



# Workplace Transitions

for people touched by Cancer

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# BACKGROUND & PILOT STUDY

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# WHY WORKPLACE TRANSITION MATTERS

- With nearly 14.5 million cancer survivors in U.S., employment concerns affect 44% of newly diagnosed
  - Virtually all protected by Americans with Disability Act (ADA)
- People with cancer often experience emotional and physical challenges trying to integrate personal and work lives
  - Despite challenges, 73% of surveyed survivors report routine nature of work aides recovery and quality of life



# WHY WORKPLACE TRANSITION MATTERS

- With \$7.5 billion lost annually in productivity due to cancer-related disabilities, continued employment allows employers to retain valued employees and realize improvements in morale and productivity
- Key opinion leaders suggested creating resources to affect this intersection of health and labor
- Online market research validated this need
  - Only 15% of 188 employers surveyed have resources to support employees with cancer, particularly psychosocial support



# FILLING GAP

Unique group of organizations joined forces:

Anthem, Cancer and Careers and U.S. Business Leadership Network (USBLN)

Created FREE actionable and interactive e-Toolkit to support workplaces of all sizes:

- Complements existing company policies and procedures
- Helps managers better manage cancer in workplace so people touched by cancer can continue working
- Provides front-line managers with guidance on managing return-to-work from a practical, psychosocial, and legal perspective (it does *not* provide legal advice)



# WORKPLACETRANSITIONS.ORG

e-Toolkit initially included:

- ✓ Useful information for frontline managers
- ✓ Information on the ADA
- ✓ Practical ideas for workplace accommodations
- ✓ Return-to-work transition plan template
- ✓ Suggestions for managing challenges with sensitivity



# PILOT STUDY

Evaluated e-Toolkit in 2014-2015 with 6 businesses representing 150,000 geographically diverse employees: Anthem, Ernst & Young, Merck, North American Mission Board, Northrop Grumman, and Verizon

## Specific aims:

- 1. For employees who self-reported cancer diagnosis**  
To measure impact of e-Toolkit on quality of life and employment outcomes: return to work; workdays missed; accommodations requested, planned and/or granted
- 2. For managers**  
To measure users' perception of usability, acceptability, and utility of e-Toolkit



# PILOT STUDY KEY FINDINGS

Results validated e-Toolkit's vision and intended purpose:

## **[For employees who self-reported cancer]**

In subgroup analysis among likely ill cancer survivors\* **quality of life significantly improved across domains measured between baseline to follow-up surveys**

## **[For managers]**

Manager satisfaction was very high

- **93%** (n=43) of managers reported finding this resource helpful, especially in helping them provide employees emotional support
- **86%** (n=44) of managers reported finding this resource easy to access and use

\* Employees who reported that they had taken two or more days off in the four weeks prior to baseline survey



# CLOSING THE GAP

Pilot study results informed e-Toolkit enhancements before launching publically at no cost

- Employee section
- Enhanced caregiver resources
- Employer adoption section

**WorkplaceTransitions.org**  
now supports employers nationally  
with over 13,300 unique users  
spanning all 50 states

The screenshot shows the homepage of Workplace Transitions.org. At the top, the logo 'WORKPLACE TRANSITIONS For people touched by cancer' is on the left, and a navigation menu with 'PREPARE', 'ACT', 'SUPPORT', 'EMPLOYER ADOPTION', 'RESOURCES', 'ABOUT', and 'FOR EMPLOYEES' is on the right. The main header features a large blue banner with the text 'FOR MANAGERS: Get help managing cancer in the workplace.' and a 'GET STARTED' button. Below this is a carousel of four icons: 'UNDERSTAND YOUR ROLE' (people icon), 'KNOW THE LAW' (gavel icon), 'ABOUT ACCOMMODATIONS' (person at desk icon), and 'MAKE A PLAN' (gears icon). The lower section has a light blue background with the heading 'SUPPORT EMPLOYEES' and the text 'Get guidance on managing the diagnosed employees, caregiving employees and co-workers.' with a 'LEARN MORE' button. Below that is a dark blue section for 'EMPLOYER ADOPTION' with the text 'Get tips on adopting workplace transitions at your company or business.' and a list of links: 'TIPS ON ADOPTION', 'PROGRAM MATERIALS', 'WEBINARS', 'RESEARCH', and 'SHARE YOUR EXPERIENCE'. At the bottom, the logo is repeated, and a small line of text reads 'A COLLABORATION OF ANHEIM, INC., CANCER AND CAREERS, PIONEER, AND U.S. BUSINESS LEADERSHIP NETWORK (UBLN)'.

# VALUE FOR EMPLOYERS

ADOPTION, LESSONS LEARNED, ADVICE

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