

Healthy Workforces, Sustainable Futures: Why Employers Should Invest in Early Kidney Care

Chronic kidney disease (CKD) is placing a significant and largely underrecognized burden on American businesses and working families. As the primary sponsor of health insurance benefits in the U.S., employers are uniquely positioned to meaningfully change the trajectory of kidney disease through investments in early kidney care.

KIDNEY DISEASE IS TAKING A TOLL ON AMERICAN BUSINESSES AND WORKING FAMILIES



35.5M

Americans are currently living with CKD



9 in 10

Americans with CKD are unaware they have it



11M

workers, 7.4% of the U.S. workforce, have CKD



Workers with later stages of CKD (stage 3-5) represent **1% of the U.S. workforce** but account for **8% of annual employer health care costs**.



This translates to **\$107 billion** in annual health care costs and **\$30 billion** in lost productivity for employers every year.

EARLY KIDNEY CARE INVESTMENT CAN IMPROVE EMPLOYEE HEALTH AND GENERATE SAVINGS FOR EMPLOYERS AND THE FEDERAL GOVERNMENT

With advancements in screening, diagnosis and treatment, employers can take proactive steps to prevent disease progression, reduce health care costs and promote workforce productivity and retention.

OPPORTUNITIES FOR EMPLOYERS IN EARLY KIDNEY CARE



Prioritizing early screening and detection for CKD



Fostering timely collaboration and referrals among health plans and health care teams to improve care coordination



Providing affordable access to comprehensive treatments and services at all stages of CKD, including FDA-approved therapies and nutritional services

POTENTIAL SAVINGS FROM PREVENTION OF LATE-STAGE KIDNEY DISEASE

EMPLOYERS	MEDICARE
\$35B per year	\$9B per year



Congress can create more incentives for employers to prioritize upstream kidney care by establishing a voluntary legislative demonstration that allows private health plans to share in the savings they create for Medicare by preventing or delaying ESRD.

The economic analyses referenced were conducted by the Health Capital Group and published in part thanks to support from Novartis Pharmaceuticals Corporation. Refer to the full report for references: American Kidney Fund and National Alliance of Healthcare Purchaser Coalitions, Healthy Workforces, Sustainable Futures: Why Employers Should Invest in Early Kidney Care, March 2025.

To read the full report, visit
KidneyFund.org/policy-resources

 American Kidney Fund®
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