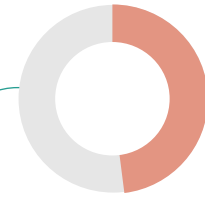


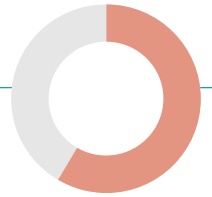
Helping your overwhelmed employees get the care they need

Accolade's new health trends report reveals the main causes of stress in healthcare and how HR can assist by expanding virtual care and promoting health equity.


As HR leaders, it's important to understand the barriers that may be keeping your employees from fully using the healthcare benefits you provide them. Accolade's latest report sheds light on the psychological and practical factors of engaging the healthcare system that are impacting your employees. Based on a Savanta employer healthcare survey, the report reveals that 49% of employees feel overwhelmed managing healthcare for themselves and their family members. As a result, 65% have delayed or avoided care altogether. The cost of care, billing confusion, and difficulty finding a provider and making an appointment are the top stressors identified in the report.




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In addition to highlighting the challenges employees shared with us, our report offers solutions, including virtual care expansion and enhanced health equity. Employees who receive personalized healthcare navigation report higher levels of engagement, satisfaction, and loyalty with their employers. Key takeaways from the report include:

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- Nearly 60% of employees want more guidance on how to navigate their healthcare benefits, indicating a clear demand for personalized support.
 - Employees who use Personalized Healthcare navigation are 2.5x more likely to choose a high-value provider for their care.
 - Personalized Healthcare navigation leads to a 22% reduction in avoidable ER visits and a 36% reduction in avoidable hospital admissions.

Accolade's health trends report is a valuable resource for HR leaders looking to support their employees' healthcare needs. In this report you'll learn about:

- Addressing the moments that matter: Accolade focuses on improving challenges in the four critical moments in employees' healthcare journey, enhancing their experience while addressing cost drivers.
- Personalizing experiences: Accolade offers benefits options tailored to individual employee needs, helping them overcome specific barriers to care.
- Predictive modeling and proactive care: By analyzing population data and member health insights, Accolade brings care navigation and support programs to members before health issues become unavoidable.
- Investing in Primary Care: Accolade encourages investment in primary care, potentially with a virtual-first approach, to remove overwhelming factors for employees and their families.

To take the first step towards creating a culture of well-being that benefits everyone. Read "Making an impact in moments that matter" and gain a deeper understanding of the most effective strategies for providing high-quality healthcare benefits to your employees.

