

Comprehensive Condition Care: Diabetes



Problem

- 20% of healthcare spend is attributed to people with diabetes
- >21% of adults with diabetes in the US are unaware they have the condition
- Of the 88M adults with prediabetes in the US, nearly 85% are unaware of their condition
- 2.3x higher cost of caring for individuals with diabetes
- Diabetes is the #1 non-specialty drug category for most employers
- Insulin is a highly visible and utilized category and historically affordability has been a concern
- Staggering cost for GLP-1s such as Ozempic and Wegovy with more and more expensive drugs in the pipeline
- The marketplace is filled with a number of different vendors addressing cardiometabolic health, making it difficult for employers to determine which vendor is the best match for their population needs



Value

- Diabetes remains a top cost driver for employers. Managing cost and outcomes is dependent on prevention, timely diagnosis, and effective management.
- Supporting members with a diabetes diagnosis and those at risk of diabetes can reduce overall population healthcare costs for employers. It can also improve employee health, longevity, productivity, and engagement.
- Employers can implement wellbeing initiatives to support reversal for those with prediabetes; for members with diabetes, employers can put strategies into place that support accessible and effective disease management.



Employers are increasingly focused on diabetes

Highlights from the **WTW 2023 Best Practices in Healthcare Survey** specific to diabetes, which included 457 employers (respondents employ 7.3 million workers)

- **Metabolic syndrome/Diabetes** is the second most targeted clinical area (after mental/behavioral health)
- **52% of employers** have taken action in 2023, 11% are planning for 2024 and 13% are planning for 2025
- **Employers are exploring** their plan designs to manage cost for diabetes and obesity medications

Solution: WTW can support evaluating current state (inclusive of Pharmacy Benefit Manager approach), defining performance gaps, and developing a strategic plan to address opportunities. This includes analyzing cardiometabolic vendors to determine which one is the best fit for an employer group along with optimizing engagement and gauging outcomes.

Conduct a current state evaluation

Define potential performance gaps and opportunities for improvement

Develop a strategic plan to improve engagement, risk profile and outcomes