

2025 State of Employee Benefits At-a-Glance

Key insights and inspiration from 2024 claims data and enrollment data for the 2025 plan year.

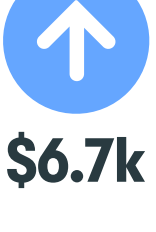


Health Plan Costs Trends

Your health plan and claims data can help shape your benefits offerings to control costs and boost engagement.



Medical inflation rate for 2024
Our analysis found an annualized medical inflation rate of 12.6% from 2022 to 2024, significantly impacting health plan premiums and out-of-pocket costs.¹

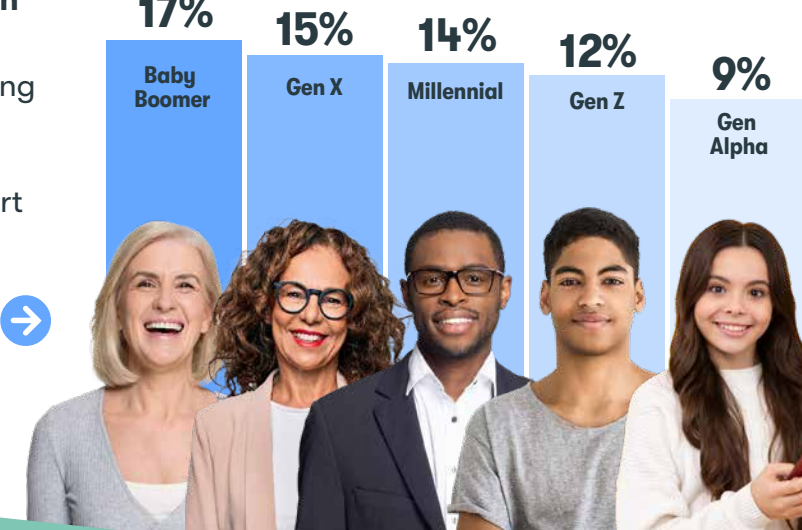


Average yearly cost of GLP-1 medications per patient
GLP-1 claimants as a percentage of members doubled in the last two years from 2.5% in 2022 to 5.0% in 2024² prompting employers to deploy strategies to mitigate these additional costs.

Out-of-network care was more common with older generations in 2024.

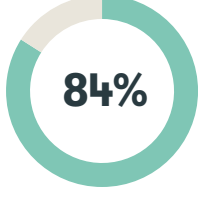
Out-of-network visits can drive up spending for employees and plan sponsors alike. Tools and resources that help people find in-network providers are proving to be part of an effective cost savings strategy.

Percent of Those Who Visited Out-of-Network Provider at Least Once in 2024

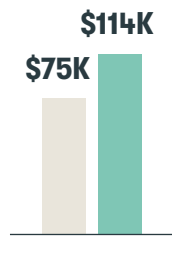


Health Plan Offerings and Participation Trends

Provide tools and resources to help employees select the optimal coverage for their needs and goals.



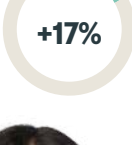
84% of employers offered both traditional and High Deductible Health Plan (HDHP) options in 2025, up from 81% in 2023.



50% Higher average salary for employees electing HDHP when offered alongside traditional plan option across 2023-2025 plan years.



+20% Higher HDHP enrollment and **+17% higher HSA participation** among employers using Benefitfocus Decision Support for plan year 2025.³



+43% Increase in Gen Z HSA participation from 2023 to 2025. Gen Z is the only generation with increasing HSA participation across the three years, suggesting a growing awareness of HSAs among younger employees who typically use less health care.

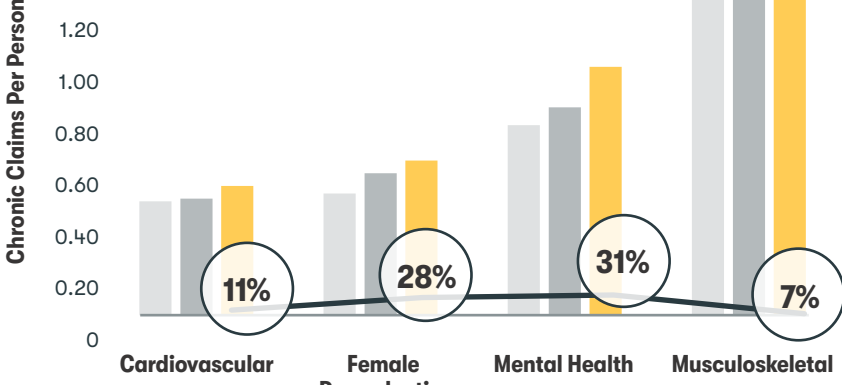


Benefits Utilization Trends

Trends in benefits utilization reveal opportunities for employers to enhance communication and education, shift offerings, and help drive better health outcomes.

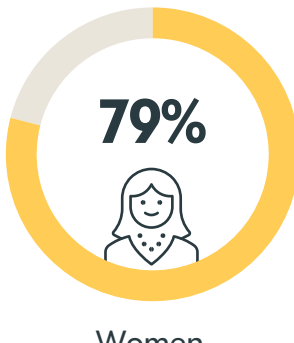


17% Increase in overall chronic condition claims per person from 2022-2024. Claims have increased for cardiovascular, female reproductive, mental health and musculoskeletal care.

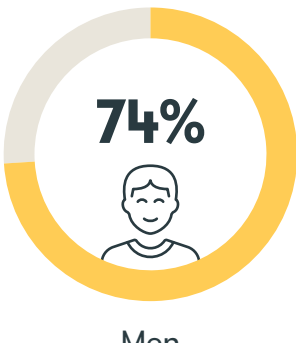


Women are more likely to seek health care

Received at least one screening

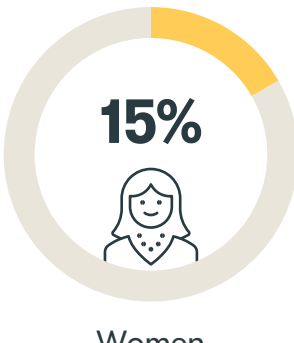


Women

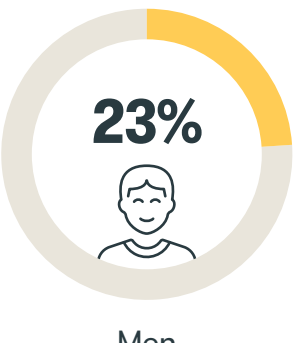


Men

Had a gap in care



Women



Men



Supplemental and Voluntary Benefits Trends

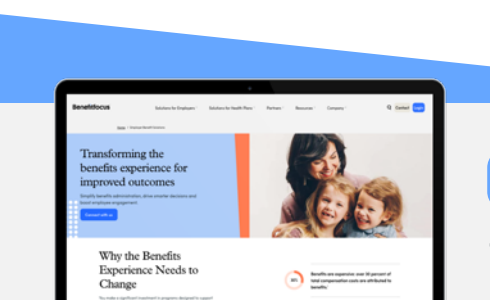
Flexible benefits are intended to add value and help employees customize coverage according to their specific needs.



5.4% Increase in proportion of employers offering supplemental benefits⁴ in 2025—up from 41.3% in 2023 to 43.5% in 2024. Supplemental and voluntary benefits offer employees more flexible options to choose from, so they can elect the coverage types that matter most for their particular circumstances and stage of life.

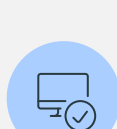


28.2% Higher adoption rate for voluntary benefits among employers using Benefitfocus Decision Support.⁵



[Click here](#)

to learn more about how Benefitfocus solutions can help engage your employees with their benefits.



Personalized, unbiased decision support tools tailored to employee health and financial needs.



Digital point solutions to help employees manage chronic conditions.



Targeted communications that help demystify complex benefits topics.



Care navigation to help employees find the right care at the right time.

Ready to Get Started?

Benefitfocus is committed to helping organizations and the individuals they serve get the most value out of their health care and benefits programs.

[Book a demo](#) to experience Benefitfocus in action – and learn how we can help radically simplify benefits for your organization.

About the Data

The State of Employee Benefits 2025 was compiled from enrollment transactions aggregated across 316 large employers (1,000+ full time employees) within the Benefitfocus customer base, representing more than 1.8 million employees in total. The data was evaluated on an anonymous basis. Enrollment records include both active and passive enrollments made by a variety of industry roles (employee, carrier representative, broker, benefits administrator, etc) from the fall of 2022 through fall of 2024 for plan year effective dates of January 1. These measurements are not meant to be a nationally representative sample, but to represent the aggregate activity for large employers on the Benefitfocus platform.

For data related to medical and prescription Health Claims, Benefitfocus drew from 87 employers in our Health Insights Platform with a total population of approximately 800,000 employees and their dependents. Claims were assessed based on a fiscal year ended 9/30 to account for lags in claim processing. Effects were estimated using a random sample of approximately 10,000 of the aforementioned individuals and where that sample size was insufficient, certain aggregate results were drawn from the population itself. The underlying claims demographics and claims were sanitized per HIPAA Safe Harbor guidelines and were filtered to exclude generations older than Baby Boomers and were with the age 90 cutoff mentioned in section (3) of "Guidance on De-identification of Protected Information, November 26, 2012" which cites the Code of Federal Regulations Title 45 §164.514(b)(2)(i)(C)."

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1 Based on normalizing the observed medical costs by controlling for demographics.
2 GLP-1 analysis was performed on approximately 600,000 lives across 76 employer groups with a complete 3-year history of prescription data and benefit coverage of GLP-1 medications. Data was analyzed based on claim service dates from 1/1/2022 – 12/31/2024.
3 Among select client groups using personalized enrollment guidance functionality in Benefitplace™ fall 2024 annual enrollment period for 1/1/25 benefit effective dates.
4 Increase in supplemental benefits includes accident insurance, critical illness/specified disease insurance, hospital indemnity insurance, ID theft, legal and pet benefits.
5 Among select client groups using personalized enrollment guidance functionality in Benefitplace™ fall 2024 annual enrollment period for 1/1/25 benefit effective dates.