



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

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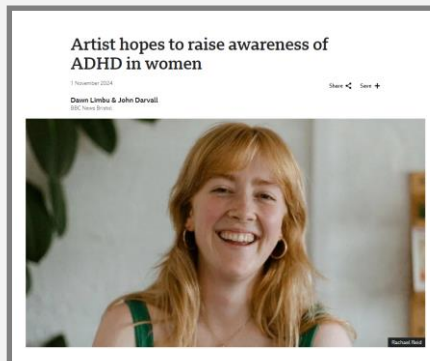
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# Today's Session

productivity  
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



**Benefits**

How employers can help employees with ADHD be engaged, productive



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

- 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

## Untreated ADHD brings greater risk of:

- Learning difficulties
- Lower work productivity
- Mental disorders co-morbidities
- Self-esteem problems
- Difficulty with personal relationships
- Substance abuse
- Accidents and injuries
- Earlier death





# 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

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# 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

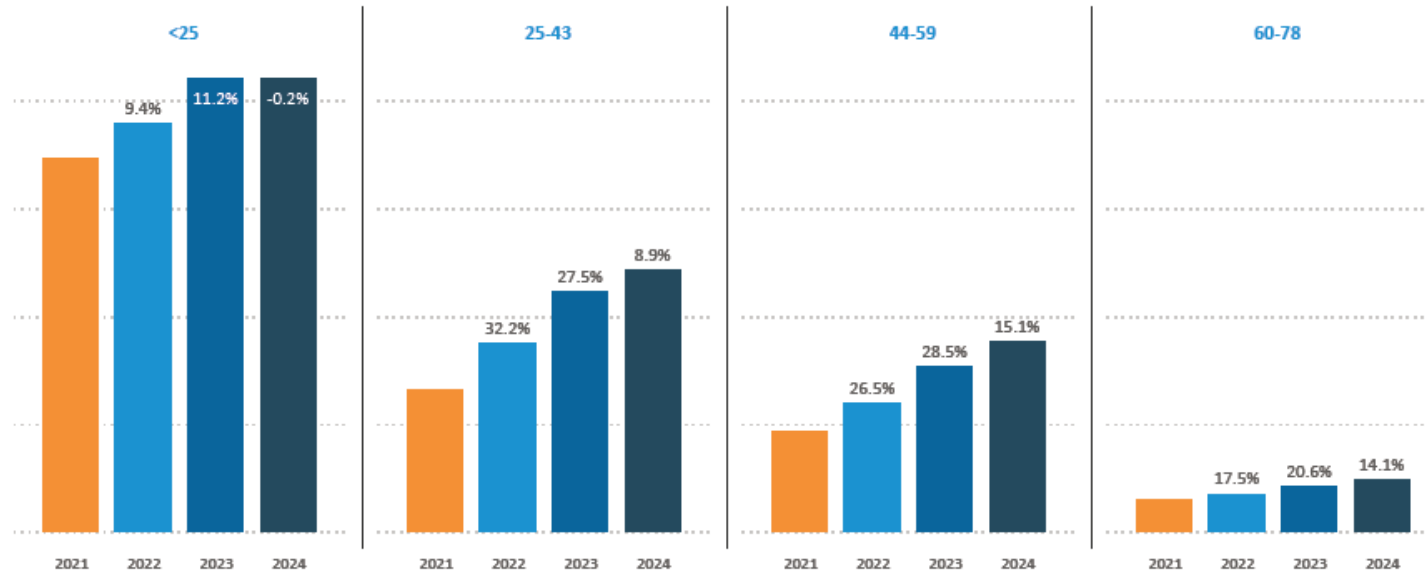
ADHD claimants have risen **76% since the pandemic**—one of the fastest-growing benefits.



# ADHD Drug Claims Data—Generational

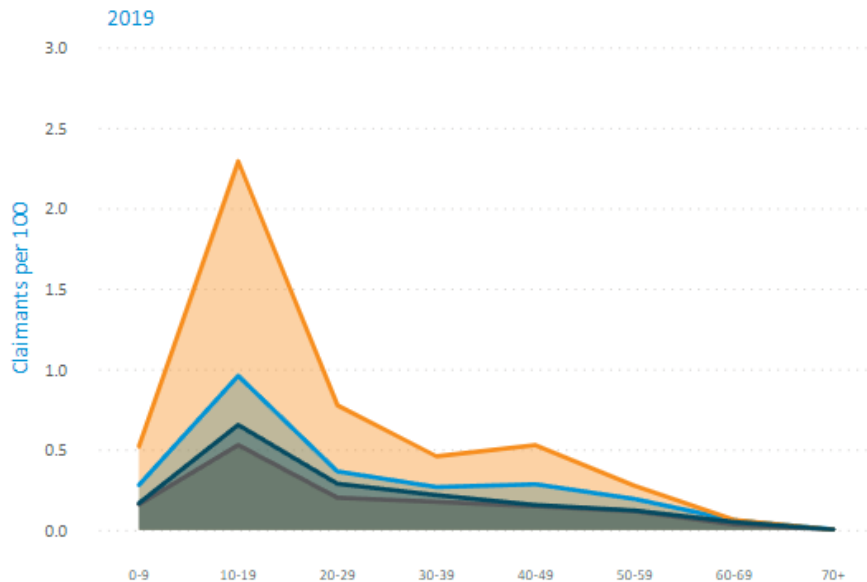
Largest increases are seen in the 25-43 and 44-59 age bands.

Claimants per 100 Participants by Year and Age Band

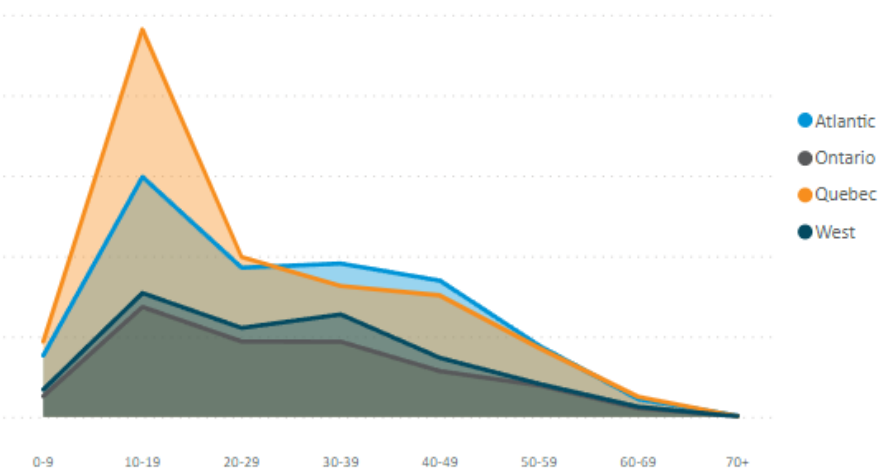


# ADHD Drug Claims Data—Provinces

Claimants per 100 by Age Band

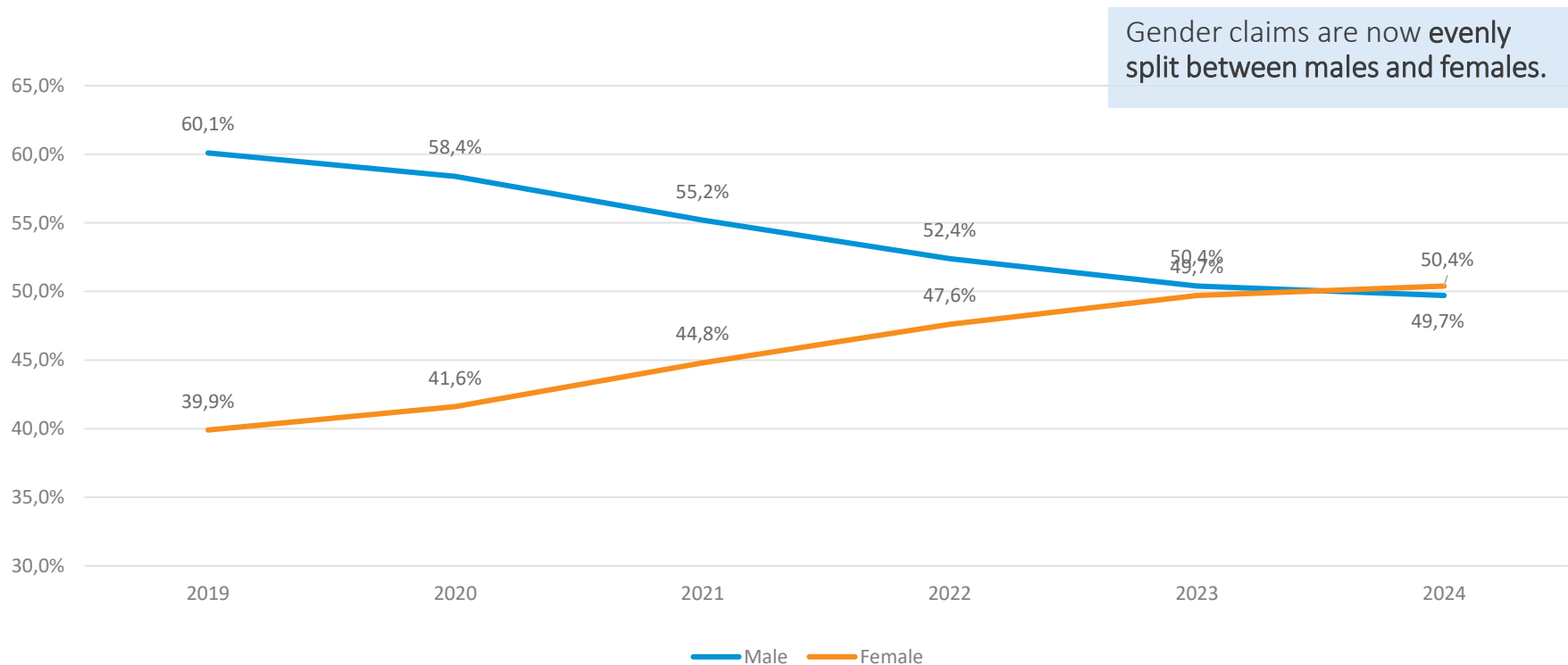


2024



Regional differences persist, but are less pronounced than they used to be

# 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

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# 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.**

% of Total Certificates



# 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

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# 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

		Step Therapy	Tiered Formulary	
			Tier 1 – 100%	Tier 2 – 70%
	Expense	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

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