

Understanding the employer healthcare landscape

Health and productivity are tightly linked

The impact of health challenges and limited access to care is felt at work by all: missed days, lower energy, and reduced engagement.



Employers and labor organizations are already facing rising costs, but delayed care drives higher claims and poorer outcomes—forcing employers to choose between reacting to downstream consequences or acting earlier to shape results.

Healthcare costs are growing faster than budgets



\$35,119

average annual healthcare costs for a family of four¹

+188%

healthcare cost growth over 20 years²

51%

of employers planned to shift costs to employees for the 2026 plan year³

+84%

wage growth over 20 years⁴



Chronic illness is part of today's workforce reality



1 in 3

employees with chronic conditions report missing out on work hours or projects due to their conditions⁵

\$2,945

lost each year in productivity per U.S. employee from chronic illness-related presenteeism and absenteeism⁶

51%

of U.S. adults live with two or more chronic conditions⁷



90%

of U.S. annual healthcare spending is tied to chronic and mental health conditions⁸

Access to care is a persistent barrier

97M

people live in primary care shortage areas⁹



16%

don't have a primary care provider¹⁰

100K

healthcare worker shortage projected by 2028¹¹

31 days



average wait time for a healthcare appointment¹²

Delayed care compounds health challenges



66%

of Americans worry about affording healthcare¹³

18%

say their health worsened after postponing care¹⁴

36%

put off treatment because of cost¹⁵

23%

have skipped prescribed medications to save money¹⁶



Taken together, these pressures are forcing employers to rethink not only how healthcare is financed, but also how it's delivered.



Turn your employee healthcare into a competitive advantage

Value-based approaches that emphasize prevention, accountability, and outcomes are gaining momentum. Benefits leaders are increasingly turning to an advanced primary care (APC) model. APC provides a path to better care, better health, and actual affordability for the buyer and consumer alike.

To learn how APC can help you manage costs and keep your workforce healthy and productive, [check out “The ultimate guide to advanced primary care.”](#)

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