An Employer Challenge: Wage Status and Healthcare Utilization Patterns
Question: What percentage of the US workforce has net pay of less than $30,000/year?

• A. Less than 10%
• B. Between 10-20%
• C. Between 20-30%
• D. Between 30-40%
• E. Between 40-50%
• F. More than 50%
Socioeconomic status impacts health – and consumerism behaviors

Low-wage workers:
- High prevalence of unhealthy behaviors and chronic conditions
- High proportion of healthcare costs as a percentage of wages
- Low health literacy and healthcare consumerism engagement

Differences in:
- Prioritization of personal health concerns relative to other life priorities
- Health benefits selection (influenced more by premium cost)
- Utilization of healthcare services (out-of-pocket cost and financial stress)
Factors that stress people most intensely

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial situation</td>
<td>50%</td>
</tr>
<tr>
<td>Work changes</td>
<td>43%</td>
</tr>
<tr>
<td>Work schedule</td>
<td>42%</td>
</tr>
<tr>
<td>Work relationship</td>
<td>40%</td>
</tr>
<tr>
<td>Influence/control over work</td>
<td>37%</td>
</tr>
<tr>
<td>Personal/family commitments</td>
<td>32%</td>
</tr>
<tr>
<td>Health condition of family</td>
<td>31%</td>
</tr>
<tr>
<td>Personal health condition</td>
<td>27%</td>
</tr>
<tr>
<td>Family changes</td>
<td>24%</td>
</tr>
</tbody>
</table>

What does this mean for prioritization of personal health issues?

Low-wage workers have lower compliance with cancer screening

Cancer Screening Rates Among Eligible Individuals

- Cervical Cancer Screening
- Colon Cancer Screening
- Breast Cancer Screening
Low-wage workers use less healthcare – despite higher risk scores

Percentage of Enrollees Not Filing Medical or Pharmacy Claims by Wage Band

- Non utilizers - CDHP
- Non-utilizers - PPO
- Non Utilizers - Total
HRA and biometric screening participation rates are lower among low-wage earners.

The graph shows the percentage of participants with a biometric result and taking an HRA across different wage categories. The percentages increase as wage increases, indicating lower participation among lower-wage earners.
Benefits design considerations for low-wage workers:

- Equality – or equity?
- Any impact of wage-based premiums?
- What role for incentives?
- How should well-being issues be addressed?

Opportunities exist to rethink benefit design for low-wage workers