



Checklist:

7 Signs That

You Need to

Self-Fund Your

Health Plan

Is it time to self-fund your health plan?

This checklist will guide you through the seven reasons why companies like yours make the move.



1. YOU NEED TO BE COMPETITIVE TO ATTRACT TALENT

Did you know that 72% of employers in a recent survey said they plan to customize their health benefits to attract talent? Whether you plan to invest in better maternity or behavioral health benefits or are ready to add more wellness programs, self-funding lets you create a benefits program that reflects your employees—and your job candidates.



2. YOU'RE A MID-SIZE EMPLOYER (OR GROWING)

Once your company passes 200 people, it's time to seriously consider self-funding. Why? It's the financially responsible move for your business.



3. YOU NEED TO CONTROL COSTS

Data shows that self-funded employers manage healthcare cost growth better than fully-insured employers. One reason? Companies that self-fund have more flexibility in how they design their benefits. That means more levers to manage and control costs.



4. YOU WANT ACCESS TO YOUR DATA

Claims data is your most important asset, but it's under lock and key on a traditional plan. By self-insuring and using Collective Health, you get real-time access to your employee data and, even more importantly, actionable insights that help you stay ahead of the curve. That allows you to plan ahead, reduce spend, and improve member experience.



5. YOU NEED TO UNDERSTAND WHAT'S HAPPENING

Employer health benefits are full of unexpected moments, from renewal increases to complex processes that slow your HR team down. Self-funding provides insights into what is working (and what isn't) so you can drive a smarter benefits strategy.



6. YOU'RE PLANNING FOR THE FUTURE

Self-funding is the first step to turning your company's massive investment in health benefits into a strategic foundation for the future. It gives you more control over how your people program scales. Companies powered by Collective Health can be more nimble as they add programs, change partners, and keep up with trends.



7. YOU VALUE SERVING YOUR EMPLOYEES' NEEDS

Self-funding allows you to implement programs based on your unique employee needs, whether that's egg freezing benefits or telemedicine allowances. It enables you to work with partners who offer these services for your people. You can also work with a partner who offers a good experience for your mobile-first populations.



WHAT'S YOUR TOTAL?

If you've checked multiple boxes, it's time to seriously consider moving from a fully-insured to a self-insured health plan for your people.

Self-funding your health plan is smart, but self-funding with Collective Health is smarter. Collective Health makes it effortless for businesses and their employees to understand, navigate, and pay for healthcare.

Schedule a demo

If you're ready to learn the specifics impact of self-funding can have on your company, schedule a demo with our team. collectivehealth.com/demo



Collective Health is the first Workforce Health Management System (WHMS) that helps companies get the most out of their healthcare investments while taking better care of their people.

CLOUD-BASED, CONNECTED HEALTH PLAN ADMINISTRATION

Software that administers your workforce health program and integrates with your finance and HR systems

CONSUMER-GRADE USER EXPERIENCE

User experience designed to engage members and drive behavior change

OPEN ECOSYSTEM OF PARTNERS

Streamlined access to other health and wellness partners—all in one, intuitive platform

REAL-TIME PERFORMANCE INTELLIGENCE

Complete utilization, spend, and user experience data, paired with accurate and timely insights

This information is not legal or tax advice. Work with your legal counsel to confirm that your plan complies with applicable law and regulations. Changes to your plan design may have tax consequences for your company and its employees.