How does the size of a company affect their return-to-worksite strategy? To answer this question, in June Optum surveyed jumbo and large employers across the United States. The research revealed insights into the challenges that come with increased scale, structure and complexity. How does your company compare?

**Return-to-worksite readiness**
Large organizations report being significantly more ready to initiate the transition back to the worksite compared to jumbo organizations. While the location(s) of large and jumbo organizations and their local government guidelines are potentially impacting state of readiness, we also hypothesize that jumbo organizations face a complex organizational structure, which creates a more challenging environment to manage.

<table>
<thead>
<tr>
<th></th>
<th>Extremely ready</th>
<th>Ready</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large employers</td>
<td>74%</td>
<td>25%</td>
</tr>
<tr>
<td>Jumbo employers</td>
<td>58%</td>
<td>19%</td>
</tr>
</tbody>
</table>

Legend:
- Large employers (3,000–9,999 employees)
- Jumbo employers (10,000+ employees)

**Transition progress**
Because large companies are further along in their stage of readiness, they are also making more progress with their return-to-worksite transitions when compared to jumbo employers.

Many organizations have started or completed the transition process. However, some organizations are embracing work-from-home arrangements long term and others are continuing to hold as they assess current COVID-19 trends, understand local government guidelines and focus on implementing workforce sustainability strategies.

<table>
<thead>
<tr>
<th></th>
<th>All employees have transitioned</th>
<th>Some employees have transitioned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large employers</td>
<td>86%</td>
<td>68%</td>
</tr>
<tr>
<td>Jumbo employers</td>
<td>71%</td>
<td>59%</td>
</tr>
</tbody>
</table>

Legend:
- Large employers (3,000–9,999 employees)
- Jumbo employers (10,000+ employees)
Workforce sustainability strategies
Large and jumbo organizations may have different states of readiness as it relates to employee transition back to the worksite. But both organization types are pursuing similar strategies within the context of their transition process.

Percent of employers pursuing each workforce sustainability category, large vs. jumbo

- **Worksite readiness and resources**
  - Large employers (3,000–9,999 employees): 86%
  - Jumbo employers (10,000+ employees): 84%

- **Transition programs/services**
  - Large employers (3,000–9,999 employees): 67%
  - Jumbo employers (10,000+ employees): 61%

- **Symptom assessment**
  - Large employers (3,000–9,999 employees): 65%
  - Jumbo employers (10,000+ employees): 61%

- **Medical/behavioral support**
  - Large employers (3,000–9,999 employees): 64%
  - Jumbo employers (10,000+ employees): 58%

Support for employees as they get ready to return to the worksite (communication plan, worksite readiness assessment completed, preparing the physical worksite, nurseline services)

Help for employees as they transition back to the worksite (programs and services for mental, social, financial and physical well-being)

Self-administered and clinician assessments for symptoms (symptom checkers, temperature checking, COVID-19 testing)

Ongoing resources and support for medical and behavioral treatment (condition management for those with chronic conditions particularly at risk or directly impacted by COVID-19)
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 highlights
Each organization is unique and has to consider return-to-workshe decisions within the context of many factors including local government guidance and evolving COVID-19 trends. Some organizations may consider embracing work-from-home arrangements longer term or extend their timeline to allow workforce sustainability initiatives to be fully implemented.

- It appears jumbo organizations are moving at a slower pace relative to smaller organizations when it comes to transition readiness.
- Both jumbo and large organizations have made significant progress relative to their transition. At least 81% of organizations have started the transition process with employees.
- Both organization sizes are equally focused on similar transition strategies despite the different states of readiness.

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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