three years, Rx specialty drugs and surgical procedures accounted for 80.4% of overall cost trends.



Prescription for Clarity: What Your Medical & Rx Drug Data Reveal

A deep dive into pharmaceutical spending patterns exposes dramatic shifts in medication costs and usage trends.

- Rx spending now represents 25% of total healthcare costs.
- GLP-1 costs rose 272% in 4 years, driven by diabetes and obesity treatments.
- Cancer treatments dominate specialty drug costs (50%).



Rx spending is growing 7x faster than medical spending (31.1% vs. 4.6%).



The Diabetes Dilemma: “Something’s Different with Diabetes This Year”

The landscape of healthcare costs is being dramatically reshaped by the rising tide of diabetes-related expenses and treatments.



- Diabetes is now the #1 cost growth driver, surpassing cancer.
- Diabetes claimants’ costs rose \$179/month over 4 years.
- Type 2 diabetes prevalence increased from 48.4 to 55.5 per 1,000 members.
- GLP-1 usage among diabetics doubled (19.5% » 40.4%), driving 88% of cost increases.



A balanced strategy is needed to manage diabetes treatment costs while preventing complications.



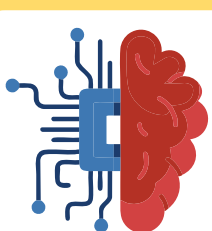
The Real Gut Check: Understanding GI’s Cost Impact

Gastrointestinal conditions have emerged as a significant and often overlooked driver of healthcare costs, with far-reaching implications.

- GI diseases now rank among the top 3 cost drivers for employers.
- Total GI spending: \$31.70 PMPM, a 19.9% increase over 3 years.
- Mental health strongly correlates with GI conditions (2.3x higher likelihood among affected members).



Managing mental health-GI connections, optimizing medication use, and site-of-care strategies are critical to controlling costs.



Looking Ahead: Priority Action Items for 2025

- Prepare for Biosimilar Transitions (Humira & Stelara)
- Optimize Specialty Drug Management (GLP-1 cost control, infusion site-of-care)
- Enhance Member Support (medication adherence programs, education campaigns)
- Launch Comprehensive Wellness Programs (nutrition, physical activity, weight management)
- Focus on Early Intervention (diabetes prevention, GI early detection, mental health support)

Empower Smarter Decisions with [Health Intelligence](#)
Your health data isn't just numbers—it's a strategic tool to enhance workforce health and control costs.



Discover more at springbuk.com

