



Beyond the Numbers: Addressing ADHD in Modern Healthcare and Drug Plan Management

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Today's Session

productivity stigma
absenteeism anxiety disability quality of life
controlled substance treatment
access to care costs
inequity neurodiversity accessibility
affordability education
retention ADHD sustainability
diagnosis



ADHD in the News

Artist hopes to raise awareness of ADHD in women

1 November 2024

Dawn Lefko & John Darvell

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Facebook Read

More adults think they have ADHD. But many are struggling to get diagnosed

ADHD medication prescriptions have jumped in Canada, report finds

 Jennifer Yoon · CBC News · Posted: Oct 26, 2024 4:00 AM EDT | Last Updated: October 26



cbc

Benefits

How employers can help employees with ADHD be engaged, productive

cbc

Adult ADHD prescriptions spike in Canada, especially with young women

BUSINESS INSIDER

My son's ADHD and autism diagnosis led to mine. At 37, I struggled to accept it at first.

Benefits

Taking a holistic approach to attention deficit hyperactivity disorder



What is ADHD?

ADHD is a **chronic neurodevelopmental disorder** that affects approximately 5%-9% of children and 3%-5% of adults.

ADHD is the **most common neurodevelopmental disorder in children**

ADHD impacts people from **all ethnicities and socioeconomic backgrounds**

ADHD is highly hereditary – **comparable to heritability of height 75%**

ADHD Types & Symptoms

Generally categorized into 3 types: inattentive, hyperactive, or combined

Symptoms	Untreated ADHD brings greater risk of:
<ul style="list-style-type: none">• Focus impairments: keeping, breaking, switching and prioritization• Difficulty with Executive Functioning: starting and completing tasks, time management, working memory, social skills, procrastination• Restlessness, hyperactive mind, trying to do too many things at once• Interrupting others, impulsive spending, acting without thinking• Emotional regulation difficulties	<ul style="list-style-type: none">• Learning difficulties• Lower work productivity• Mental disorders co-morbidities• Self-esteem problems• Difficulty with personal relationships• Substance abuse• Accidents and injuries• Earlier death

Source: Centre for ADHD Awareness, Canada

A photograph of a young woman with long blonde hair hugging an older woman with short blonde hair. The young woman is smiling and looking down at the older woman. The older woman is also smiling. They are outdoors, with a brick building in the background.

From diagnosis to treatment

Early diagnosis and treatment to avoid negative outcomes

Assessment and diagnosis:

- Physicians (family physician, pediatrician, psychiatrist, neurologist), NPs
- Psychologists, neuropsychologists
- Psychoeducational assessment

Treatments:

- Therapy, CBT
- Coaching
- Medication

ADHD Drug Claims Trends

ADHD Drug Claims – 2019-2024

In 2019:

- **ADHD was the #9** top therapeutic categories by drug spend
- **Only 2.5%** of members were making ADHD-related claims
- **3.4% of total drug** spend was ADHD

In 2024:

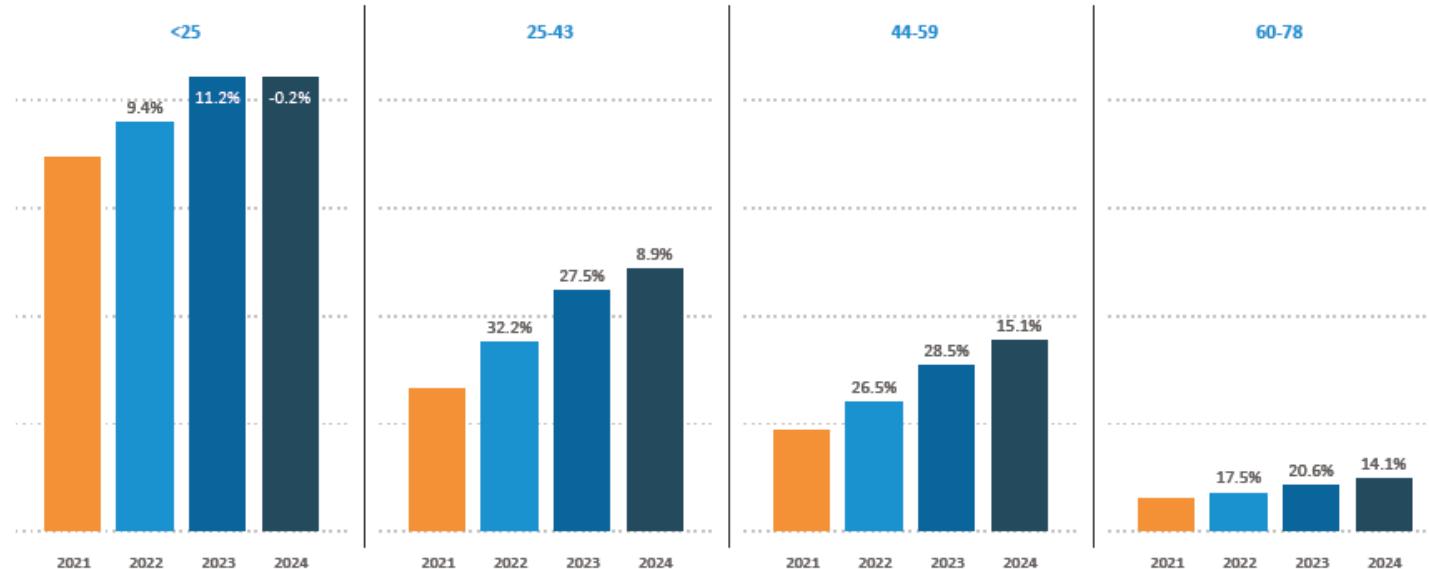
- **ADHD is the #4** top therapeutic categories by drug spend
- **4.4% of members** are making ADHD-related claims
- **5% of total** drug spend is ADHD

ADHD claimants have risen **76% since the pandemic**—one of the fastest-growing benefits.

ADHD Drug Claims Data—Generational

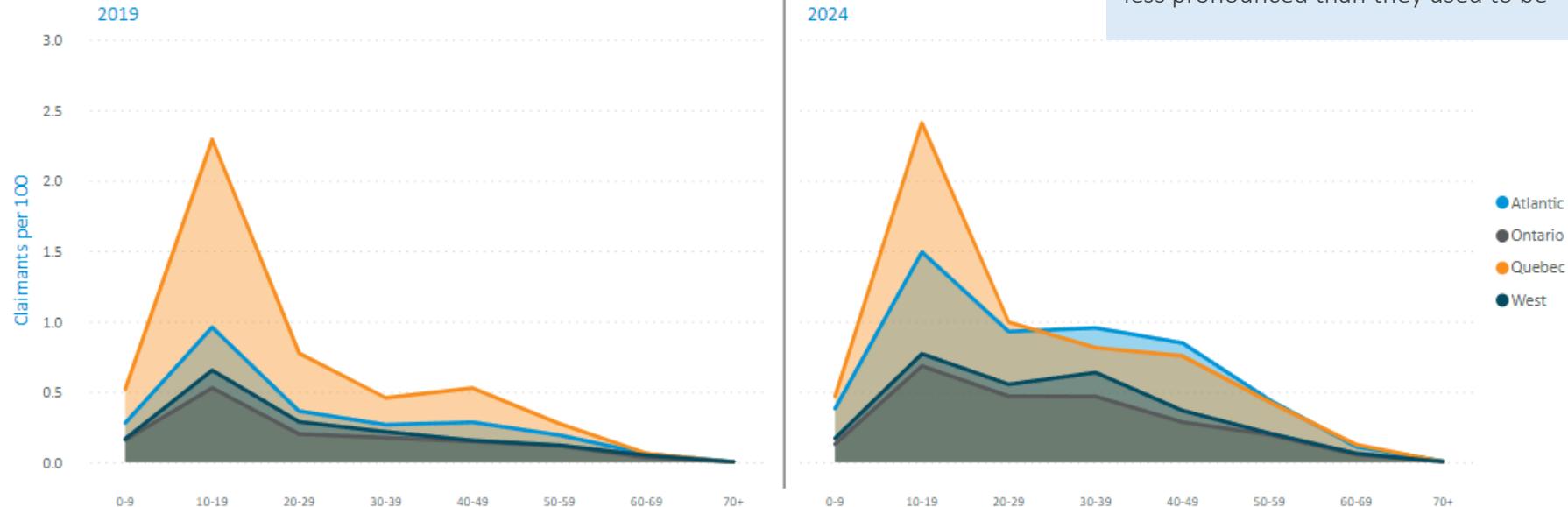
Largest increases are seen in the 25-43 and 44-59 age bands.

Claimants per 100 Participants by Year and Age Band

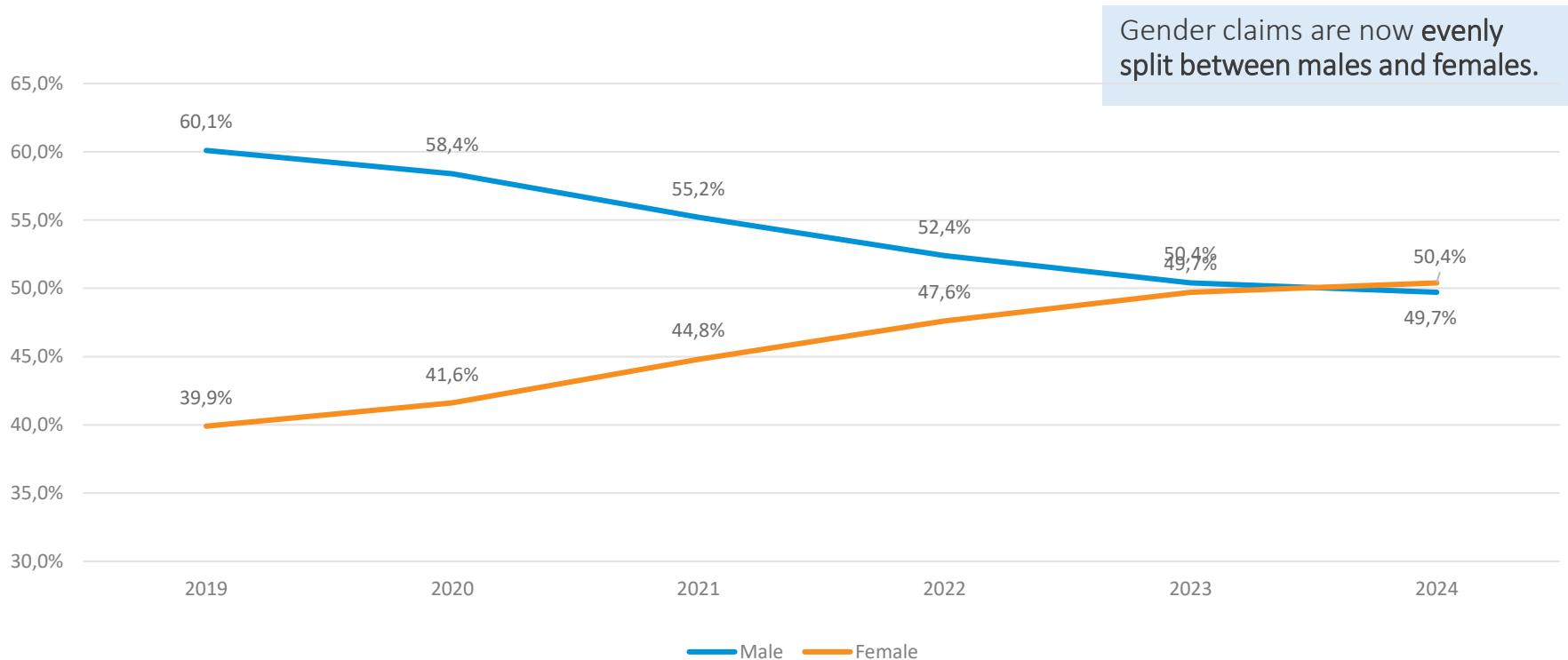


ADHD Drug Claims Data—Provinces

Claimants per 100 by Age Band



ADHD Drug Claims – by Gender



Data Findings Summary

- ADHD claimants have risen **76%** since the pandemic—one of the fastest-growing benefits.
- 5 years ago, ADHD barely made top 10 therapeutic categories, **now it's #4**.
- Prevalence of drug claims are now evenly split between males and females.
- Regional disparities are decreasing, but still present, and vary by age cohorts
- Largest increases are seen in **Millennial and Gen X populations** – the adult population actively at work.



Understanding ADHD, Then vs. Now

Shifting Perceptions

ADHD was once seen as a childhood condition but is now understood as **a lifelong neurodevelopmental disorder impacting individuals across their lifespan**.

We have also seen an increase in **parallel adult and child claims**, a possible explanation being that parents seeking ADHD diagnoses for their children **recognize symptoms in themselves**.



Disparities in diagnosis and treatment

- Race and ethnicity
- Socioeconomic status
- Gender and sex
- Age
- Urban vs rural



Women and ADHD

- Often **undiagnosed as children** – less disruptive in academic setting, more daydreaming
- Can co-present with **anxiety & depression symptoms**
- Later **age of diagnosis**
- More **persistence into adulthood**
- Hormone level interactions



Neurodiversity in the Workplace

Disproportionate **unemployment and under-employment and lower workplace productivity of employees with ADHD** can cost the Canadian economy anywhere from \$6-\$11 billion annually.

Increased support for neurodiversity in the workplace benefits everyone.

Proper ADHD support in the workplace leads to:

- Increased productivity through **tailored accommodations**
- Improved **employee engagement** by fostering inclusion
- **Reduced absenteeism** with better access to care and treatment.



Balancing Plan Sustainability and Access to Care

Managing Costs: Plan Sponsor Solutions



Drug evaluation – from the perspective of Plan Sponsors

- Evidence based approaches for managed formularies
- Step or tiered approaches



Adapting strategies

- Controlled substances
- Day's supply & Dispensing Fee management



Generic substitution

- Optimize uptake of generic versions

Technology-Powered Plans

Step Therapy

Automation on Step 2+ approvals
Consideration for who can override, audit
Provide real time information on step drugs

Tiered Plans

Recognize when the first line option on Tier 1 was tried and failed
Automatically allow Tier 2 drug paid at Tier 1

	Expense	Step Therapy	Tiered Formulary	
			Tier 1 – 100%	Tier 2 – 70%
Payable by Plan				
Foquest - brand	\$125	Not covered		\$125, Member pays: \$37.50
Concerta - generic	\$35	\$35, Member pays: \$0	\$35, Member pays: \$0	

Solutions to facilitate access to ADHD care

Providers like Beyond ADHD can provide **accessible, affordable, and compassionate** services to children and adults.

- Nurse practitioners with psychiatric training and ADHD-specific certification who can assess, diagnose and treat ADHD
- Evidence-based multimodal approach, including medication **if** clinically appropriate
- Preferred pricing, prioritized scheduling and integrated experience



Five Takeaways for the Future

1. **ADHD is a growing area of focus** in healthcare and workplace neurodiversity
2. **Sustainable plan management balances rising costs with value.** ADHD medications need careful adjustments to ensure they are managed properly—remember to consider that **they are more regulated than other chronic disease medications.**
3. **Equitable access and accurate diagnoses are essential** for reducing misdiagnoses and supporting better outcomes for individuals and organizations.
4. **Partnerships like Beyond ADHD address key challenges in access and affordability.**
5. **Supporting ADHD care aligns with broader mental wellness and inclusion goals,** creating healthier, more productive workplaces.

Thank you
