

EMPLOYER INSIGHT SURVEY:

# Returning to the worksite

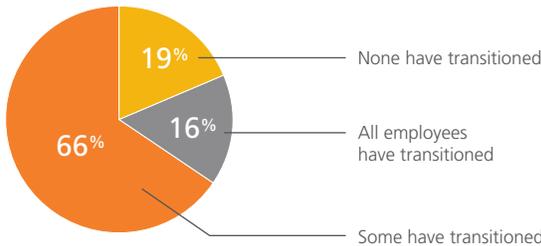
## Transition strategies and approaches

In June, Optum® surveyed large employers across the United States to understand their return-to-worksite approach. The following key findings offer valuable insights for employers as they plan their workforce transition strategies.

### The transition is underway

Although 16 percent of employers report having already completed the transition back to prior work arrangements, two-thirds of large employers are still in the midst of transitioning their employees. Another 19 percent have yet to begin.

Current status of return-to-worksite transitions among large employers



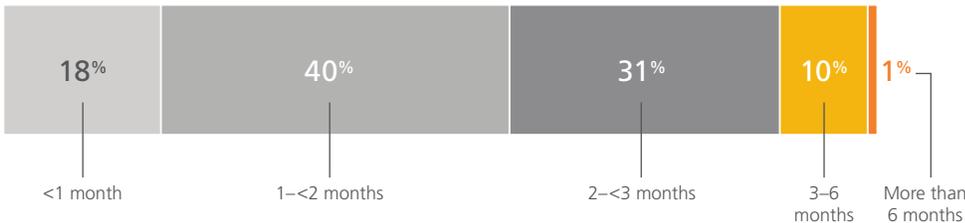
**STRATEGY STARTER**

Employee needs will change as you work through each phase of your transition plan. Ensure you are aligning and evolving your benefit offerings for each transitional phase. Have you identified the resources your employees will need next?

### A critical three-month period

Among employers who have not yet started or completed the transition process, 89 percent plan to complete the process in the next 90 days. If these trends continue, the vast majority will complete the process by early September. However, there will be a need for sustained employee well-being support well beyond this 90-day window.

Timing to complete transition (among employers who have not yet started or completed their transition)

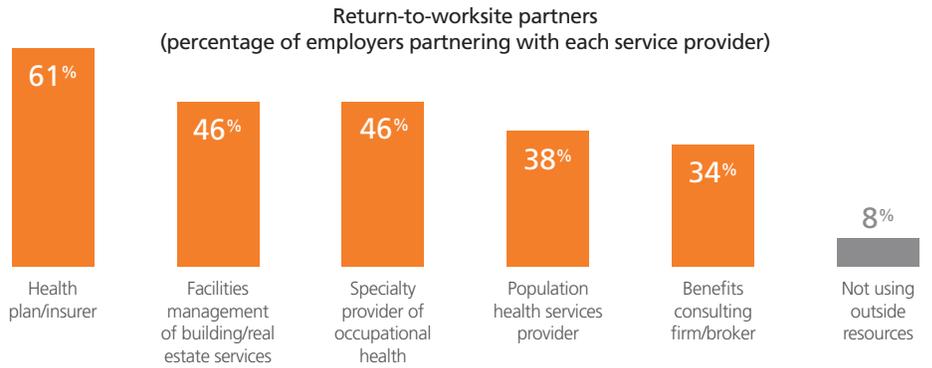


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Demonstrating support during this 90-day window of time will be imperative to keep employee well-being and productivity levels optimized. Consider leveraging resources for mental and social well-being during this transition phase. Which existing or turnkey well-being resources can you provide to minimize disruption?

## Partnerships for success

Organizations are collaborating with a variety of partners to support their return-to-worksite strategy. While many are leveraging their health insurer, organizations are also recognizing the value of other service providers who can offer their expertise and resources during this time.



Strong organizational partners can help position your company and employees for success as you begin the next phase. Are you maximizing the capabilities of your partners?

## Tools and tactics

Employers are leveraging a multitude of tools and tactics to ease the transition back to prior work arrangements. Communications, access to personal protective equipment (PPE) and emotional/behavioral health support are among the key resources that organizations have implemented for their employees. Many organizations are also in the process of implementing worksite signage and readiness reporting as well as enhanced condition/case management services and additional preventive and financial health resources.

Return-to-worksite employer tools (percentage of employers reporting)	Already in place	Currently implementing	Have not started implementing	No intention to implement
Employee communications	66%	25%	9%	1%
PPE and other safety equipment	63%	29%	7%	2%
Emotional/behavioral health resources	52%	33%	10%	6%
Reporting on return-to-worksite readiness	50%	39%	10%	1%
Employee symptom-checker tool	47%	35%	17%	2%
On-site symptom checks and screening protocols	46%	35%	15%	4%
Digital self-help for anxiety, depression	46%	30%	16%	8%
Surveys to gauge employee perspectives	43%	36%	16%	5%
Additional behavioral, preventive and financial health resources	43%	38%	17%	3%
Nurse line	43%	27%	18%	12%
Enhanced condition/case management for high-risk employees	40%	38%	19%	4%
Virus testing protocols	40%	33%	21%	7%
Worksite layout and signage	39%	46%	13%	3%
Dedicated return-to-worksite consultant	36%	32%	14%	18%
Plan implementation rehearsals	32%	35%	23%	10%



Finding the right mix of tools to address the physical well-being of your employees as well as their mental, social and financial well-being is a critical task. What does your toolkit look like today? Are there gaps that need to be filled?

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## Survey highlights

- **Current status of return to worksite:** As of early June 2020, only 16 percent of organizations have completed their return-to-worksite transitions. Although almost all organizations appear committed to completing their transitions by early September, there will be a need for sustained employee well-being support well beyond the 90-day window.
  - **External vendors play an important, supportive role:** While health plans play a key role in supporting employers, almost four in 10 companies report working with their population health services provider to ensure a smooth transition.
  - **Employee resources:** Return-to-worksite communications, access to PPE and emotional/behavioral health support are among the key resources that organizations want to provide employees for their return.
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## Optum support

No matter how big your organization's challenge, Optum is ready to support you as your employees prepare to return to the worksite. Our solution architects can deliver a tailored assessment for your organization, helping to ensure a smooth, successful transition.

[Learn more here.](#)

## Survey methodology

- Online survey administered the week of June 8, 2020
- 200 human resource professionals surveyed
- U.S.-based companies with 3,000 or more employees

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