

**ISPOR 2025 Workshop #057 – Advancing Inclusive Healthcare Benefit Design:
Engaging Employees Through Participatory Decision-Making**

What are some examples of current value-laden decisions in healthcare? *e.g., decisions where individual beliefs, preferences, or ethical considerations play a significant role, such as coverage of GLP-1s for weight loss.*

What makes these decisions value-laden? *e.g., What values are driving healthcare decisions? What perspectives are involved, and why might they differ?*

**Why don't we involve employees in healthcare benefits and coverage decision-making?
What are some solutions for improving employee engagement in these decisions?**

Related resources:

- **Tradeoffs Podcast:** “How One Company Gamified Health Insurance,” September 5, 2024. (<https://tradeoffs.org/2024/09/05/game-health-insurance/>)
- **Health Affairs Forefront article:** “Activating Employees in Discussions of Health Care Trade-Offs: It Can Be Done.” January 3, 2019. (<https://www.npcnow.org/resources/employer-resource-guide>)
- **White Paper:** *Prioritizing Health Care Spending: Engaging Employees in Health Care Benefit Design.* November 2018. (<https://www.npcnow.org/resources/employer-resource-guide>)

Connect with us! Please feel free to contact us with comments or questions:

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