



Discover the blueprint for redefining benefits strategies in healthcare

What if you could lower healthcare costs while delivering competitive benefits your employees love? At the ASHRA Benefits Symposium, “Establishing Value as a Healthcare Cost Containment Priority,” over 30 hospital and health system leaders came together to explore innovative strategies for balancing rising costs through programs that enhance the employee experience and mental wellbeing and meet the unique needs of the healthcare workforce. A collaboration with Quantum Health, Hinge Health, Aon, Lyra Health, Embold Health and Brightside, the two-day event offered interactive sessions and actionable insights for transforming employee benefits programs.

Key takeaways

Keeping care in-house to control costs and improve outcomes

Many hospitals struggle with “leakage,” where employees seek care outside the health system, increasing costs and reducing the use of in-house providers. To address this challenge, hospitals use tierage and steerage. Tierage encourages in-house care by lowering out-of-pocket costs for employees who choose in-network providers. Quantum Health moderated a session with Lifepoint Health and Embold Health discussing how steerage leverages Quantum Health’s healthcare navigation platform to provide real-time, two-way guidance that helps employees understand their benefits, financial incentives and the value of staying within the system. Supported by digital tools like Care Finder™, which nudges employees toward trusted in-house providers, these strategies combine advanced technology and personalized support to keep care in-house.

Transforming mental health benefits with next-generation strategies

Traditional employee assistance programs (EAPs) often fall short in addressing the diverse and evolving mental health needs of today’s health systems. Next-generation mental health solutions provide **fast access to high-quality care**, integrate cultural understanding, and offer tailored support that fosters healthier, more engaged employees. By expanding access to evidence-based care and meeting employees where they are, these innovative approaches drive **measurable clinical outcomes**, with **9 out of 10 patients recovering or seeing reliable improvement**. Additionally, organizations see a **3:1 ROI in direct health plan savings**, demonstrating both the clinical and financial impact of investing in better mental health support.

Top employee benefits insights from the 2025 ASHHRA symposium



Addressing MSK pain with value-led digital care

Chronic MSK conditions are one of the top three cost drivers for hospital employee benefits plans. Digital health programs are essential for addressing this challenge, but success depends on sustainable engagement, measurable outcomes and meaningful cost savings. By integrating digital care with existing benefits and in-person treatments, health systems can provide seamless support, improve outcomes and lower costs. Digital physical therapy inside of a health system can dovetail with existing PT service offerings for an integrated approach.

Shaping the future of healthcare benefits

Cost containment is a top priority for health system employers, but it's no longer just about cutting expenses. Aon's 2024 Benefits Survey of Hospitals highlighted how a value-led approach can help optimize care, eliminate wasteful spending and invest in benefits that truly matter to employees. With insights from over 157 health systems, this session explored practical strategies to balance managing costs with building a benefits program that supports today's diverse healthcare workforce.

Helping low-income employees

Many healthcare workers are on the low end of the pay scale and have difficulty making ends meet. Brightside Financial led a session that discussed how personalized support can break bad habits and cycles of debt. Helping employees build a savings account and optimize resources can lower turnover and improve employee engagement.

Top strategies from the nation's best health systems

Houston Methodist and Mayo Clinic, two of the most awarded health systems in the country, shared how they're elevating health benefits to attract, retain and engage top healthcare talent. Some of their strategies include expanding offerings, changing network tiering strategies, effectively managing GLP-1 costs and introducing healthcare navigation. The results are managing costs while meeting member needs, improving access to mental health services, boosting EAP participation and delivering significant employee satisfaction.

