



EMPLOYER INSIGHT SURVEY:

Returning to the worksite

Transition strategies and approaches by employer size

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?**

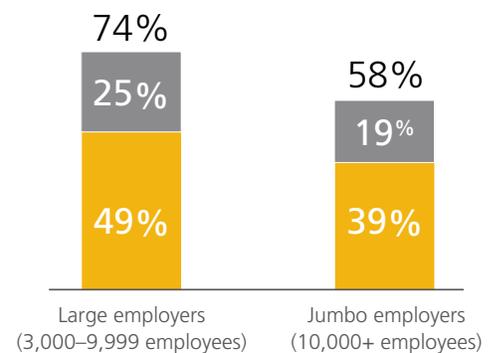
Return-to-worksite readiness

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.

- Extremely ready
- Ready

Return-to-worksite readiness

(among employers that have transitioned or plan to transition back to prior work arrangements)



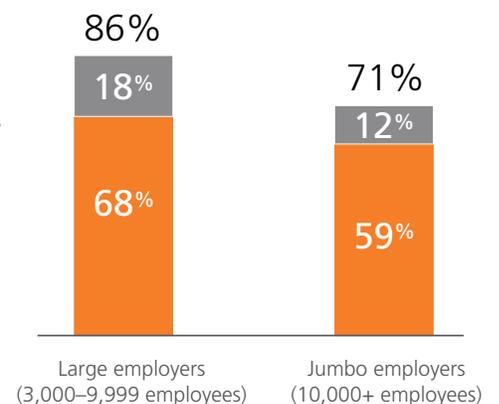
Transition progress

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.

- All employees have transitioned
- Some employees have transitioned

Current status of return-to-worksite transitions



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





STRATEGY STARTER

Organizations may want to consider reaching out to their population health vendor for guidance and support to seamlessly enable the transition process.

Survey highlights

Each organization is unique and has to consider return-to-worksite 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.

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.

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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